
AGENDA

UNIVERSITY OF HOUSTON SYSTEM BOARD OF REGENTS MEETING

DATE: Thursday, August 24, 2023
TIME: 10:00 AM
PLACE: The Post Oak Hotel at Uptown Houston
Post Oak Ballroom, Third Floor
1600 West Loop South
Houston, TX 77027

Chair: Tilman J. Fertitta
Vice Chair: Jack B. Moore
Secretary: Durga D. Agrawal

I. **Board of Regents Meeting**

- A. Call to Order
Presenter: Chairman Tilman J. Fertitta
- B. Open Forum
Presenter: Chairman Tilman J. Fertitta
- C. Ceremonial Swearing-in of New Student Regent - Mielad Ziaee
Presenter: Chairman Tilman J. Fertitta
- D. Approval of Minutes
 - May 18, 2023, Board of Regents Meeting
 - June 23, 2023 Special Called Teleconference of the Board of Regents Meeting

Action: Approval
Presenter: Chairman Tilman J. Fertitta

II. **Board of Regents Items**

- A. Presentation by University of Houston Faculty Senate President on "Senate Bill 18" - University of Houston

Action: Information

Presenter: Dr. Susie Gronseth, President of the Faculty Senate

III. **Committee Reports Listing Consent Docket Items for Board Approval**

All action items considered and unanimously approved by the Endowment Management Committee, Item A; the Audit and Compliance Committee, Item B; the Academic and Student Success Committee, Item C; the Facilities, Construction and Master Planning Committee, Item D; and the Finance and Administration Committee, Item E, held on Wednesday, August 23, 2023, are listed under each Committee Report as Consent Docket Agenda items requiring final Board approval unless otherwise noted. Pursuant to Board By-Law 6.9, any regent may request that an individual item be removed from the Consent Docket Agenda and be considered by the full Board.

A. **Endowment Management Committee Report - August 23, 2023**

[No items were brought forward that would require further board approval]

Presenter: Chair Beth Madison

B. **Audit and Compliance Committee Report - August 23, 2023**

Presenter: Chair Jack B. Moore

1. Report on University of Houston System, Audit and Compliance Committee Charter and Checklist 9

Action: Approval

2. Report on University of Houston System, Annual Internal Audit Plan 17

Action: Approval

C. **Academic and Student Success Committee Report - August 23, 2023**

Presenter: Chair Durga Agrawal

1. Approval of a Faculty Promotion in Academic Rank - University of Houston Downtown 25

Action: Approval

2. Approval of Faculty Workload Report - University of Houston System 27

Action: Approval

Presenter: Dr. Diane Chase, Senior Vice Chancellor for

D. Facilities, Construction and Master Planning Committee - August 23, 2023

Presenter: Chair Doug H. Brooks

1. Approval is requested for appointment of Committee members and 129
appointment terms for the University of Houston System-wide Public Art
Committee with an update on University of Houston System Public Art
Committee activities for FY2023

Action: Approval

*Presenter: Raymond Bartlett, Senior Vice Chancellor for
Administration and Finance*

2. Approval is requested to delegate authority to the Chancellor 139
to negotiate and execute contracts for the design and
construction for the Conrad N. Hilton College of Global
Hospitality Leadership Expansion and Renovation Project
located in the Central District
at the University of Houston

Action: Approval

*Presenter: Raymond Bartlett, Senior Vice Chancellor for
Administration and Finance*

3. Approval is requested to delegate authority to the Chancellor 142
to negotiate and execute contracts for the design and
construction for Agnes Arnold Hall and Auditorium located in
the Central District at the University of Houston

Action: Approval

*Presenter: Raymond Bartlett, Senior Vice Chancellor for
Administration and Finance*

E. Finance and Administration Committee Report - August 23, 2023

Presenter: Chair John McCall

1. Approval of Committee Minutes

- May 18, 2023, Finance and Administration Committee Meeting

Action: Approval

2. Approval is requested for the University of Houston System 146
FY2024 Financial Plan and Budget

Action: Approval
Presenter: Raymond Bartlett, Senior Vice Chancellor for Administration and Finance

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 178

Action: Approval
Presenter: Raymond Bartlett, Senior Vice Chancellor for Administration and Finance

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 181

Action: Approval
Presenter: Raymond Bartlett, Senior Vice Chancellor for Administration and Finance

5. Approval is requested to modify banking and investment resolutions for the University of Houston System 184

Action: Approval
Presenter: Raymond Bartlett, Senior Vice Chancellor for Administration and Finance

6. Approval is requested to modify the University of Houston System Debt 196 Policy and Master Swap Policy.

Action: Approval
Presenter: Raymond Bartlett, Senior Vice Chancellor for Administration and Finance

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]

Presenter: Chairman Tilman J. Fertitta

V. **Board of Regents Items (cont'd)**

- A. Annual Report on Intercollegiate Athletics at the University of Houston 237

- Action:** Information
Presenter: Chris Pezman, Vice President of Intercollegiate Athletics
- B. Update on Senate Bill 17 (DEI) Compliance Implementation - University of Houston System 238
- Action:** Information
Presenter: Dona Cornell, Vice Chancellor for Legal Affairs, General Counsel
- C. Approval of Senate Bill 18 (Tenure) Board Policy Revisions - University of Houston System 239
- Action:** Approval
Presenter: Dona Cornell, Vice Chancellor for Legal Affairs, General Counsel
- D. Approval is requested of the proposed revisions/updates to the University of Houston System Board of Regents Policies 240
- Action:** Approval
Presenter: Dona Cornell, Vice Chancellor for Legal Affairs, General Counsel
- E. Approval of the Current University of Houston System Board of Regents Planner for FY2023-FY2024 241
- Action:** Approval
Presenter: Dona Cornell, Vice Chancellor of Legal Affairs, General Counsel
- F. Approval of Proposed Calendar of Dates for the FY2024- FY2025 University of Houston System Board of Regents Committee/Board Meetings 248
- Action:** Approval
Presenter: Dona Cornell, Vice Chancellor of Legal Affairs, General Counsel
- G. Resolution in Honor of Marquette Hobbs' service to the Board of Regents - University of Houston System 250
- Action:** Approval

Presenter: Dona Cornell, Vice Chancellor of Legal Affairs, General Counsel

- H. Resolution in Honor of the Members of the Texas Legislature and Statewide Leadership who, during the 88th Legislative Session, Supported the Creation of the Texas University Fund (TUF) – University of Houston System 251

Action: Approval

Presenter: Jason Smith, Vice Chancellor for Governmental Relations

VI. **Chancellor's Report: System Profile and Accomplishments**

Presenter: Chancellor Renu Khator

VII. **Executive Session**

Presenter: Chairman Tilman J. Fertitta

A.

1. 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

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

TEXAS GOV'T CODE SECTION 551.072

3. Deliberation Regarding a Prospective Gift

TEXAS GOV'T CODE SECTION 551.073

4. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Duties, Discipline, or Dismissal of Officers or Employees including but not limited to the Chancellor, Presidents, 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

5. Confidentiality of government information related to security or infrastructure

issues for computers

TEXAS GOV'T CODE SECTION 552.139

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

Presenter: Chairman Tilman J. Fertitta

- A. Approval is requested for contractual incentives for the Chancellor/President at the University of Houston System/University of Houston

Action: Approval

Presenter: Chairman Tilman J. Fertitta

IX. **Adjourn**

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

ITEM: Presentation by University of Houston Faculty Senate President on "Senate Bill 18"

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Dr. Susie Gronseth, Faculty Senate President for the University of Houston will give remarks to the Board on "Senate Bill 18."

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: 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 and Compliance Committee Charter and Checklist. The Audit and 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 and 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 and Compliance Committee Charter and Checklist

FISCAL NOTE: None

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

COMPONENT: University of Houston System



08/04/2023

CHIEF AUDIT EXECUTIVE

Phillip W. Hurd

DATE



CHANCELLOR

Renu Khator

8/17/2023
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

University of Houston System

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.

University of Houston System

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

University of Houston System

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).

University of Houston System

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 ~~08/25/22~~ 08/23/23

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

COMMITTEE: Audit and Compliance

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

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Attached for your review and approval is the UHS Internal Auditing Department Annual Internal Audit Plan for Fiscal Year 2024 (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 time frame.

The Internal Audit Department continues to integrate analytics, computer assisted auditing techniques (CAAT), Robotic Process Automation (RPA), and basic artificial intelligence (AI) in the audit process to better serve the UHS community.

SUPPORTING

DOCUMENTATION: Annual Internal Audit Plan, FY 2024

FISCAL NOTE: None

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

COMPONENT: University of Houston System



08/04/2023

CHIEF AUDIT EXECUTIVE

Phillip W. Hurd

DATE



CHANCELLOR

Renu Khator

8/17/2023
DATE

Annual Internal Audit Plan

FY 2024

August 23, 2023

Overview

1. Internal Audit Definition
2. Staff Members and Certified Competencies
3. Proposed Audit Plan
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	Working Retiree	CAP
Ho, Aiden	Auditor I	
Gonzalez, Kathy	Auditor II	CCRP
McClellan, Elias Jacob	Auditor II	CFE
Tran, Emily Kim	Auditor II	CFE, AIRC
Applebach, Connie C	Auditor III	CISA
Porter, Eric	Auditor III	CFE
Gerry, Kim A.	Auditor IV	CFE
Moreno, Cesario Anthony	Auditor IV	CFE, CGAP
O'Neal, Brandee M	Director	CIA, CFE
Hurd, Phillip Wayne	Chief Audit Executive	CIA, CISSP, CCEP

Existing Year Projects that are in Process

TITLE	STATUS <i>(select from drop-down list)</i>	COMMENTS
Procurement Card Management (UH, UHD and UHV)	Project Currently In Progress	In fieldwork
Travel Expense (UH, UHCL, and UHD)	Project Currently In Progress	In fieldwork
Education Resource Center (UH)	Project Currently In Progress	In fieldwork
Travel & Entertainment Expenditures - Board, FY23	Project Currently In Progress	Board Requested - Continual -Report in November
Travel & Entertainment expenditures - President, FY23 (UH, UHCL, UHD, and UHV)	Project Currently In Progress	Board Requested - Continual -Report in November
Contracts Requiring Board Approval	Project Currently In Progress	In fieldwork
UHV Scholarships and Financial Aid	Project Currently In Progress	In fieldwork
Research Lab Safety (UH, UHCL, and UHD)	Project Currently In Progress	In fieldwork
Research Governance and Process Overview (UH)	Project Currently In Progress	In reporting
Minors on Campus (UH)	Project Currently In Progress	In planning
Special Projects/Investigations	Project Currently In Progress	Multiple special projects/investigations continue

Additions to Audit Plan Based on Risk Assessment and Risk Register

ENGAGEMENT TITLE	GROUPING	TYPE	SCOPE	TIME FRAME	INCLUSION RATIONALE	Entity to be Audited				
						UHS	UH	UHCL	UHD	UHV
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.					
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 2024	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit	X				
Chancellor/President's Travel & Entertainment, FY 2024	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X	X	X	X
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				
Education Resource Center (UH)	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit	X	X			
Facilities Development Projects	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit				X	
College of Medicine Business Process Review	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Ensure Compliance		X			
Continuous Control Monitoring	Other	Compliance	Limited Review	Near Term - 1-6 Months	Evaluation Step	X	X	X	X	X
Inventory of Protected Health Information	Assurance	Operational	Limited Review	Near Term - 1-6 Months	Evaluation Step		X			
Donor Agreement Expenditures	Assurance	Compliance	Limited Review	Near Term - 1-6 Months	Ensure Compliance		X			

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.

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

COMMITTEE: Academic and Student Success
ITEM: Approval of Faculty Promotion in Academic Rank

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

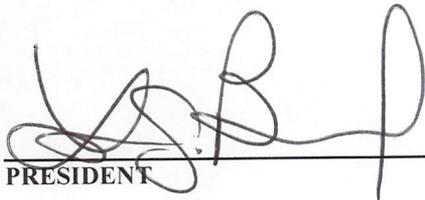
Board approval is requested for faculty promotion recommendation from the University of Houston-Downtown to be effective September 1, 2023.

SUPPORTING DOCUMENTATION: University of Houston - Downtown Promotion list.

FISCAL NOTE:

RECOMMENDATION/
ACTION REQUESTED: Administration recommends approval of this item

COMPONENT: University of Houston - Downtown



PRESIDENT

Loren J. Blanchard

8/18/2023
DATE



SENIOR VICE CHANCELLOR

Diane Z. Chase

08/17/2023
DATE

Renu Khator

CHANCELLOR

Renu Khator

8/18/2023
DATE

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

COMMITTEE: Academic and Student Success

ITEM: Approval of Faculty Workload Report – University of Houston System

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 2022-2023 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: None

FISCAL NOTE:

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

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR

Diane Z. Chase

08/10/2023

DATE



CHANCELLOR

Renu Khator

8/17/2023

DATE

UNIVERSITY OF HOUSTON FACULTY WORKLOAD SUMMARY REPORT (ACADEMIC YEAR 2022-2023)

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 2022-2023)

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 2022-2023)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	447	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured/Ten Trk	Ranked	Associate Professor		348	
Tenure Track	Ranked	Assistant Professor		231	
Non-Tenure Track	Ranked	Instructional Professor (All Ranks)	Full-Time	153	Student Teaching/Instruction and Service
Non-Tenure Track	Ranked	Clinical Professor (All Ranks)		192	Student Teaching/Instruction and Service
Non-Tenure Track	Ranked	Research Professor (All Ranks)		83	Research/Scholarship and Service
Non-Tenure Track	Non-ranked	Lecturer, Scholar-In-Residence, Affiliate Artist, Professor-of-Practice, Visiting Professors	Full-Time	182	Student Teaching/Instruction
Non-Tenure Track	Non-ranked	Various Adjunct Titles	Part-Time	945	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 typically **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 typically 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 typical 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 2022-2023)

The University of Houston has a total of sixteen (16) Colleges of various sizes including the new Hobby School. 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 academic year 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 2022-2023).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2022-2023)

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	29	38%	37%	25%	\$105,807
Arts	65	38%	40%	22%	\$89,359
Business	84	52%	34%	14%	\$215,083
Education	44	42%	35%	24%	\$98,780
Engineering	138	46%	33%	21%	\$159,813
GCSW	21	50%	28%	22%	\$106,952

Hobby	7	39%	34%	27%	\$166,692
HRM	19	39%	40%	21%	\$120,222
Law	36	37%	43%	20%	\$178,546
CLASS	265	43%	34%	23%	\$109,006
NSM	188	42%	38%	19%	\$135,070
Optometry	25	44%	31%	25%	\$131,324
Nursing	5	45%	44%	11%	\$88,723
Pharmacy	36	48%	31%	21%	\$146,394
Engineering (Technology Div)	54	42%	36%	22%	\$107,251

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2022-2023)

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	7	9%	54%	37%	\$83,317
Arts	13	8%	68%	25%	\$67,596
Business	9	9%	69%	22%	\$120,836
Education	38	6%	66%	29%	\$76,384
Engineering	34	45%	43%	12%	\$88,483
GCSW	9	0%	62%	38%	\$74,652
Hobby	3	17%	60%	23%	\$76,480
Honors	18	13%	58%	28%	\$73,018
HRM	5	0%	70%	30%	\$70,209
Law	14	8%	68%	24%	\$99,439
CLASS	58	22%	54%	24%	\$80,722
Medicine	41	13%	46%	41%	\$198,120
NSM	65	39%	46%	15%	\$76,138
Optometry	40	22%	64%	14%	\$120,551
Nursing	12	9%	81%	10%	\$97,960
Pharmacy	36	34%	46%	20%	\$117,501
Engineering (Technology Div)	18	2%	78%	20%	\$91,371

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2022-2023)

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%	80%	3%	\$59,214
Arts	13	3%	82%	15%	\$64,995
Business	49	0%	74%	25%	\$111,332
Education	4	25%	70%	5%	\$73,682
Engineering	8	15%	66%	19%	\$72,426
GCSW	2	0%	100%	0%	\$67,626
Honors	4	10%	70%	20%	\$51,423

HRM	3	17%	47%	37%	\$72,663
Law	4	25%	70%	5%	\$74,973
CLASS	52	2%	97%	2%	\$36,422
NSM	13	5%	85%	10%	\$59,231
Optometry	3	33%	67%	0%	\$98,668
Nursing	3	10%	80%	10%	\$65,305
Engineering (Technology Div)	15	0%	84%	16%	\$60,479

SECTION 4: KEY FINDINGS

Analysis of data contained in the **AY 2022-2023 UH Faculty Workload Report** concerning average (%) workload effort distribution across all sixteen (16) 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 **35%** of their effort in teaching and instructional activities, **44%** 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, **21%** of their effort in research and scholarship activities and **23%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **82%** of their effort in teaching and instructional activities, **5%** of their effort in research and scholarship activities and **13%** in service activities.
- Part-time, non-ranked, non-tenure track (NTT) faculty expend **97%** of their effort in teaching and instructional activities, **less than 1%** of their effort in research and scholarship activities and **3%** in service activities.

**UH Annual Faculty Workload Report
2022-2023**

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 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Business Administration	Accountancy & Taxation	Bailey-Rihawi, Esther	Professor of Practice	F	0%	100%	0%	100%	2	.	2	.	.	.	6	.	3	.	.	.	\$ 95,000			X	
Business Administration	Accountancy & Taxation	Becker, Charles	Professor of Practice	F	0%	20%	80%	100%	4	.	4	.	.	.	6	.	3	.	.	.	\$ 95,000			X	
Business Administration	Accountancy & Taxation	Brant Jr., Robert	Professor of Practice	F	0%	100%	0%	100%	2	.	2	.	.	.	6	.	2	.	.	.	\$ 80,000				X
Business Administration	Accountancy & Taxation	Chen, Xi	Assistant Professor	F	60%	30%	10%	100%	.	.	.	1	.	.	3	.	3	.	.	.	\$ 221,919			X	
Business Administration	Accountancy & Taxation	Crawford, Steven	Associate Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	3	1	.	.	\$ 246,741				X
Business Administration	Accountancy & Taxation	Gamble, George	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 147,697				X
Business Administration	Accountancy & Taxation	Goble, Samuel	Professor of Practice	F	0%	80%	20%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 97,470				X
Business Administration	Accountancy & Taxation	Harris, Kathleen	Professor of Practice	F	0%	60%	40%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 168,773				X
Business Administration	Accountancy & Taxation	Khumawala, Saleha	Professor	F	30%	50%	20%	100%	2	.	2	.	.	.	3	.	2	.	.	.	\$ 230,665			X	
Business Administration	Accountancy & Taxation	Kilic, Emre	Associate Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	2	.	.	1	.	.	\$ 221,883				X
Business Administration	Accountancy & Taxation	Kuruvilla, Mohan	Professor of Practice	F	0%	50%	50%	100%	5	.	.	.	.	.	4	.	.	.	.	.	\$ 202,360				X
Business Administration	Accountancy & Taxation	Larson, Chad	Associate Professor	F	60%	30%	10%	100%	.	.	2	1	.	.	.	.	1	3	.	.	\$ 246,134				X
Business Administration	Accountancy & Taxation	Li, Bin	Assistant Professor	F	60%	30%	10%	100%	.	.	.	2	.	.	.	.	3	1	.	.	\$ 241,385			X	
Business Administration	Accountancy & Taxation	Lin, Haijin	Associate Professor	F	60%	30%	10%	100%	4	.	.	.	.	.	.	.	.	.	.	.	\$ 231,340			X	
Business Administration	Accountancy & Taxation	Lobo, Gerald	Professor	F	60%	30%	10%	100%	.	.	3	2	.	.	.	.	.	2	.	.	\$ 306,441			X	
Business Administration	Accountancy & Taxation	Lu, Tong	Associate Professor	F	60%	30%	10%	100%	.	.	2	1	.	.	.	.	2	1	.	.	\$ 242,125			X	
Business Administration	Accountancy & Taxation	Meade, Janet	Associate Professor	F	10%	60%	30%	100%	1	.	.	.	.	.	1	.	2	.	.	.	\$ 162,832				X
Business Administration	Accountancy & Taxation	Miles, Carolyn	Professor of Practice	F	0%	60%	40%	100%	2	.	1	.	.	.	3	.	3	.	.	.	\$ 76,305				X
Business Administration	Accountancy & Taxation	Muslu, Volkan	Professor	F	60%	30%	10%	100%	5	.	.	2	.	.	.	.	.	1	.	.	\$ 267,795			X	
Business Administration	Accountancy & Taxation	Newman, Michael	Professor of Practice	F	0%	50%	50%	100%	8	1	2	.	.	.	9	2	2	1	.	.	\$ 199,877				X
Business Administration	Accountancy & Taxation	Noland, Thomas	Professor	F	10%	60%	30%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 189,150				X
Business Administration	Accountancy & Taxation	Parthasarathy, Kiran	Associate Professor, Instruct	F	0%	50%	50%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 174,808				X
Business Administration	Accountancy & Taxation	Rousseau, Linette	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	4	.	.	.	.	.	\$ 235,000				X
Business Administration	Accountancy & Taxation	Seijas, Nuria	Professor of Practice	F	0%	80%	20%	100%	3	.	1	.	.	.	4	.	.	.	.	.	\$ 137,514				X
Business Administration	Accountancy & Taxation	Seltz, Joe	Professor of Practice	F	0%	70%	30%	100%	5	.	.	.	.	.	5	.	1	.	.	.	\$ 111,067				X
Business Administration	Accountancy & Taxation	Serrato, Darlene	Professor of Practice	F	0%	80%	20%	100%	4	.	.	.	.	.	6	.	.	.	.	.	\$ 95,317				X
Business Administration	Accountancy & Taxation	Small, R. Christopher	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 216,817			X	
Business Administration	Accountancy & Taxation	Sun, Xue	Associate Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 243,377				X
Business Administration	Accountancy & Taxation	Sykes, Mary	Professor of Practice	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 81,768				X
Business Administration	Accountancy & Taxation	Wang, Yu	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	4	.	.	.	.	.	\$ 232,762			X	
Business Administration	Accountancy & Taxation	Weber, Catherine	Assistant Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	.	5	.	.	.	.	.	\$ 83,016				X
Business Administration	Accountancy & Taxation	Zhao, Yuping	Associate Professor	F	60%	30%	10%	100%	3	.	1	.	.	.	.	.	.	.	.	.	\$ 225,034				X
Business Administration	Dean's Office Bauer College	Baldwin, Cheryl	Professor of Practice	F	0%	20%	80%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 153,000				X
Business Administration	Decision & Information Science	Anderson Fletcher, Elizabeth	Associate Professor	F	10%	60%	30%	100%	2	.	.	.	.	.	2	1	.	.	.	.	\$ 172,822				X
Business Administration	Decision & Information Science	Aron, Ravi	Professor	F	60%	30%	10%	100%	.	.	3	1	.	.	.	.	2	3	.	.	\$ 220,265				X
Business Administration	Decision & Information Science	Chin, Wynne	Professor	F	50%	30%	20%	100%	.	.	.	1	.	.	2	.	1	1	.	.	\$ 235,020			X	
Business Administration	Decision & Information Science	Cooper, Randolph	Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	1	.	2	2	.	.	\$ 192,335				X
Business Administration	Decision & Information Science	Cossick, Kathy	Professor of Practice	F	0%	80%	20%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 94,057				X
Business Administration	Decision & Information Science	Dimoka, Angelika	Professor	F	60%	20%	20%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 265,464			X	
Business Administration	Decision & Information Science	Felvegi, Emese	Professor of Practice	F	0%	100%	0%	100%	4	.	.	.	.	.	3	.	.	.	.	.	\$ 83,213				X
Business Administration	Decision & Information Science	Grimes, George	Assistant Professor	F	60%	30%	10%	100%	1	.	5	.	.	.	.	.	5	.	.	.	\$ 159,187				X
Business Administration	Decision & Information Science	Hossain, Md Mahub	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	2	.	.	.	\$ 155,000			X	
Business Administration	Decision & Information Science	Hou, Jinghui	Assistant Professor	F	60%	30%	10%	100%	.	.	3	.	.	.	.	.	.	.	.	.	\$ 150,000			X	
Business Administration	Decision & Information Science	Jiang, Lianlian	Assistant Professor	F	60%	30%	10%	100%	3	.	.	.	.	.	.	.	.	.	.	.	\$ 168,000			X	
Business Administration	Decision & Information Science	Johnson, Norman	Professor	F	60%	30%	10%	100%	.	1	4	.	.	.	.	1	.	2	.	.	\$ 208,927				X
Business Administration	Decision & Information Science	Khumawala, Basheer	Professor	F	10%	60%	30%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 183,657			X	
Business Administration	Decision & Information Science	Li, Meng	Associate Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 210,000			X	
Business Administration	Decision & Information Science	Ma, Xiao	Associate Professor	F	60%	30%	10%	100%	.	.	3	1	.	.	.	.	2	3	.	.	\$ 182,529				X
Business Administration	Decision & Information Science	Messinger, Jacob	Lecturer	F	0%	100%	0%	100%	6	.	1	.	.	.	4	.	2	.	.	.	\$ 54,000			X	
Business Administration	Decision & Information Science	Miller, Bradley	Professor of Practice	F	0%	80%	20%	100%	5	.	.	.	.	.	4	.	.	.	.	.	\$ 107,837				X
Business Administration	Decision & Information Science	Murray, Michael	Assistant Professor, Instruct	F	0%	80%	20%	100%	1	.	4	.	.	.	1	.	3	.	.	.	\$ 137,992				X
Business Administration	Decision & Information Science	Parks, Michael	Associate Professor	F	10%	60%	30%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 149,085				X
Business Administration	Decision & Information Science	Patterson, Staci	Professor of Practice	F	0%	90%	10%	100%	4	.	.	.	.	.	3	.	.	.	.	.	\$ 96,310				X
Business Administration	Decision & Information Science	Porra, Jaana	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	3	.	1	.	.	.	\$ 141,715				X
Business Administration	Decision & Information Science	Robinson, Powell	Professor	F	40%	30%	20%	100%	.	.	2	1	2	1	.	.	\$ 258,395			X	

**UH Annual Faculty Workload Report
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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE				
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON									
Business Administration	Decision & Information Science	Sahin,Funda	Associate Professor	F	40%	40%	20%	100%	.	.	4	1	.	.	.	.	.	.	1	.	.	.	.	\$ 200,132				X	
Business Administration	Decision & Information Science	Scamell,Richard	Professor	F	10%	60%	30%	100%	1	.	2	.	.	.	.	.	2	.	1	.	.	.	.	\$ 224,757				X	
Business Administration	Decision & Information Science	Scott,Carl	Professor of Practice	F	0%	90%	10%	100%	3	.	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 104,218					X
Business Administration	Decision & Information Science	Silva,Leiser	Associate Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	.	.	1	1	.	.	.	.	\$ 185,027					X
Business Administration	Decision & Information Science	Skinner,Richard James	Professor of Practice	F	0%	90%	10%	100%	3	.	1	.	.	.	.	4	.	.	.	.	.	.	.	\$ 97,050				X	
Business Administration	Decision & Information Science	Smith,Gordon	Professor of Practice	F	0%	100%	0%	100%	3	.	4	.	.	.	.	2	.	2	.	.	.	.	.	\$ 96,220					X
Business Administration	Decision & Information Science	Tan,Yinliang	Associate Professor	F	60%	30%	10%	100%	.	.	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 247,248				X	
Business Administration	Decision & Information Science	Tibodeau,Dale	Professor of Practice	F	0%	80%	20%	100%	2	.	.	.	.	.	.	2	.	2	.	.	.	.	.	\$ 93,312					X
Business Administration	Decision & Information Science	Wang,Cheng	Professor of Practice	F	0%	100%	0%	100%	2	.	1	.	.	.	.	2	.	2	.	.	.	.	.	\$ 81,490					X
Business Administration	Decision & Information Science	Wayhan,Victor	Professor of Practice	F	0%	80%	20%	100%	3	.	1	.	.	.	.	4	.	1	.	.	.	.	.	\$ 93,552					X
Business Administration	Decision & Information Science	Wiley,Briceon	Professor of Practice	F	0%	100%	0%	100%	3	.	2	.	.	.	.	4	.	4	.	.	.	.	.	\$ 105,000				X	
Business Administration	Decision & Information Science	Zhao,Keran	Assistant Professor	F	60%	30%	10%	100%	1	.	1	.	.	.	.	2	.	1	.	.	.	.	.	\$ 148,561				X	
Business Administration	Finance	Allena,Rohit	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 238,785				X	
Business Administration	Finance	Basu,Swati	Professor of Practice	F	0%	80%	20%	100%	.	.	4	.	.	.	.	.	.	3	.	.	.	.	.	\$ 125,585					X
Business Administration	Finance	Berger,Elizabeth	Assistant Professor	F	60%	30%	10%	100%	2	.	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 241,955				X	
Business Administration	Finance	De Angelis,David	Assistant Professor	F	60%	30%	10%	100%	2	.	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 241,955				X	
Business Administration	Finance	Doshi,Hitesh	Associate Professor	F	60%	30%	10%	100%	2	.	2	2	.	.	.	.	2	2	.	.	.	.	\$ 276,952					X	
Business Administration	Finance	Gargano,Antonio	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 245,277				X	
Business Administration	Finance	George,Thomas	Professor	F	10%	60%	30%	100%	.	.	2	.	.	.	.	.	1	.	.	.	.	.	.	\$ 281,829					X
Business Administration	Finance	Hitzemann,Steffen	Assistant Professor	F	60%	30%	10%	100%	1	.	1	.	.	.	.	1	.	.	.	.	.	.	.	\$ 235,000				X	
Business Administration	Finance	Jacobs,Kris	Professor	F	60%	30%	10%	100%	.	.	3	2	.	.	.	.	1	2	.	.	.	.	\$ 360,782				X		
Business Administration	Finance	Kapatos,Nick	Professor of Practice	F	0%	100%	0%	100%	4	.	.	.	.	.	.	4	.	.	.	.	.	.	.	\$ 87,093				X	
Business Administration	Finance	Kumar,Praveen	Professor	F	60%	30%	10%	100%	.	1	1	.	.	.	.	1	1	2	1	.	.	.	.	\$ 348,091				X	
Business Administration	Finance	Liu,Zesong	Assistant Professor	F	60%	30%	10%	100%	.	.	.	2	.	.	.	2	.	1	2	.	.	.	.	\$ 231,751					X
Business Administration	Finance	Lopez,John	Professor of Practice	F	0%	80%	20%	100%	4	.	.	.	.	.	.	4	.	1	.	.	.	.	.	\$ 121,584					X
Business Administration	Finance	Pederzoli,Paola	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 242,169				X	
Business Administration	Finance	Pirrong,Stephen	Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	3	.	.	.	.	.	.	\$ 185,426					X
Business Administration	Finance	Povel,Paul	Professor	F	60%	30%	10%	100%	.	.	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 262,121				X	
Business Administration	Finance	Rabinovitch,Ramon	Professor	F	30%	50%	20%	100%	1	.	1	.	.	.	.	1	.	2	.	.	.	.	.	\$ 138,333					X
Business Administration	Finance	Richards,Keith	Professor of Practice	F	0%	20%	80%	100%	4	.	2	.	.	.	.	4	.	2	.	.	.	.	.	\$ 115,861				X	
Business Administration	Finance	Roshak,Kevin	Assistant Professor	F	60%	30%	10%	100%	3	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 212,822					X
Business Administration	Finance	Stewart,Marcus	Professor of Practice	F	0%	100%	0%	100%	1	.	1	.	.	.	.	2	.	.	.	.	.	.	.	\$ 109,038				X	
Business Administration	Finance	Suleymanov,Masim	Assistant Professor, Instruct	F	0%	90%	10%	100%	3	.	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 130,000				X	
Business Administration	Finance	Susmel,Raul	Associate Professor	F	40%	40%	20%	100%	2	.	4	1	.	.	.	.	2	2	.	.	.	.	\$ 128,491					X	
Business Administration	Finance	Vasu,Rajkamal	Assistant Professor	F	60%	30%	10%	100%	3	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 237,156					X
Business Administration	Finance	Wu,Guojun	Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	3	.	.	.	.	.	.	\$ 209,013					X
Business Administration	Finance	Yerramilli,Vijay	Professor	F	60%	30%	10%	100%	.	.	.	2	.	.	.	.	5	2	.	.	.	.	\$ 281,462				X		
Business Administration	Management Department	Atwater,Leanne	Professor	F	60%	30%	10%	100%	.	.	1	1	.	.	.	.	2	1	.	.	.	.	\$ 239,139					X	
Business Administration	Management Department	Avery,Derek	Professor	F	60%	20%	20%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 326,766				X	
Business Administration	Management Department	Bozeman,Dennis	Associate Professor	F	20%	60%	20%	100%	1	.	2	.	.	.	.	3	.	2	.	.	.	.	.	\$ 101,014					X
Business Administration	Management Department	Carlin,Barbara	Associate Professor, Instruct	F	10%	80%	10%	100%	1	1	4	.	.	.	.	1	1	5	1	.	.	.	\$ 109,827					X	
Business Administration	Management Department	Celly,Nikhil	Assistant Professor, Instruct	F	20%	60%	20%	100%	1	.	2	.	.	.	.	2	1	4	.	.	.	.	\$ 101,504					X	
Business Administration	Management Department	Chiu,Shih-chi	Assistant Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	.	1	.	1	.	.	.	.	.	\$ 172,595					X
Business Administration	Management Department	Currie,Daniel	Professor of Practice	F	0%	80%	20%	100%	6	.	.	.	.	.	.	7	.	.	.	.	.	.	.	\$ 178,385					X
Business Administration	Management Department	Essman,Spenser	Assistant Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 169,318				X	
Business Administration	Management Department	Fernandez,Alejandro	Professor of Practice	F	0%	80%	20%	100%	2	.	1	.	.	.	.	1	.	2	.	.	.	.	\$ 95,000				X		
Business Administration	Management Department	Keller,Robert	Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 195,174					X
Business Administration	Management Department	Kroger,Edward	Professor of Practice	F	0%	60%	40%	100%	1	.	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 97,311					X
Business Administration	Management Department	Krylova,Ksenia O	Associate Professor, Instruct	F	20%	60%	20%	100%	2	.	.	.	.	.	.	3	.	3	.	.	.	.	\$ 99,619					X	
Business Administration	Management Department	Miljanic,Andra	Assistant Professor, Instruct	F	20%	60%	20%	100%	4	.	.	.	.	.	.	5	.	.	.	.	.	.	\$ 117,703				X		
Business Administration	Management Department	Miller,Carl	Professor	F	60%	30%	10%	100%	.	.	2	1	.	.	.	.	.	.	1	.	.	.	\$ 275,342					X	
Business Administration	Management Department	Phillips,James	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 178,721					X	
Business Administration	Management Department	Rude,Dale	Associate Professor	F	20%	60%	20%	100%	3	2	2	.	.	.	.	3	1	1	.	.	.	.	\$ 131,980					X	
Business Administration	Management Department	Ruggs,Enrica	Associate Professor	F	60%	30%	10%	100%	1	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 178,911				X		
Business Administration	Management Department	Sebastijanovic,Marina	Associate Professor, Instruct	F	10%	30%	30%	100%	3	4	.	1	\$ 133,055					X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Business Administration	Management Department	Sullivan,David	Assistant Professor	F	60%	30%	10%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 169,119			X	X
Business Administration	Management Department	Thompson,Joseph	Lecturer	F	0%	80%	20%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 95,000			X	
Business Administration	Management Department	Walker,William	Professor of Practice	F	0%	80%	20%	100%	3	.	1	.	.	.	5	.	1	.	.	.	\$ 94,995				X
Business Administration	Management Department	Werner,Steve	Professor	F	40%	20%	40%	100%	.	.	2	.	.	.	.	.	2	.	.	.	\$ 213,679				X
Business Administration	Management Department	Wesley,Curtis	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 174,806				X
Business Administration	Management Department	Williams,John	Professor of Practice	F	0%	80%	20%	100%	6	.	2	.	.	.	8	.	.	.	.	.	\$ 95,000			X	
Business Administration	Marketing Department	Ahearne,Michael	Professor	F	60%	30%	10%	100%	4	.	.	2	.	.	.	.	2	.	.	.	\$ 339,611			X	
Business Administration	Marketing Department	Blair,Edward	Professor	F	40%	20%	40%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 238,749				X
Business Administration	Marketing Department	Cook,David	Professor of Practice	F	0%	20%	80%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 165,968				X
Business Administration	Marketing Department	Habel,Johannes	Associate Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	2	.	1	.	.	.	\$ 194,371			X	
Business Administration	Marketing Department	Herman,Carl	Professor of Practice	F	0%	80%	20%	100%	2	.	1	.	.	.	2	.	2	1	.	.	\$ 125,560				X
Business Administration	Marketing Department	Hess,James	Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	3	.	.	.	\$ 193,410				X
Business Administration	Marketing Department	Hu,Ye	Associate Professor	F	60%	30%	10%	100%	2	.	1	.	.	.	.	.	.	.	.	.	\$ 188,177				X
Business Administration	Marketing Department	Hui,Kachuen	Associate Professor	F	60%	30%	10%	100%	1	.	2	.	.	.	.	.	.	.	.	.	\$ 263,693				X
Business Administration	Marketing Department	Koch,Steven	Professor of Practice	F	0%	80%	20%	100%	3	.	.	1	.	.	4	.	2	2	.	.	\$ 146,261			X	
Business Administration	Marketing Department	Kramer,Martin	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 180,000				X
Business Administration	Marketing Department	Krishnamurthy,Parthasarathy	Professor	F	60%	30%	10%	100%	.	1	1	.	.	.	.	1	4	.	.	.	\$ 196,558				X
Business Administration	Marketing Department	Luo,Bowen	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 180,000			X	
Business Administration	Marketing Department	Patrick-Ralhan,Vanessa	Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 276,280			X	
Business Administration	Marketing Department	Rudd,Melanie	Associate Professor	F	60%	30%	10%	100%	3	.	.	.	.	.	.	.	1	.	.	.	\$ 179,036				X
Business Administration	Marketing Department	Suki,Yara	Professor of Practice	F	0%	100%	0%	100%	15	.	.	.	.	.	12	.	.	.	.	.	\$ 80,000				X
Business Administration	Marketing Department	Tirunillai,Seshadri	Associate Professor	F	60%	30%	10%	100%	2	.	2	1	.	.	.	.	1	.	.	.	\$ 186,899				X
Business Administration	Marketing Department	Vandaveer,Amy	Professor of Practice	F	0%	80%	20%	100%	3	.	2	.	.	.	3	.	.	.	.	.	\$ 158,757				X
Business Administration	Marketing Department	Wang,Yu	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 157,025				X
Business Administration	Marketing Department	Webb,James	Professor of Practice	F	0%	60%	40%	100%	3	.	1	.	.	.	3	.	1	.	.	.	\$ 189,773				X
Business Administration	Marketing Department	Zahn,William	Professor of Practice	F	20%	60%	20%	100%	2	.	1	.	.	.	2	.	1	.	.	.	\$ 111,917				X
Business Administration	Sales Excellence Institute	Pingel,John	Professor of Practice	F	0%	20%	80%	100%	1	1	.	.	.	.	1	1	.	.	.	.	\$ 129,038				X
Business Administration	Wolff Ctr For Entrepreneurship	Karonika,John	Professor of Practice	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 48,448				X
Business Administration	Wolff Ctr For Entrepreneurship	Lish,Alan	Professor of Practice	F	0%	80%	20%	100%	4	.	1	.	.	.	4	.	2	.	.	.	\$ 93,331				X
Business Administration	Wolff Ctr For Entrepreneurship	McCormick,Kelly	Professor of Practice	F	0%	40%	60%	100%	4	.	2	.	.	.	2	.	1	.	.	.	\$ 109,734			X	
Business Administration	Wolff Ctr For Entrepreneurship	Ortega,Carlos	Professor of Practice	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 105,782				X
Business Administration	Wolff Ctr For Entrepreneurship	Wilbur,Stephen	Lecturer	F	0%	80%	20%	100%	1	.	3	2	.	.	3	.	4	1	.	.	\$ 76,156				X
College of Medicine	Behavioral & Social Sciences	Bruce,Marino	Clinical Professor	F	75%	25%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 189,792		X		X
College of Medicine	Behavioral & Social Sciences	Crowder,Jerome	Clinical Assoc Prof	F	25%	65%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 139,745				X
College of Medicine	Behavioral & Social Sciences	Curtis,David	Clinical Assoc Prof	F	10%	40%	50%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 145,000		X		X
College of Medicine	Behavioral & Social Sciences	Elder,William	Clinical Professor	F	10%	70%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 248,664		X		X
College of Medicine	Behavioral & Social Sciences	Grissom,Maureen	Clinical Assoc Prof	F	0%	65%	35%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 149,610				X
College of Medicine	Behavioral & Social Sciences	Lehardy,Emaan	Clinical Asst Prof	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 110,000				X
College of Medicine	Behavioral & Social Sciences	Nash,Michael	Clinical Asst Prof	F	20%	70%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 93,855				X
College of Medicine	Biomedical Sciences	Carroll Turpin,Michelle	Clinical Asst Prof	F	5%	40%	55%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 115,649				X
College of Medicine	Biomedical Sciences	Gest,Thomas	Clinical Professor	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 205,012				X
College of Medicine	Biomedical Sciences	Gomez,Gregorio	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 133,257				X
College of Medicine	Biomedical Sciences	Hassler,Shayne	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 99,387				X
College of Medicine	Biomedical Sciences	Raskin,David	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 135,340				X
College of Medicine	Biomedical Sciences	Rowland,Kevin	Clinical Professor	F	5%	65%	30%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 246,216				X
College of Medicine	Biomedical Sciences	SADACHARAN,CHAKRAVARTHY	Clinical Professor	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 150,000				X
College of Medicine	Biomedical Sciences	Thesen,Thomas	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 136,009				X
College of Medicine	Clinical Sciences	Bocanegra,Ingrid	Clinical Asst Prof	F	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 215,093			X	
College of Medicine	Clinical Sciences	Chen,Chuan	Clinical Asst Prof	F	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 215,093			X	
College of Medicine	Clinical Sciences	Culpepper,Chantal	Clinical Asst Prof	F	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 215,093			X	
College of Medicine	Clinical Sciences	Johnson,Claudine	Clinical Assoc Prof	F	0%	70%	30%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 240,000				X
College of Medicine	Clinical Sciences	Kassaw,Kristin	Clinical Assoc Prof	F	0%	50%	50%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 251,081			X	X
College of Medicine	Clinical Sciences	LaCour-Chestnut,Frene'	Clinical Assoc Prof	F	0%	80%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 245,862			X	X
College of Medicine	Clinical Sciences	Lall,Bhavna	Clinical Asst Prof	F	0%	70%	30%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 225,699			X	X
College of Medicine	Clinical Sciences	Pilkinton,Kimberly	Clinical Assoc Prof	F	0%	30%	10%	100%	\$ 340,005				X

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					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	Clinical Sciences	Reed,Brian	Clinical Professor	F	8%	20%	72%	100%	\$ 313,322		X		X
College of Medicine	Clinical Sciences	Shepherd,Kelvin	Clinical Assoc Prof	F	40%	40%	20%	100%	\$ 215,093			X	
College of Medicine	Clinical Sciences	Starks,Steven	Clinical Asst Prof	F	0%	50%	50%	100%	\$ 234,241				X
College of Medicine	Clinical Sciences	Sunder,Laxman	Clinical Asst Prof	F	0%	0%	100%	100%	\$ 250,000			X	
College of Medicine	Community Health	Buck,David	Clinical Professor	F	0%	30%	70%	100%	\$ 279,505				X
College of Medicine	Health Syst & Population Sci	Adepoju,Omolola	Clinical Assoc Prof	F	40%	30%	30%	100%	\$ 159,284		X		X
College of Medicine	Health Syst & Population Sci	Gilbert,Lauren	Clinical Asst Prof	F	40%	30%	30%	100%	\$ 107,657		X		X
College of Medicine	Health Syst & Population Sci	King,Ben	Clinical Asst Prof	F	30%	40%	30%	100%	\$ 111,280				X
College of Medicine	Health Syst & Population Sci	Liaw,Winston	Clinical Assoc Prof	F	20%	30%	50%	100%	\$ 273,844		X		X
College of Medicine	Health Syst & Population Sci	Luo,Jiangtao	Clinical Assoc Prof	F	40%	30%	30%	100%	\$ 150,000				X
College of Medicine	Health Syst & Population Sci	Nguyen,Bich-May	Clinical Assoc Prof	F	15%	30%	55%	100%	\$ 224,036		X		X
College of Medicine	Health Syst & Population Sci	Woodard,LeChauncy	Clinical Professor	F	20%	30%	50%	100%	\$ 287,738	X	X		X
College of Medicine	Medical Education	Briscoe,Donald	Clinical Assoc Prof	F	0%	80%	20%	100%	\$ 270,484				X
College of Medicine	Medical Education	Dzwonek,Brian	Clinical Asst Prof	F	0%	0%	100%	100%	\$ 131,390				X
College of Medicine	Office of the Dean	Levesque,Jacqueline	Clinical Assoc Prof	F	0%	0%	100%	100%	\$ 254,786				X
College of Medicine	SA Admissions & Outreach	Horn,Kathryn	Clinical Professor	F	0%	0%	100%	100%	\$ 277,425				X
College of Medicine	SA Admissions & Outreach	Steele,Kenya	Clinical Assoc Prof	F	10%	55%	35%	100%	\$ 237,364	X	X		X
College of Medicine	UH Population Health	Valier,Helen	Research Associate Professor	F	10%	70%	20%	100%	2	1	\$ 100,000			X	
College of Nursing	Deans Office - CON	Anderson,Viia	Clinical Asst Prof	F	10%	80%	10%	100%	3	1	1	.	.	.	.	2	1	.	.	.	.	\$ 80,000			X	
College of Nursing	Deans Office - CON	Boozar,Kathleen	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	3	1	.	.	.	.	.	2	1	.	.	\$ 85,000			X	
College of Nursing	Deans Office - CON	Brohard,Cheryl	Associate Professor	F	50%	45%	5%	100%	.	.	2	.	.	.	.	.	2	.	.	.	.	\$ 93,269			X	
College of Nursing	Deans Office - CON	Cortez,Johnny	Professor of Practice	F	10%	80%	10%	100%	1	.	.	.	.	.	.	1	2	.	.	.	.	\$ 62,000			X	
College of Nursing	Deans Office - CON	Dwyer,Carol	Clinical Asst Prof	F	10%	80%	10%	100%	.	1	3	1	.	.	.	.	1	1	1	.	.	\$ 103,530			X	
College of Nursing	Deans Office - CON	Ecky,Chanique	Clinical Asst Prof	F	10%	80%	10%	100%	1	.	3	1	.	.	.	2	1	2	1	.	.	\$ 82,000			X		
College of Nursing	Deans Office - CON	Edwards-Maddox,Shermel	Professor of Practice	F	10%	80%	10%	100%	2	1	.	.	.	.	.	2	1	.	.	.	.	\$ 68,915			X	
College of Nursing	Deans Office - CON	Joseph,Beena	Clinical Asst Prof	F	5%	85%	10%	100%	.	1	1	.	.	.	.	.	3	.	.	.	.	\$ 104,637			X	
College of Nursing	Deans Office - CON	Kleinhaus,Alicia	Clinical Asst Prof	F	10%	80%	10%	100%	3	.	1	.	.	.	.	4	1	.	.	.	.	\$ 103,500			X	
College of Nursing	Deans Office - CON	Lee,Andria	Professor of Practice	F	10%	80%	10%	100%	1	2	.	.	.	.	.	1	1	.	.	.	.	\$ 65,000			X	
College of Nursing	Deans Office - CON	Love,Mary	Assistant Professor	F	50%	40%	10%	100%	.	.	2	.	.	.	.	.	.	2	.	.	.	\$ 83,334			X	
College of Nursing	Deans Office - CON	McWilliams,Lenora	Assistant Professor	F	35%	50%	15%	100%	2	.	.	.	.	.	.	3	.	.	.	.	.	\$ 83,758			X	
College of Nursing	Deans Office - CON	Phan,Huong	Clinical Asst Prof	F	5%	85%	10%	100%	4	1	.	.	.	.	.	3	2	.	.	.	.	\$ 82,263			X	
College of Nursing	Deans Office - CON	Quintana,Danielle	Clinical Asst Prof	F	10%	80%	10%	100%	2	1	.	.	.	.	.	2	1	.	.	.	.	\$ 75,215			X	
College of Nursing	Deans Office - CON	Reeve,Kathleen	Clinical Professor	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 157,526			X	
College of Nursing	Deans Office - CON	Schrader,Patricia	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	1	1	.	.	.	\$ 141,853			X	
College of Nursing	Deans Office - CON	Shani,Pinky	Assistant Professor	F	50%	40%	10%	100%	.	1	.	.	.	.	.	3	.	.	.	.	.	\$ 85,568			X	
College of Nursing	Deans Office - CON	Smith,Deborah	Clinical Asst Prof	F	10%	80%	10%	100%	2	.	1	.	.	.	.	2	1	.	.	.	.	\$ 80,000			X	
College of Nursing	Deans Office - CON	Uwaezuoke,Precious	Clinical Asst Prof	F	10%	80%	10%	100%	2	1	.	.	.	.	.	4	.	.	.	.	.	\$ 80,000			X	
College of Nursing	Deans Office - CON	Varghese,Shainy	Associate Professor	F	40%	45%	15%	100%	.	.	1	1	.	.	.	.	2	.	.	.	.	\$ 97,685			X	
College of the Arts	Art	Anderson-Staley,Kely	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 43,293				X
College of the Arts	Art	Beckett,Cheryl	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	1	.	1	.	.	.	\$ 79,227			X	
College of the Arts	Art	Conrad,Jillian	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	5	.	1	1	.	.	\$ 80,628			X	
College of the Arts	Art	Dossett,M	Associate Professor	F	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 85,119				X
College of the Arts	Art	Fernando,Fleurette	Associate Professor, Instruct	F	0%	40%	60%	100%	.	.	.	2	.	.	.	2	.	1	1	.	.	\$ 80,172			X		
College of the Arts	Art	Frankfort,Dana	Associate Professor	F	40%	40%	20%	100%	3	1	.	.	.	.	.	2	.	1	.	.	.	\$ 82,586				X
College of the Arts	Art	Giampietro,Francis	Assistant Professor, Instruct	F	0%	100%	0%	100%	3	.	2	.	.	.	.	1	.	1	.	.	.	\$ 55,000			X	
College of the Arts	Art	Hagmann,Sibylle	Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	3	.	.	.	.	.	\$ 102,326				X
College of the Arts	Art	Harren,Natilee	Associate Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	.	.	.	.	1	.	.	\$ 86,208				X
College of the Arts	Art	Hecker,Rachel	Associate Professor	F	40%	40%	20%	100%	2	1	.	1	.	.	.	4	1	1	1	.	.	\$ 78,698				X	
College of the Arts	Art	Hillerbrand,Stephan	Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	2	.	.	.	.	.	\$ 110,070				X
College of the Arts	Art	Kim,Yoonkyung	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 67,087				X
College of the Arts	Art	Kittelson,Paul	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	7	.	.	.	.	.	\$ 79,852				X
College of the Arts	Art	Koontz,Rex	Professor	F	40%	40%	20%	100%	2	.	1	1	.	.	.	1	1	1	2	.	.	\$ 109,367				X	
College of the Arts	Art	Lee,Kyoung Yong	Visiting Assistant Professor	F	0%	100%	0%	100%	3	.	2	.	.	.	.	3	.	.	.	.	.	\$ 40,000			X	
College of the Arts	Art	Lowe,Rick	Professor	F	40%	40%	20%	100%	1	1	3	.	.	.	.	.	.	.	.	.	.	\$ 126,289				X
College of the Arts	Art	Maticio,Steven	Research Assistant Professor	F	100%	0%	0%	100%	\$ 108,499				X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
College of the Arts	Art	Mayer,Anna	Assistant Professor	F	40%	40%	20%	100%	6	2	.	.	1	.	.	\$ 76,826				X
College of the Arts	Art	McGettigan,Fiona	Associate Professor	F	40%	40%	20%	100%	\$ 81,401				X	
College of the Arts	Art	Meza,Abinadi	Associate Professor	F	40%	40%	20%	100%	4	.	2	.	.	.	.	.	.	.	\$ 90,699				X
College of the Arts	Art	Molina,Lorena	Assistant Professor	F	40%	40%	20%	100%	2	2	1	1	.	.	\$ 70,000			X	X	
College of the Arts	Art	Nevitt,Hugh	Associate Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	2	.	.	.	\$ 74,166				X
College of the Arts	Art	Parazette,Aaron	Professor	F	40%	40%	20%	100%	4	1	1	1	.	.	2	2	.	1	.	\$ 98,062				X	
College of the Arts	Art	Politzer,David	Associate Professor	F	10%	40%	50%	100%	2	.	.	.	.	.	2	.	.	.	\$ 85,973				X
College of the Arts	Art	Reed,John	Professor	F	40%	40%	20%	100%	3	.	1	2	.	.	2	.	1	.	\$ 116,139				X		
College of the Arts	Art	Rubinstein,Raphael	Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	2	.	3	.	\$ 103,978				X
College of the Arts	Art	Unikel,Joshua	Assistant Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	2	.	.	.	\$ 65,215			X	
College of the Arts	Art	Zalman,Sandra	Associate Professor	F	40%	40%	20%	100%	.	1	.	1	.	.	1	1	1	1	\$ 97,239				X		
College of the Arts	CWM Center for the Arts	Noble,Melissa	Lecturer	F	0%	50%	50%	100%	1	1	.	.	1	.	\$ 60,000	X				
College of the Arts	Music	Bertagnoli,Paul	Associate Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	1	.	2	2	\$ 82,087				X		
College of the Arts	Music	Bertman,David	Professor of Practice	F	0%	80%	20%	100%	9	1	4	1	.	.	8	.	4	1	\$ 82,661				X		
College of the Arts	Music	Cho,Eunghye	Professor of Practice	F	40%	40%	20%	100%	.	7	1	5	.	.	.	6	.	4	\$ 66,170				X		
College of the Arts	Music	Clayton Vasquez,Cynthia	Professor	F	30%	40%	30%	100%	.	5	.	2	.	.	.	4	.	2	\$ 96,994				X		
College of the Arts	Music	Derges,Julie	Associate Professor	F	40%	40%	20%	100%	3	.	2	1	.	.	2	.	.	2	\$ 84,922				X		
College of the Arts	Music	Dirst,Matthew	Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	1	.	1	2	\$ 98,849				X		
College of the Arts	Music	Edelson,Lawrence	Professor of Practice	F	0%	100%	0%	100%	1	1	4	.	.	.	1	.	4	.	\$ 100,000				X		
College of the Arts	Music	Evans,Joseph	Professor	F	40%	40%	20%	100%	.	4	1	4	.	.	1	2	.	4	\$ 125,561				X		
College of the Arts	Music	Guez,Jonathan	Visiting Assistant Professor	F	0%	100%	0%	100%	7	.	1	.	.	.	7	.	1	.	\$ 60,000			X	X		
College of the Arts	Music	Hansen,Erin	Assistant Professor	F	40%	40%	20%	100%	2	.	1	.	.	.	2	.	1	.	\$ 71,377				X		
College of the Arts	Music	Hester,Timothy	Professor	F	40%	40%	20%	100%	3	2	2	5	.	.	2	2	2	8	\$ 131,760				X		
College of the Arts	Music	Jones,Timothy	Professor	F	40%	40%	20%	100%	.	4	.	2	.	.	.	4	.	3	\$ 105,992				X		
College of the Arts	Music	Koozin,Timothy	Professor	F	40%	40%	20%	100%	3	.	2	1	.	.	.	.	2	3	\$ 103,010				X
College of the Arts	Music	Krager,Franz	Professor	F	40%	40%	20%	100%	3	.	3	2	.	.	3	.	3	2	\$ 101,433				X		
College of the Arts	Music	Kubos,Cameron	Lecturer	F	0%	80%	20%	100%	4	.	2	.	.	.	4	.	.	.	\$ 58,343			X	X		
College of the Arts	Music	Lange,Barbara	Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	.	.	2	1	\$ 87,828				X
College of the Arts	Music	Lee, Ji Yeon	Assistant Professor	F	40%	40%	20%	100%	7	.	.	1	.	.	7	.	.	1	\$ 63,746				X		
College of the Arts	Music	Lo,Mann-Wen	Professor of Practice	F	0%	100%	0%	100%	.	4	1	1	.	.	.	6	1	3	\$ 60,000				X		
College of the Arts	Music	Longoria,Jose	Professor of Practice	F	0%	80%	20%	100%	4	.	.	.	.	.	.	.	.	.	\$ 82,000				X
College of the Arts	Music	Marmolejo,Noe	Associate Professor	F	40%	40%	20%	100%	3	1	2	3	.	.	3	1	2	1	\$ 79,070				X		
College of the Arts	Music	Maroney,Marcus	Associate Professor	F	40%	40%	20%	100%	1	4	.	1	.	.	.	4	1	1	\$ 73,901				X		
College of the Arts	Music	McGinnis,Emily	Professor of Practice	F	0%	100%	0%	100%	2	2	1	.	.	.	3	2	.	.	\$ 60,000				X		
College of the Arts	Music	Meals,Cory	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	1	.	.	1	\$ 62,305				X
College of the Arts	Music	Morgulis,Tali	Associate Professor	F	40%	40%	20%	100%	.	4	.	4	.	.	.	4	.	5	\$ 78,421				X		
College of the Arts	Music	Mueller,Jebediah	Associate Professor	F	20%	60%	20%	100%	3	.	1	3	.	.	4	.	.	1	\$ 77,425				X		
College of the Arts	Music	Pollack,Howard	Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	.	.	.	.	\$ 140,027				X
College of the Arts	Music	Reed,Gavin	Professor of Practice	F	0%	100%	0%	100%	.	7	.	1	.	.	.	4	1	2	\$ 60,000				X		
College of the Arts	Music	Robinson,Daryl	Assistant Professor	F	40%	40%	20%	100%	.	.	2	4	.	.	.	1	1	5	\$ 65,178				X		
College of the Arts	Music	Sedatole,Dana	Professor of Practice	F	0%	80%	20%	100%	5	.	4	.	.	.	5	.	2	.	\$ 77,882				X		
College of the Arts	Music	Smith,Robert	Professor	F	40%	40%	20%	100%	1	4	2	2	.	.	1	3	2	1	\$ 95,042				X		
College of the Arts	Music	Snyder,John	Professor	F	40%	40%	20%	100%	.	.	2	1	.	.	1	.	2	3	\$ 92,935				X		
College of the Arts	Music	Sonnenberg,Melanie	Professor	F	40%	40%	20%	100%	1	3	1	5	.	.	.	3	1	3	\$ 124,909				X		
College of the Arts	Music	Staupe,Andrew	Assistant Professor	F	40%	40%	20%	100%	1	3	1	8	.	.	.	5	.	5	\$ 66,903				X		
College of the Arts	Music	Suits,Brian	Instructional Professor	F	0%	80%	20%	100%	2	1	2	.	.	.	2	1	2	1	\$ 63,823				X		
College of the Arts	Music	Van Kekerix,Todd	Assistant Professor	F	40%	40%	20%	100%	9	1	1	1	.	.	11	.	1	2	\$ 64,635				X		
College of the Arts	Music	Vasquez,Hector	Assistant Professor, Instruct	F	0%	80%	20%	100%	.	4	.	1	.	.	.	5	.	2	\$ 43,463			X	X		
College of the Arts	Music	Warren,Paul	Assistant Professor, Instruct	F	0%	80%	20%	100%	2	2	.	.	.	.	2	3	.	.	\$ 55,344				X
College of the Arts	Music	Weber,Mary	Professor	F	40%	40%	20%	100%	4	.	2	3	.	.	4	.	2	4	\$ 113,215				X		
College of the Arts	Music	Wilkins,Blake	Professor	F	40%	40%	20%	100%	1	5	1	4	.	.	1	4	1	3	\$ 110,367				X		
College of the Arts	Music	Yon,Kirsten	Associate Professor	F	40%	40%	20%	100%	.	3	.	8	.	.	.	3	1	9	\$ 112,802				X		
College of the Arts	Theatre	Beasant III,John	Assistant Professor	F	40%	40%	20%	100%	1	2	.	.	.	.	1	2	.	.	\$ 70,449				X
College of the Arts	Theatre	Bobet,Jacqueline	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	2	1	.	1	\$ 34,500				X
College of the Arts	Theatre	Bush,Rachel	Associate Professor, Instruct	F	0%	70%	50%	100%	4	1	.	.	.	.	3	1	.	.	\$ 87,005				X

**UH Annual Faculty Workload Report
2022-2023**

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 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
College of the Arts	Theatre	Chapman,Teresa	Associate Professor	F	40%	40%	20%	100%	2	1	3	1	\$ 80,206				X
College of the Arts	Theatre	Coen,Elizabeth	Assistant Professor	F	40%	40%	20%	100%	1	.	2	.	.	.	2	.	1	2	.	.	\$ 70,000				X
College of the Arts	Theatre	Estrada,Maria Gabriela	Assistant Professor	F	40%	40%	20%	100%	1	2	.	1	.	3	.	.	.	.	.	\$ 70,000				X
College of the Arts	Theatre	Ferrarone,Jessica	Assistant Professor, Instruct	F	0%	50%	50%	100%	2	.	.	.	.	2	.	.	.	.	.	\$ 78,668				X
College of the Arts	Theatre	Johnson,James	Professor	F	40%	40%	20%	100%	2	.	2	.	.	2	.	2	.	.	.	\$ 96,769				X	
College of the Arts	Theatre	Niederer,Barbara	Associate Professor, Instruct	F	0%	50%	50%	100%	.	1	4	.	.	3	1	4	.	.	.	\$ 64,691				X	
College of the Arts	Theatre	Noble,Adam	Associate Professor	F	40%	40%	20%	100%	.	.	2	2	2	3	.	.	\$ 81,180				X
College of the Arts	Theatre	Ostrow,Stuart	Professor	F	40%	40%	20%	100%	2	.	.	.	.	2	.	.	.	.	.	\$ 111,413				X
College of the Arts	Theatre	Pistorius,Allison	Assistant Professor	F	40%	40%	20%	100%	3	.	.	.	.	2	1	.	.	.	.	\$ 70,000				X
College of the Arts	Theatre	Rigdon,Kevin	Professor	F	40%	40%	20%	100%	.	1	2	.	.	1	.	3	1	.	.	\$ 103,437				X	
College of the Arts	Theatre	Shimko,Robert	Associate Professor	F	30%	30%	40%	100%	2	2	.	1	.	2	1	1	1	.	.	\$ 91,522				X	
College of the Arts	Theatre	Stokes,Karen	Professor	F	50%	30%	20%	100%	.	1	.	.	.	.	.	.	.	.	.	\$ 104,118				X
College of the Arts	Theatre	Valle,Toni	Professor of Practice	F	0%	50%	50%	100%	4	.	.	.	.	3	1	.	.	.	.	\$ 43,380				X
College of the Arts	Theatre	Verheyen,Claremarie	Associate Professor	F	10%	60%	30%	100%	4	.	.	.	.	.	.	.	.	.	.	\$ 72,621				X
College of the Arts	Theatre	Vintu,Tatiana	Associate Professor	F	40%	40%	20%	100%	4	.	1	.	.	2	1	1	.	.	.	\$ 85,000				X	
College of the Arts	Theatre	Vlahos,Kalliope	Visiting Assistant Professor	F	0%	100%	0%	100%	.	.	4	.	.	1	1	4	1	.	.	\$ 60,000				X	
College of the Arts	Theatre	Wetzel,Molly	Lecturer	F	0%	100%	0%	100%	1	.	2	2	.	2	.	2	1	.	.	\$ 60,000				X	
College of the Arts	Theatre	Willson,Paige	Instructional Professor	F	0%	50%	50%	100%	1	.	3	.	.	1	1	3	.	.	.	\$ 82,083				X	
College of the Arts	Theatre	Young,John	Professor	F	40%	40%	20%	100%	.	.	.	3	.	.	.	2	.	.	.	\$ 100,449				X	
Education	Curriculum & Instruction	Alarcon,Jeannette	Associate Professor	F	50%	30%	20%	100%	.	.	1	2	.	.	.	1	3	.	.	\$ 91,918				X	
Education	Curriculum & Instruction	Alba,Celeste	Clinical Asst Prof	F	0%	80%	20%	100%	3	.	1	.	.	4	.	.	.	.	.	\$ 64,055				X
Education	Curriculum & Instruction	Brower,Samuel	Clinical Professor	F	0%	70%	30%	100%	3	.	2	1	.	1	.	3	1	.	.	\$ 88,396				X	
Education	Curriculum & Instruction	Burgess Monroy,Miguel	Clinical Asst Prof	F	0%	80%	20%	100%	2	1	1	.	.	.	.	.	.	.	.	\$ 60,732				X
Education	Curriculum & Instruction	Burris,Justin	Clinical Asst Prof	F	0%	80%	20%	100%	5	.	.	.	.	5	.	.	.	.	.	\$ 65,414			X	
Education	Curriculum & Instruction	Chauvot,Jennifer	Associate Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	.	2	.	.	.	\$ 99,142				X	
Education	Curriculum & Instruction	Chung,Sheng	Professor	F	40%	40%	20%	100%	1	.	1	2	.	2	.	2	3	.	.	\$ 93,802				X	
Education	Curriculum & Instruction	Cole,Mikel	Associate Professor	F	40%	40%	20%	100%	.	.	2	1	.	.	.	1	1	.	.	\$ 91,098				X	
Education	Curriculum & Instruction	Culpepper,Shea	Clinical Professor	F	0%	60%	40%	100%	2	4	.	1	.	2	4	1	1	.	.	\$ 92,133				X	
Education	Curriculum & Instruction	Cutler,Carrie	Clinical Asst Prof	F	0%	80%	20%	100%	5	.	.	.	.	5	.	.	.	.	.	\$ 65,414				X
Education	Curriculum & Instruction	Dogan,Bulent	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	5	.	.	.	.	3	1	.	.	\$ 64,783			X	
Education	Curriculum & Instruction	Domjan,Heather	Clinical Assoc Prof	F	0%	60%	40%	100%	3	.	.	.	.	3	.	.	.	.	.	\$ 70,291				X
Education	Curriculum & Instruction	Edgar,Teresa	Clinical Professor	F	40%	40%	20%	100%	4	.	.	.	.	.	.	.	.	.	.	\$ 91,682				X
Education	Curriculum & Instruction	Ford,Haley	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	3	.	1	.	.	.	\$ 51,574			X	X
Education	Curriculum & Instruction	Gallagher,Melissa	Assistant Professor	F	50%	30%	20%	100%	.	.	1	.	.	1	.	1	.	.	.	\$ 81,896				X	
Education	Curriculum & Instruction	Gist,Conra	Associate Professor	F	60%	20%	20%	100%	3	.	1	.	.	.	.	1	1	.	.	\$ 99,583				X
Education	Curriculum & Instruction	Gronseth,Susie	Clinical Assoc Prof	F	10%	70%	20%	100%	.	.	1	.	.	.	.	1	1	.	.	\$ 69,935				X
Education	Curriculum & Instruction	Hale,Margaret	Clinical Professor	F	0%	60%	40%	100%	1	.	.	2	.	.	.	1	1	.	.	\$ 91,683				X	
Education	Curriculum & Instruction	Hausmann,Robert	Clinical Assoc Prof	F	0%	70%	30%	100%	.	.	4	2	.	.	.	3	3	.	.	\$ 69,500				X	
Education	Curriculum & Instruction	Hutchison,Laveria	Associate Professor	F	40%	40%	20%	100%	.	.	2	5	.	.	.	4	3	.	.	\$ 89,349				X	
Education	Curriculum & Instruction	Katz,Denise	Clinical Assoc Prof	F	0%	80%	20%	100%	4	.	.	.	.	3	.	1	.	.	.	\$ 72,000				X
Education	Curriculum & Instruction	Lee,Mimi	Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	.	.	1	.	.	\$ 104,244				X
Education	Curriculum & Instruction	Leon,Maredil	Clinical Asst Prof	F	0%	80%	20%	100%	3	.	1	.	.	2	1	1	.	.	.	\$ 60,000				X	
Education	Curriculum & Instruction	Li,Miao	Assistant Professor	F	40%	40%	20%	100%	1	.	1	2	.	1	.	1	.	.	.	\$ 78,517				X	
Education	Curriculum & Instruction	McNeil,Sara	Associate Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	2	2	.	.	\$ 90,474				X	
Education	Curriculum & Instruction	Reis,Nancy	Clinical Asst Prof	F	0%	80%	20%	100%	2	.	1	.	.	4	.	2	.	.	.	\$ 62,589				X	
Education	Curriculum & Instruction	Rodriguez,Alberto	Professor	F	40%	40%	20%	100%	.	.	1	.	.	1	.	.	.	.	.	\$ 135,000				X
Education	Curriculum & Instruction	Snead,Lauren	Lecturer	F	0%	100%	0%	100%	4	.	2	.	.	3	.	1	.	.	.	\$ 51,573			X		
Education	Curriculum & Instruction	Thomas,Dustine	Clinical Asst Prof	F	0%	80%	20%	100%	5	.	1	1	.	3	.	1	.	.	.	\$ 64,055				X	
Education	Curriculum & Instruction	Thompson,Amber	Clinical Professor	F	0%	40%	60%	100%	2	5	.	1	.	1	5	.	1	.	.	\$ 89,036				X	
Education	Curriculum & Instruction	Tyson,Eleanore	Clinical Professor	F	0%	80%	20%	100%	4	.	.	.	.	3	.	.	.	.	.	\$ 91,097				X
Education	Curriculum & Instruction	Weiland,Travis	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	1	.	.	.	\$ 78,825				X
Education	Curriculum & Instruction	Wilson,Jahnette	Clinical Professor	F	0%	80%	20%	100%	1	.	.	1	.	2	.	.	.	.	.	\$ 93,595				X
Education	Curriculum & Instruction	Wong,Sissy	Associate Professor	F	40%	40%	20%	100%	2	.	2	2	.	.	.	1	4	.	.	\$ 88,650				X	
Education	Curriculum & Instruction	Zhang,Jie	Associate Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	.	.	2	.	.	\$ 99,268				X
Education	Dean, Education	McClellan,Anne	Research Professor	F	60%	30%	40%	100%	\$ 136,476		X	X		

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2022-2023**

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022				#) Classes Taught Spring 2023				Funding Source								
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Education	Ed Leadership & Policy Studies	Butcher, Keith	Clinical Asst Prof	F	5%	65%	30%	100%	.	.	5	2	.	.	.	.	4	2	.	.	\$ 103,774			X	
Education	Ed Leadership & Policy Studies	Carales, Vincent	Assistant Professor	F	40%	30%	30%	100%	.	.	1	1	.	.	.	.	1	3	.	.	\$ 70,842				X
Education	Ed Leadership & Policy Studies	Carp, Charlotte	Clinical Asst Prof	F	0%	70%	30%	100%	2	.	2	.	.	.	2	.	2	.	.	.	\$ 67,474				X
Education	Ed Leadership & Policy Studies	Davis, Bradley	Associate Professor	F	40%	30%	30%	100%	.	.	5	3	.	.	.	.	3	3	.	.	\$ 88,120				X
Education	Ed Leadership & Policy Studies	Davis, Tiffany	Clinical Assoc Prof	F	0%	20%	80%	100%	.	.	1	2	.	.	.	.	.	1	.	.	\$ 81,846				X
Education	Ed Leadership & Policy Studies	Freelon, Rhoda	Assistant Professor	F	40%	40%	20%	100%	.	.	2	2	.	.	.	.	3	1	.	.	\$ 70,000				X
Education	Ed Leadership & Policy Studies	Gonzalez, Elsa	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 104,221				X
Education	Ed Leadership & Policy Studies	Hassett, Kristen	Clinical Professor	F	0%	20%	80%	100%	.	.	.	2	.	.	.	.	1	3	.	.	\$ 89,395				X
Education	Ed Leadership & Policy Studies	Hawkins, Jacqueline	Associate Professor	F	40%	30%	30%	100%	.	.	4	2	.	.	.	.	3	2	.	.	\$ 171,130				X
Education	Ed Leadership & Policy Studies	Johnson, Detra	Assistant Professor	F	40%	40%	20%	100%	.	.	2	1	.	.	.	.	2	1	.	.	\$ 67,603				X
Education	Ed Leadership & Policy Studies	Klussmann, Duncan	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	2	4	.	.	.	.	2	3	.	.	\$ 88,703				X
Education	Ed Leadership & Policy Studies	Lopez, Ruth	Assistant Professor	F	40%	40%	20%	100%	.	.	3	2	.	.	.	.	3	2	.	.	\$ 72,952				X
Education	Ed Leadership & Policy Studies	Louis, Dave	Associate Professor	F	40%	35%	25%	100%	.	.	1	1	.	.	.	.	1	1	.	.	\$ 100,000				X
Education	Ed Leadership & Policy Studies	McKinney, Lonnie	Associate Professor	F	40%	40%	20%	100%	.	.	2	2	.	.	.	.	1	3	.	.	\$ 93,178				X
Education	Ed Leadership & Policy Studies	Peters-Hawkins, April	Professor	F	40%	30%	30%	100%	.	.	1	2	.	.	.	.	1	2	.	.	\$ 153,354				X
Education	Ed Leadership & Policy Studies	Rigby-Wills, Hope	Lecturer	F	0%	80%	20%	100%	2	.	2	.	.	.	2	.	2	.	.	.	\$ 65,000			X	
Education	Ed Leadership & Policy Studies	Santi, Kristi	Professor	F	40%	40%	20%	100%	.	.	4	2	.	.	.	.	2	1	.	.	\$ 109,415				X
Education	Ed Leadership & Policy Studies	Shockley, Gerald	Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	.	1	1	3	.	.	\$ 130,000				X
Education	Ed Leadership & Policy Studies	Snodgrass Rangel, Virginia	Associate Professor	F	55%	25%	20%	100%	.	.	1	2	.	.	.	.	2	2	.	.	\$ 84,295				X
Education	Ed Leadership & Policy Studies	Templeton, Toni	Sr Research Scientist	F	100%	0%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 126,581	X	X	X	
Education	Ed Leadership & Policy Studies	Zou, Yali	Professor	F	20%	20%	60%	100%	.	.	.	2	.	.	.	.	2	.	.	.	\$ 142,581				X
Education	Educ Leadership & Cultural Stu	Nguyen, An	Clinical Assoc Prof	F	0%	80%	20%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 71,140				X
Education	HEALTH Research Institute	Chen, Tzu-An	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 86,101		X		X
Education	PHLS	Allan, Blake	Associate Professor	F	50%	10%	40%	100%	.	.	1	3	.	.	.	.	2	3	.	.	\$ 102,370				X
Education	PHLS	Behjat, Amirmohsen	Clinical Asst Prof	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 70,000			X	
Education	PHLS	Carmack, Chakema	Associate Professor	F	40%	30%	30%	100%	2	1	1	.	.	.	1	1	1	.	.	.	\$ 85,571				X
Education	PHLS	Conston, Toya	Clinical Asst Prof	F	0%	60%	40%	100%	2	2	.	.	.	.	2	2	.	.	.	.	\$ 60,823				X
Education	PHLS	Correa-Fernandez, Virmarie	Associate Professor	F	40%	30%	30%	100%	2	.	.	1	.	.	1	.	1	.	.	.	\$ 86,956				X
Education	PHLS	de Dios, Marcel	Associate Professor	F	40%	40%	20%	100%	.	.	.	4	.	.	.	.	1	4	.	.	\$ 87,723				X
Education	PHLS	Drenner, Kelli	Clinical Assoc Prof	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 70,329				X
Education	PHLS	Dunsmore, Julie	Professor	F	60%	20%	20%	100%	2	1	.	.	.	.	4	1	1	.	.	.	\$ 110,560				X
Education	PHLS	Fan, Weihua	Associate Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	.	2	3	.	.	\$ 86,314				X
Education	PHLS	Farmer, Jennifer	Clinical Asst Prof	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 70,000			X	
Education	PHLS	Fedor Amador, Theresa	Clinical Asst Prof	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 54,497				X
Education	PHLS	Frankel, Leslie	Associate Professor	F	40%	40%	20%	100%	4	1	.	.	.	.	2	1	.	.	.	.	\$ 84,974				X
Education	PHLS	Gonzalez, Jorge	Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	.	1	5	.	.	\$ 128,194				X
Education	PHLS	Hill, Rosenda	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 84,201				X
Education	PHLS	Hurt, Kara	Clinical Asst Prof	F	0%	70%	30%	100%	.	.	5	.	.	.	.	.	2	1	.	.	\$ 65,000			X	
Education	PHLS	Jordan, Erica	Clinical Assoc Prof	F	0%	60%	40%	100%	14	.	.	.	.	.	19	.	.	.	.	.	\$ 73,094				X
Education	PHLS	Kim, Han Joe	Assistant Professor	F	40%	40%	20%	100%	.	.	3	.	.	.	.	.	1	.	.	.	\$ 74,843				X
Education	PHLS	Lee, Jungeun	Clinical Professor	F	0%	80%	20%	100%	.	.	4	.	.	.	.	.	4	.	.	.	\$ 83,009			X	X
Education	PHLS	Margulis, Milena	Associate Professor	F	40%	40%	20%	100%	.	.	1	7	.	.	.	.	2	6	.	.	\$ 89,621				X
Education	PHLS	Master, Allison	Assistant Professor	F	50%	30%	20%	100%	1	.	1	2	.	.	1	.	1	2	.	.	\$ 83,198				X
Education	PHLS	Olvera, Norma	Professor	F	40%	30%	30%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 122,358				X
Education	PHLS	Rab, Saira	Clinical Asst Prof	F	0%	80%	20%	100%	11	.	.	.	.	.	10	.	.	.	.	.	\$ 54,150				X
Education	PHLS	Smith, Bradley	Professor	F	40%	40%	20%	100%	.	.	2	2	.	.	.	.	1	2	.	.	\$ 128,911				X
Education	PHLS	Smith, Nathan	Professor	F	40%	20%	40%	100%	.	.	1	6	.	.	.	.	.	5	.	.	\$ 118,472				X
Education	PHLS	Solari Williams, Kayce	Clinical Assoc Prof	F	0%	80%	20%	100%	2	4	1	.	.	.	1	4	.	.	.	.	\$ 71,059				X
Education	PHLS	Whitaker, Rachael	Clinical Assoc Prof	F	0%	60%	40%	100%	.	.	2	1	.	.	.	.	6	.	.	.	\$ 79,341			X	
Education	PHLS	Wiesner, Margit	Professor	F	40%	30%	30%	100%	.	.	2	1	.	.	.	.	2	.	.	.	\$ 92,615				X
Engineering	Biomedical Engineering	Abidian, Mohammad Reza	Associate Professor	F	50%	30%	20%	100%	1	.	1	.	.	.	1	.	2	.	.	.	\$ 141,215			X	
Engineering	Biomedical Engineering	Akay, Metin	Professor	F	50%	30%	20%	100%	3	.	.	4	.	.	1	.	2	6	.	.	\$ 246,541				X
Engineering	Biomedical Engineering	Akay, Yasemin	Associate Professor, Instruct	F	0%	100%	0%	100%	4	.	.	.	.	.	6	.	1	.	.	.	\$ 88,434			X	
Engineering	Biomedical Engineering	Al-Ubaidi, Muayyad	Professor	F	50%	30%	20%	100%	1	.	1	4	.	.	1	.	1	5	.	.	\$ 200,437			X	
Engineering	Biomedical Engineering	Francis, Joseph	Professor	F	50%	30%	20%	100%	1	.	2	3	.	.	2	.	2	2	.	.	\$ 179,560			X	

**UH Annual Faculty Workload Report
2022-2023**

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Engineering	Biomedical Engineering	Gifford,Howard	Associate Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	2	NON	2	1	.	.	\$ 150,725			X	
Engineering	Biomedical Engineering	Horton,Renita	Assistant Professor	F	50%	30%	20%	100%	1	.	2	2	.	.	1	.	2	2	.	.	\$ 107,350			X	
Engineering	Biomedical Engineering	Ince,Nuri	Associate Professor	F	50%	30%	20%	100%	4	.	.	4	.	.	1	.	1	5	.	.	\$ 141,021			X	
Engineering	Biomedical Engineering	Larin,Kirill	Professor	F	50%	30%	20%	100%	2	.	3	7	.	.	2	.	1	6	.	.	\$ 216,700				X
Engineering	Biomedical Engineering	Li,Zhengwei	Assistant Professor	F	50%	30%	20%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 107,500			X	
Engineering	Biomedical Engineering	Majd,Sheereen	Associate Professor	F	50%	30%	20%	100%	1	.	2	6	.	.	2	.	1	3	.	.	\$ 130,861			X	
Engineering	Biomedical Engineering	Mohan,Chandra	Professor	F	50%	30%	20%	100%	1	2	1	4	.	.	1	2	.	4	.	.	\$ 265,557				X
Engineering	Biomedical Engineering	Naash,Muna	Professor	F	50%	30%	20%	100%	1	.	1	4	.	.	1	.	1	3	.	.	\$ 223,333				X
Engineering	Biomedical Engineering	Roh,Jinsook	Assistant Professor	F	50%	30%	20%	100%	3	.	.	6	.	.	4	.	.	5	.	.	\$ 114,677			X	
Engineering	Biomedical Engineering	Romero Ortega,Mario	Professor	F	50%	30%	20%	100%	1	.	1	5	.	.	1	.	1	4	.	.	\$ 177,500			X	
Engineering	Biomedical Engineering	Shevkopyas,Sergey	Professor	F	50%	30%	20%	100%	1	.	.	4	.	.	1	.	.	5	.	.	\$ 163,051			X	
Engineering	Biomedical Engineering	Singh,Manmohan	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 76,500			X	
Engineering	Biomedical Engineering	Wu,Tianfu	Associate Professor	F	50%	30%	20%	100%	2	.	2	4	.	.	1	.	.	5	.	.	\$ 128,593			X	
Engineering	Biomedical Engineering	Zhang,Yingchun	Associate Professor	F	50%	30%	20%	100%	1	.	.	5	.	.	2	.	.	5	.	.	\$ 128,622			X	
Engineering	Chemical Engineering	Balakotaiah,Vemuri	Professor	F	50%	30%	20%	100%	1	.	1	2	.	.	.	.	1	2	.	.	\$ 223,788				X
Engineering	Chemical Engineering	Bollini,Praveen	Assistant Professor	F	55%	35%	10%	100%	2	.	.	4	.	.	.	.	1	4	.	.	\$ 113,291			X	
Engineering	Chemical Engineering	Cirino,Patrick	Professor	F	35%	25%	40%	100%	3	.	.	4	.	.	3	.	.	3	.	.	\$ 144,698			X	
Engineering	Chemical Engineering	Conrad,Jacinta	Professor	F	70%	15%	15%	100%	.	.	.	5	.	.	.	.	.	5	.	.	\$ 194,259			X	
Engineering	Chemical Engineering	Donnelly,Vincent	Professor	F	79%	15%	6%	100%	1	.	.	2	.	.	.	.	1	3	.	.	\$ 226,416				X
Engineering	Chemical Engineering	Economou,Demetre	Professor	F	60%	20%	20%	100%	.	.	.	2	.	.	.	.	.	1	.	.	\$ 217,848				X
Engineering	Chemical Engineering	Grabow,Lars	Professor	F	35%	38%	27%	100%	3	1	.	4	.	.	3	1	.	5	.	.	\$ 250,000			X	
Engineering	Chemical Engineering	Harold,Michael	Professor	F	65%	30%	5%	100%	2	.	.	4	.	.	.	.	1	6	.	.	\$ 250,975				X
Engineering	Chemical Engineering	Henderson,Jerrold	Assistant Professor	F	40%	35%	25%	100%	1	1	.	2	.	.	.	1	.	3	.	.	\$ 118,000			X	
Engineering	Chemical Engineering	Karim,Alamgir	Professor	F	40%	40%	20%	100%	.	.	2	6	.	.	.	.	.	5	.	.	\$ 279,459			X	
Engineering	Chemical Engineering	Mountziaris,Triantafillos	Professor	F	25%	15%	60%	100%	1	.	.	4	.	.	.	.	1	3	.	.	\$ 255,000				X
Engineering	Chemical Engineering	Nikolaou,Michael	Professor	F	55%	15%	30%	100%	1	.	.	2	.	.	.	.	.	3	.	.	\$ 173,331				X
Engineering	Chemical Engineering	Orman,Mehmet	Assistant Professor	F	80%	12%	8%	100%	2	1	.	4	.	.	.	1	1	4	.	.	\$ 113,731				X
Engineering	Chemical Engineering	Palmer,Jeremy	Associate Professor	F	55%	20%	25%	100%	.	.	2	4	.	.	.	.	4	.	.	.	\$ 169,349				X
Engineering	Chemical Engineering	Rimer,Jeffrey	Professor	F	60%	25%	15%	100%	.	1	1	4	.	.	1	.	.	4	.	.	\$ 265,010				X
Engineering	Chemical Engineering	Robertson,Megan	Professor	F	45%	30%	25%	100%	.	.	1	4	.	.	1	1	.	4	.	.	\$ 194,152			X	
Engineering	Chemical Engineering	Varadarajan,Navin	Professor	F	65%	25%	10%	100%	.	.	.	5	.	.	2	.	.	6	.	.	\$ 240,000			X	
Engineering	Chemical Engineering	Vekilov,Peter	Professor	F	75%	15%	10%	100%	1	.	.	3	.	.	1	.	.	4	.	.	\$ 207,832				X
Engineering	Chemical Engineering	Vu,Binh	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 65,000			X	
Engineering	Chemical Engineering	Wen,Mingjian	Assistant Professor	F	50%	40%	10%	100%	.	.	.	.	.	.	1	.	.	2	.	.	\$ 110,000			X	
Engineering	Chemical Engineering	Willson,Richard	Professor	F	35%	20%	45%	100%	2	.	.	6	.	.	1	.	.	7	.	.	\$ 215,852				X
Engineering	Chemical Engineering	Zerze,Gul	Assistant Professor	F	70%	25%	5%	100%	.	.	.	3	.	.	2	.	.	3	.	.	\$ 110,000			X	
Engineering	Chemical Engineering	Zerze,Hasan	Lecturer	F	0%	90%	10%	100%	2	.	.	.	.	.	4	.	.	.	.	.	\$ 48,750			X	
Engineering	Civil Engineering	Ballarini,Roberto	Professor	F	30%	20%	50%	100%	.	.	2	1	.	.	.	.	1	1	.	.	\$ 234,683				X
Engineering	Civil Engineering	Belarbi,Abdeldjelil	Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	1	.	.	1	.	.	\$ 218,933				X
Engineering	Civil Engineering	Deng,Fanghui	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 85,000			X	
Engineering	Civil Engineering	Ekhtari,Nima	Research Assistant Professor	F	100%	0%	0%	100%	.	.	4	.	.	.	.	.	.	.	.	.	\$ 95,000		X		
Engineering	Civil Engineering	Ferdowsi,Behrooz	Assistant Professor	F	50%	45%	5%	100%	.	.	2	1	.	.	2	.	.	2	.	.	\$ 101,250			X	
Engineering	Civil Engineering	Fernandez Diaz,Juan Carlos	Research Assistant Professor	F	90%	0%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 84,963		X	X	
Engineering	Civil Engineering	Glennie,Craig	Professor	F	60%	20%	20%	100%	2	.	.	6	.	.	.	.	1	3	.	.	\$ 149,000			X	
Engineering	Civil Engineering	Herman,Reagan	Instructional Professor	F	0%	50%	50%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 98,880				X
Engineering	Civil Engineering	Hoskere,Vedhus	Assistant Professor	F	60%	30%	10%	100%	.	.	2	6	.	.	1	1	.	5	.	.	\$ 100,000			X	
Engineering	Civil Engineering	Kalliontzis,Dimitrios	Assistant Professor	F	70%	20%	10%	100%	.	.	2	3	.	.	1	.	4	4	.	.	\$ 99,400				X
Engineering	Civil Engineering	Krakowiak,Konrad	Assistant Professor	F	50%	40%	10%	100%	2	.	.	3	.	.	1	.	.	3	.	.	\$ 102,821			X	
Engineering	Civil Engineering	Lee,Hyeongki	Associate Professor	F	55%	25%	20%	100%	.	.	4	4	.	.	1	.	2	2	.	.	\$ 132,600			X	
Engineering	Civil Engineering	Li,Hongyi	Assistant Professor	F	55%	25%	20%	100%	1	.	2	3	.	.	.	.	2	4	.	.	\$ 107,260			X	
Engineering	Civil Engineering	Louie,Stacey	Assistant Professor	F	65%	25%	10%	100%	1	.	2	5	.	.	.	.	1	3	.	.	\$ 103,172			X	
Engineering	Civil Engineering	Milillo,Pietro	Assistant Professor	F	70%	20%	10%	100%	.	.	3	2	.	.	1	.	1	2	.	.	\$ 102,700			X	
Engineering	Civil Engineering	Mo,Larry Yi-Lung	Professor	F	45%	35%	20%	100%	2	.	2	4	.	.	2	.	.	3	.	.	\$ 150,471				X
Engineering	Civil Engineering	Momen,Mostafa	Assistant Professor	F	65%	25%	10%	100%	.	.	1	2	.	.	2	.	.	3	.	.	\$ 99,720			X	
Engineering	Civil Engineering	Nakshatrala,Kalyana	Associate Professor	F	60%	30%	10%	100%	1	.	.	1	3	1	.	.	\$ 114,142			X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE			
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON								
Engineering	Civil Engineering	Phatak,Tejasree	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 93,333				X	
Engineering	Civil Engineering	Rahimi,Mohammad	Assistant Professor	F	60%	30%	10%	100%	.	.	4	1	.	.	.	.	2	1	.	.	.	.	\$ 101,250					X
Engineering	Civil Engineering	Rifai,Hanadi	Professor	F	40%	20%	40%	100%	.	.	.	2	.	.	.	.	2	.	.	.	.	.	\$ 236,833					X
Engineering	Civil Engineering	Rixey,William	Associate Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	1	1	.	.	.	.	.	\$ 120,653					X
Engineering	Civil Engineering	Rodriguez,Debora	Professor	F	0%	0%	100%	100%	.	.	.	5	.	.	.	.	.	8	.	.	.	.	\$ 144,492				X	
Engineering	Civil Engineering	Safa,Mahdi	Sr Lecturer	F	20%	60%	20%	100%	2	.	.	.	.	.	4	.	.	.	.	.	.	.	\$ 72,624				X	
Engineering	Civil Engineering	Shaffer,Devin	Assistant Professor	F	60%	30%	10%	100%	.	.	2	7	.	.	1	.	.	5	.	.	.	.	\$ 103,153				X	
Engineering	Civil Engineering	Vipulanandan,Cumaraswamy	Professor	F	40%	40%	20%	100%	2	.	2	2	.	.	1	.	.	3	.	.	.	.	\$ 167,684					X
Engineering	Civil Engineering	Wang,Keh-Han	Professor	F	40%	35%	25%	100%	2	.	.	1	.	.	.	.	2	1	.	.	.	.	\$ 124,798					X
Engineering	Civil Engineering	Xie,Surui	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 100,000					X
Engineering	Civil Engineering	Zhang,Ruda	Assistant Professor	F	60%	30%	10%	100%	.	.	.	1	.	.	1	.	.	1	.	.	.	.	\$ 100,000					X
Engineering	Electrical Engineering	Bao,Jiming	Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	1	.	2	4	.	.	.	.	\$ 133,423					X
Engineering	Electrical Engineering	Becker,Aaron	Associate Professor	F	40%	40%	20%	100%	1	1	1	6	.	.	1	.	1	3	.	.	.	.	\$ 123,708					X
Engineering	Electrical Engineering	Brankovic,Stanko	Professor	F	40%	40%	20%	100%	1	.	1	6	.	.	1	.	1	4	.	.	.	.	\$ 151,615				X	
Engineering	Electrical Engineering	Chen, Ji	Professor	F	100%	0%	0%	100%	2	.	1	8	.	.	1	.	.	9	.	.	.	.	\$ 190,564					X
Engineering	Electrical Engineering	Chen,Jiefu	Associate Professor	F	40%	40%	20%	100%	.	.	1	7	.	.	.	.	2	4	.	.	.	.	\$ 115,416					X
Engineering	Electrical Engineering	Chen,Jinghong	Associate Professor	F	40%	40%	20%	100%	1	.	1	3	.	.	.	.	1	2	.	.	.	.	\$ 157,183					X
Engineering	Electrical Engineering	Chen,Yuhua	Associate Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	2	.	2	5	.	.	.	.	\$ 123,676					X
Engineering	Electrical Engineering	Claydon, Frank	Professor	F	40%	40%	20%	100%	3	1	.	.	.	.	1	2	.	.	.	.	.	.	\$ 224,337					X
Engineering	Electrical Engineering	Contreras-Vidal, Jose	Professor	F	40%	40%	20%	100%	2	1	1	9	.	.	1	1	2	11	.	.	.	.	\$ 208,951				X	
Engineering	Electrical Engineering	De La Rosa-Pohl,Diana	Associate Professor, Instruct	F	0%	100%	0%	100%	3	.	.	.	.	.	4	.	.	.	.	.	.	.	\$ 101,556				X	
Engineering	Electrical Engineering	Fu,Xin	Associate Professor	F	40%	40%	20%	100%	.	.	1	5	.	.	.	.	1	6	.	.	.	.	\$ 118,780					X
Engineering	Electrical Engineering	Guo,Ran	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 97,500		X			
Engineering	Electrical Engineering	Han,Zhu	Professor	F	40%	40%	20%	100%	2	.	2	7	.	.	.	.	1	9	.	.	.	.	\$ 222,977					X
Engineering	Electrical Engineering	Hebert,Thomas	Associate Professor	F	20%	60%	20%	100%	2	.	1	.	.	.	2	.	1	.	.	.	.	.	\$ 78,794					X
Engineering	Electrical Engineering	Jackson,David	Professor	F	30%	40%	30%	100%	1	.	1	6	.	.	1	.	.	5	.	.	.	.	\$ 150,997					X
Engineering	Electrical Engineering	Joardar,Biresh Kumar	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	1	.	1	.	.	.	.	.	\$ 109,000					X
Engineering	Electrical Engineering	Kotnala,Abhay	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 62,000				X	
Engineering	Electrical Engineering	Krishnamoorthy,Harish	Assistant Professor	F	40%	40%	20%	100%	.	.	1	7	.	.	.	.	1	7	.	.	.	.	\$ 109,304				X	
Engineering	Electrical Engineering	Le,Hung	Assistant Professor, Instruct	F	0%	100%	0%	100%	5	.	1	2	.	.	6	.	3	2	.	.	.	.	\$ 80,052					X
Engineering	Electrical Engineering	Li,Xingpeng	Assistant Professor	F	40%	40%	20%	100%	1	.	1	7	.	.	.	.	3	5	.	.	.	.	\$ 98,736				X	
Engineering	Electrical Engineering	Litvinov,Dmitri	Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	1	.	.	3	.	.	.	.	\$ 206,403					X
Engineering	Electrical Engineering	Mayerich,David	Associate Professor	F	40%	40%	20%	100%	2	.	1	5	.	.	1	.	.	6	.	.	.	.	\$ 127,445				X	
Engineering	Electrical Engineering	Maynard,Mark	Research Assistant Professor	F	100%	0%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 100,000		X			
Engineering	Electrical Engineering	Nguyen,Hien	Associate Professor	F	40%	40%	20%	100%	2	.	2	8	.	.	.	.	1	5	.	.	.	.	\$ 111,877					X
Engineering	Electrical Engineering	Pan,Miao	Associate Professor	F	40%	40%	20%	100%	1	.	.	7	.	.	1	.	1	7	.	.	.	.	\$ 119,076					X
Engineering	Electrical Engineering	Pei,Shin-Shem	Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 178,586					X
Engineering	Electrical Engineering	Phillips,Desiree	Assistant Professor, Instruct	F	0%	100%	0%	100%	4	.	1	.	.	.	3	.	1	.	.	.	.	.	\$ 78,038					X
Engineering	Electrical Engineering	Prasad,Saurabh	Associate Professor	F	40%	40%	20%	100%	.	.	2	4	.	.	.	.	2	5	.	.	.	.	\$ 109,036					X
Engineering	Electrical Engineering	Rajashekara,Kaushik	Professor	F	40%	40%	20%	100%	.	.	1	5	.	.	.	.	1	4	.	.	.	.	\$ 338,368				X	
Engineering	Electrical Engineering	Ramachandran,Deepa	Sr Lecturer	F	0%	75%	25%	100%	9	.	.	.	.	.	9	.	.	.	.	.	.	.	\$ 70,700				X	
Engineering	Electrical Engineering	Reddy,Rohith	Assistant Professor	F	40%	40%	20%	100%	.	.	.	6	.	.	3	.	.	6	.	.	.	.	\$ 101,803					X
Engineering	Electrical Engineering	Roysam,Badrinath	Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	.	.	3	.	.	.	.	\$ 251,140				X		
Engineering	Electrical Engineering	Ruchhoeft,Paul	Associate Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 123,302					X
Engineering	Electrical Engineering	Shan,Xiaonan	Assistant Professor	F	40%	40%	20%	100%	1	.	1	5	.	.	2	.	.	4	.	.	.	.	\$ 100,326					X
Engineering	Electrical Engineering	Shattuck,David	Associate Professor	F	0%	80%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 112,337					X
Engineering	Electrical Engineering	Sheth,Bhavin	Associate Professor	F	10%	70%	20%	100%	2	.	1	.	.	.	5	.	.	.	.	.	.	.	\$ 100,403					X
Engineering	Electrical Engineering	Shih,Wei-Chuan	Professor	F	40%	40%	20%	100%	.	.	1	4	.	.	.	.	.	2	.	.	.	.	\$ 190,654					X
Engineering	Electrical Engineering	Trombetta,Leonard	Associate Professor	F	0%	60%	40%	100%	3	.	.	.	.	.	4	.	.	.	.	.	.	.	\$ 104,088					X
Engineering	Electrical Engineering	Wang,Qingyan	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 100,500		X			
Engineering	Electrical Engineering	Wolfe,John	Professor	F	40%	40%	20%	100%	3	.	1	3	.	.	1	.	1	3	.	.	.	.	\$ 178,928					X
Engineering	Electrical Engineering	Wosik,Jaroslav	Research Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 80,429		X			X
Engineering	Electrical Engineering	Yao,Yan	Professor	F	40%	40%	20%	100%	.	.	2	7	.	.	.	.	2	7	.	.	.	.	\$ 174,614				X	
Engineering	Electrical Engineering	Zheng,Jianfeng	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 102,500		X			
Engineering	Engr Undergraduate Programs	Aksu,Gulin	Assistant Professor, Instruct	F	0%	80%	20%	100%	3	5	\$ 80,000				X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON									
Engineering	Engr Undergraduate Programs	Burleson,Daniel	Associate Professor, Instruct	F	20%	60%	20%	100%	5	2	1	\$ 92,514				X	
Engineering	Engr Undergraduate Programs	Kota,Venkata Krishna Tulasi	Assistant Professor, Instruct	F	0%	80%	20%	100%	5	4	\$ 80,000				X	
Engineering	Engr Undergraduate Programs	Kowal,Marsha	Assistant Professor, Instruct	F	0%	80%	20%	100%	6	5	2	\$ 80,000				X	
Engineering	Engr Undergraduate Programs	Landon,Alexandra	Professor of Practice	F	0%	50%	50%	100%	1	1	1	\$ 92,000				X	
Engineering	Engr Undergraduate Programs	Luna Singh,Jennifer	Assistant Professor, Instruct	F	0%	80%	20%	100%	9	9	\$ 80,000				X	
Engineering	Engr Undergraduate Programs	Metrovich,Brian	Instructional Professor	F	0%	60%	40%	100%	18	8	\$ 99,991				X	
Engineering	Engr Undergraduate Programs	Wilson,Chad	Associate Professor, Instruct	F	0%	75%	25%	100%	7	12	\$ 82,556				X	
Engineering	Industrial Engineering	Chung,Christopher	Associate Professor	F	20%	60%	20%	100%	1	.	2	2	\$ 100,034					X
Engineering	Industrial Engineering	Feng,Qianmei	Professor	F	35%	25%	40%	100%	.	.	1	3	2	3	\$ 136,434					X
Engineering	Industrial Engineering	Kamrani,Ali	Associate Professor	F	20%	60%	20%	100%	3	.	2	2	.	1	\$ 111,918					X
Engineering	Industrial Engineering	Khator,Suresh	Professor	F	15%	25%	60%	100%	2	2	\$ 231,142					X
Engineering	Industrial Engineering	Lim,Gino	Professor	F	25%	25%	50%	100%	.	.	1	5	.	.	.	1	.	.	5	\$ 195,511					X
Engineering	Industrial Engineering	Lin,Ying	Assistant Professor	F	55%	25%	20%	100%	.	.	1	6	.	.	.	1	.	1	5	\$ 96,900					X
Engineering	Industrial Engineering	Peng,Jiming	Associate Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	.	1	.	2	2	\$ 113,242					X
Engineering	Industrial Engineering	Schulze,Lawrence	Associate Professor	F	20%	60%	20%	100%	1	.	2	3	\$ 96,999					X
Engineering	Industrial Engineering	Wang,Yaping	Associate Professor, Instruct	F	0%	70%	30%	100%	3	3	\$ 85,300				X	
Engineering	Industrial Engineering	Wiggins,Nathanial	Sr Lecturer	F	0%	70%	30%	100%	7	6	.	1	\$ 70,000				X	
Engineering	Industrial Engineering	Xiang,Yisha	Associate Professor	F	40%	40%	20%	100%	1	.	.	5	1	2	\$ 120,000				X	
Engineering	Integrated Bio & Nano Systems	Chang,Long	Research Associate Professor	F	100%	0%	0%	100%	\$ 87,470				X	
Engineering	Mechanical Engineering	Aglyamov,Salavat	Research Assistant Professor	F	90%	0%	10%	100%	1	2	\$ 95,508		X		X	
Engineering	Mechanical Engineering	Agrawal,Ashtosh	Associate Professor	F	45%	30%	25%	100%	1	.	1	1	.	.	.	1	.	.	2	.	.	.	\$ 98,492					X	
Engineering	Mechanical Engineering	Ardebili,Haleh	Professor	F	50%	25%	25%	100%	1	.	.	3	.	.	.	1	.	1	3	.	.	.	\$ 168,132				X		
Engineering	Mechanical Engineering	Bannova,Olga	Research Professor	F	20%	50%	30%	100%	.	.	4	1	.	.	.	.	.	4	.	.	.	.	\$ 93,498	X				
Engineering	Mechanical Engineering	Baxevasis,Theocharis	Associate Professor	F	60%	30%	10%	100%	2	.	.	4	.	.	.	.	.	.	2	.	.	.	\$ 110,587				X	
Engineering	Mechanical Engineering	Cescon,Marzia	Assistant Professor	F	60%	30%	10%	100%	1	1	.	2	.	.	.	.	1	.	2	.	.	.	\$ 103,020				X	
Engineering	Mechanical Engineering	Chang,Christiana	Associate Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	.	.	5	.	.	.	.	.	.	\$ 94,005					X
Engineering	Mechanical Engineering	Chen,Tian	Assistant Professor	F	65%	25%	10%	100%	1	.	.	2	.	.	.	.	.	.	2	.	.	.	\$ 96,000					X
Engineering	Mechanical Engineering	Chen,Xuemei	Associate Professor, Instruct	F	0%	80%	20%	100%	9	.	.	.	.	.	.	10	.	.	.	.	.	.	\$ 90,000				X	
Engineering	Mechanical Engineering	Chen,Yi-Chao	Professor	F	20%	40%	40%	100%	.	.	.	.	.	.	.	.	.	3	.	.	.	.	\$ 98,105					X
Engineering	Mechanical Engineering	Chen,Zheng	Assistant Professor	F	65%	25%	10%	100%	1	1	1	4	.	.	.	1	.	.	3	.	.	.	\$ 107,070				X		
Engineering	Mechanical Engineering	Floryan,Daniel	Assistant Professor	F	60%	30%	10%	100%	1	.	.	2	.	.	.	.	.	1	2	.	.	.	\$ 99,750					X
Engineering	Mechanical Engineering	Franchek,Matthew	Professor	F	65%	25%	10%	100%	.	1	1	2	.	.	.	2	1	.	5	.	.	.	\$ 241,356					X	
Engineering	Mechanical Engineering	Ghasemi,Hadi	Associate Professor	F	65%	25%	10%	100%	.	.	1	5	.	.	.	.	.	1	4	.	.	.	\$ 134,921					X
Engineering	Mechanical Engineering	Grigoriadis,Karolos	Professor	F	55%	25%	20%	100%	1	.	.	1	.	.	.	1	1	3	3	.	.	.	\$ 198,338					X	
Engineering	Mechanical Engineering	Hammami,Farah	Assistant Professor, Instruct	F	0%	90%	10%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	.	\$ 80,020				X	
Engineering	Mechanical Engineering	Joshi,Shailendra	Associate Professor	F	65%	25%	10%	100%	.	.	1	3	.	.	.	.	.	1	4	.	.	.	\$ 131,631				X	
Engineering	Mechanical Engineering	Kulkarni,Yashashree	Professor	F	40%	30%	30%	100%	.	.	3	4	.	.	.	1	.	2	3	.	.	.	\$ 140,031					X	
Engineering	Mechanical Engineering	Liu,Dong	Professor	F	40%	30%	30%	100%	1	.	.	4	.	.	.	.	.	3	5	.	.	.	\$ 120,342				X	
Engineering	Mechanical Engineering	Love,Holley	Associate Professor, Instruct	F	0%	70%	30%	100%	5	1	.	.	.	.	.	9	1	.	.	.	.	.	\$ 92,000				X	
Engineering	Mechanical Engineering	Majkic,Goran	Research Professor	F	90%	0%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 117,111		X		X	
Engineering	Mechanical Engineering	Prosperetti,Andrea	Professor	F	50%	25%	25%	100%	.	.	1	1	.	.	.	1	.	.	1	.	.	.	\$ 325,770				X		
Engineering	Mechanical Engineering	Rao,Jagannatha	Associate Professor	F	10%	30%	60%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 162,998					X
Engineering	Mechanical Engineering	Ryou,Jae-Hyun	Associate Professor	F	55%	35%	10%	100%	.	1	3	2	.	.	.	2	.	3	1	.	.	.	\$ 126,269				X		
Engineering	Mechanical Engineering	Selvamanickam,Venkat	Professor	F	50%	35%	15%	100%	.	.	.	5	.	.	.	.	.	3	4	.	.	.	\$ 294,000					X
Engineering	Mechanical Engineering	Sharma,Pradeep	Professor	F	25%	25%	50%	100%	.	.	1	4	.	.	.	.	.	2	2	.	.	.	\$ 300,000					X
Engineering	Mechanical Engineering	Song,Gangbing	Professor	F	60%	30%	10%	100%	5	.	1	5	.	.	.	4	.	.	5	.	.	.	\$ 196,044					X	
Engineering	Mechanical Engineering	Sun,Li	Professor	F	50%	25%	25%	100%	1	.	3	5	.	.	.	1	.	4	5	.	.	.	\$ 126,342					X	
Engineering	Mechanical Engineering	Tang,Yingjie	Research Assistant Professor	F	90%	0%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 70,277	X				
Engineering	Mechanical Engineering	Wang,jiawen	Lecturer	F	100%	0%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 65,000				X	
Engineering	Mechanical Engineering	Wang,Su Su	Professor	F	40%	50%	10%	100%	1	.	.	3	.	.	.	2	.	.	2	.	.	.	\$ 169,775					X	
Engineering	Mechanical Engineering	Yang,Di	Associate Professor	F	65%	25%	10%	100%	.	.	3	4	.	.	.	1	.	.	2	.	.	.	\$ 107,509				X		
Engineering	Mechanical Engineering	Zhao,Bo	Assistant Professor	F	60%	30%	10%	100%	1	.	.	1	.	.	.	1	.	.	1	.	.	.	\$ 96,000				X		
Engineering	Petroleum Engineering	Dindoruk,Birol	Professor	F	40%	30%	30%	100%	.	.	2	4	.	.	.	1	.	2	4	.	.	.	\$ 255,500				X		
Engineering	Petroleum Engineering	Ehlig-Economides,Christine	Professor	F	45%	30%	25%	100%	.	.	.	5	.	.	.	2	.	1	4	.	.	.	\$ 250,130					X	
Engineering	Petroleum Engineering	Farouq-Ali,Syed	Professor	F	25%	45%	30%	100%	2	.	2	5	2	3	.	.	.	\$ 266,529				X		

**UH Annual Faculty Workload Report
2022-2023**

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Engineering	Petroleum Engineering	Hathon,Lori	Assistant Professor, Instruct	F	20%	60%	20%	100%	4	.	2	.	.	.	1	.	2	1	.	.	\$ 111,827				X
Engineering	Petroleum Engineering	Hatzignatiou,Dimitrios	Professor	F	45%	35%	20%	100%	1	.	.	2	.	.	1	.	1	.	.	.	\$ 179,979				X
Engineering	Petroleum Engineering	Lee,Kyung Jae	Assistant Professor	F	50%	20%	30%	100%	1	.	.	5	.	.	.	.	1	4	.	.	\$ 111,905			X	
Engineering	Petroleum Engineering	Myers,Michael	Associate Professor	F	30%	35%	35%	100%	2	.	1	9	.	.	.	.	5	.	.	.	\$ 170,232				X
Engineering	Petroleum Engineering	Qin,Guan	Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	1	.	2	1	.	.	\$ 161,553				X
Engineering	Petroleum Engineering	Sakhaee Pour,Ahmad	Assistant Professor	F	50%	30%	20%	100%	1	.	2	5	.	.	1	.	.	3	.	.	\$ 111,171			X	
Engineering	Petroleum Engineering	Soliman,Mohamed	Professor	F	35%	25%	40%	100%	.	.	.	3	.	.	1	.	.	5	.	.	\$ 241,706			X	
Engineering	Petroleum Engineering	Thakur,Ganesh	Professor	F	45%	25%	30%	100%	.	.	1	3	.	.	.	.	2	3	.	.	\$ 332,550			X	
Engineering	Petroleum Engineering	Wong,George	Associate Professor	F	45%	40%	15%	100%	.	.	2	4	.	.	1	.	.	4	.	.	\$ 161,123			X	
Engineering	Petroleum Engineering	Zargar,Zeinab	Lecturer	F	0%	80%	20%	100%	2	.	2	.	.	.	2	.	2	.	.	.	\$ 67,001			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Bell,Larry	Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	1	.	3	1	.	.	\$ 101,975				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Beneytez-Duran,Rafael	Associate Professor	F	40%	20%	40%	100%	2	.	.	.	.	.	5	.	.	.	.	.	\$ 156,277				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Binboga,Secil	Scholar-in-Residence	F	50%	50%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 60,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Borden,Gail	Professor	F	40%	20%	40%	100%	.	.	.	1	.	.	.	.	2	.	.	.	\$ 198,300				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Brune,Geoffrey	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	3	.	.	.	.	.	\$ 114,591				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chow,George	Associate Professor	F	40%	40%	20%	100%	4	.	3	1	.	.	4	.	4	.	.	.	\$ 89,071				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Colaco,Joseph	Professor	F	40%	40%	20%	100%	.	1	.	1	.	.	1	.	1	.	.	.	\$ 93,083				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Diehl,Tom	Associate Professor	F	30%	40%	30%	100%	4	.	.	.	.	.	3	.	.	.	.	.	\$ 92,721				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Feng,Jeff Feng	Associate Professor	F	40%	25%	35%	100%	3	1	2	2	.	.	4	.	4	.	.	.	\$ 112,167				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Froehlich,Dietmar	Professor	F	0%	20%	80%	100%	1	.	1	1	.	.	.	.	2	.	.	.	\$ 106,371				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Gonzales,Michael	Associate Professor, Instruct	F	0%	80%	20%	100%	5	.	.	.	.	.	5	.	1	.	.	.	\$ 71,861				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Handanovic,Dijana	Assistant Professor	F	40%	40%	20%	100%	4	.	.	.	.	.	2	.	.	.	.	.	\$ 82,000				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Jackson,Megan	Associate Professor, Instruct	F	0%	80%	20%	100%	3	1	.	.	.	.	8	.	1	.	.	.	\$ 80,211			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Jacobs,Daniel	Assistant Professor, Instruct	F	0%	80%	20%	100%	3	.	.	.	.	.	5	.	1	1	.	.	\$ 70,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Johnson,Matthew	Associate Professor	F	40%	40%	20%	100%	1	.	2	.	.	.	.	.	.	.	.	.	\$ 94,903				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kacmar,Donna	Professor	F	40%	40%	20%	100%	3	.	1	.	.	.	2	.	.	.	.	.	\$ 116,464				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kang,Chul Min	Assistant Professor	F	40%	40%	20%	100%	3	.	1	1	.	.	1	.	1	.	.	.	\$ 88,880				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kimbrough,Mark	Associate Professor, Instruct	F	20%	20%	60%	100%	3	2	1	.	.	.	3	.	2	.	.	.	\$ 112,241			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kubo,Michael	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	2	.	2	.	.	.	\$ 91,780				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kudless,Andrew	Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	2	1	.	2	.	.	\$ 153,290				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kyropoulou,Amygdalia	Assistant Professor	F	40%	40%	20%	100%	1	.	2	.	.	.	2	.	2	2	.	.	\$ 78,298				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Logan,Jason	Associate Professor, Instruct	F	20%	20%	60%	100%	2	.	4	.	.	.	2	.	.	.	.	.	\$ 84,117			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Longoria,Rafael	Professor	F	40%	40%	20%	100%	2	.	2	1	.	.	.	.	2	.	.	.	\$ 109,848				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Lutz,Shawn	Adjunct Faculty	F	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 58,320			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Mantz,Ophelia	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	2	.	1	.	.	.	\$ 84,000				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Morshedzadeh,Elham	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	.	1	.	.	.	\$ 90,000			X	X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Munenzon Titelboim,Dalia	Assistant Professor	F	40%	40%	20%	100%	.	.	2	.	.	.	1	.	1	.	.	.	\$ 95,000				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Peters,Patrick	Professor	F	20%	40%	40%	100%	2	.	.	.	.	.	.	.	2	.	.	.	\$ 117,280				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Race,Bruce	Professor	F	40%	40%	20%	100%	3	.	3	.	.	.	3	.	3	.	.	.	\$ 145,408				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Ramaswamy,Deepa	Assistant Professor	F	40%	40%	20%	100%	10	.	3	.	.	.	12	.	2	.	.	.	\$ 75,200			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rifaat,Shafik	Professor	F	40%	40%	20%	100%	3	.	2	.	.	.	3	.	1	.	.	.	\$ 78,564				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rodriguez Fernandez,Marta	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 85,872				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rogers,Susan	Associate Professor	F	40%	40%	20%	100%	1	1	2	.	.	.	2	.	1	.	.	.	\$ 99,130				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Self,Ronnie	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	3	.	.	.	.	.	\$ 109,253				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Truitt,William	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	3	.	1	.	.	.	\$ 87,699				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Tucker de Vazquez,Sheryl	Associate Professor, Instruct	F	20%	20%	60%	100%	5	.	.	.	.	.	2	.	.	.	.	.	\$ 79,441			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wells,Adam	Associate Professor, Instruct	F	0%	80%	20%	100%	5	.	2	.	.	.	4	1	1	.	.	.	\$ 85,351			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wiener,Ross	Adjunct Faculty	F	0%	90%	10%	100%	4	1	.	.	.	.	5	.	.	.	.	.	\$ 59,321			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Zweig,Peter	Professor	F	40%	40%	20%	100%	2	.	2	.	.	.	3	.	.	.	.	.	\$ 120,992				X
Grad College of Social Work	Dean, Social Work	Acquati,Chiara	Associate Professor	F	40%	40%	20%	100%	.	.	2	.	.	.	.	.	2	.	.	.	\$ 91,920				X
Grad College of Social Work	Dean, Social Work	Ali,Samira	Associate Professor	F	40%	10%	50%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 94,154				X
Grad College of Social Work	Dean, Social Work	Amtsberg,Donna	Clinical Assoc Prof	F	0%	60%	40%	100%	.	.	3	.	.	.	.	.	3	.	.	.	\$ 78,576				X
Grad College of Social Work	Dean, Social Work	Bagneris,Jessica	Assistant Professor	F	70%	10%	20%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 80,000				X
Grad College of Social Work	Dean, Social Work	Barthelemy,Juan	Assistant Professor	F	40%	40%	20%	100%	.	.	1	.	.	.	.	.	3	.	.	.	\$ 83,595				X
Grad College of Social Work	Dean, Social Work	Berger Cardoso,Jodi	Associate Professor	F	70%	20%	10%	100%	.	.	.	1	1	.	.	\$ 100,500				X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Grad College of Social Work	Dean, Social Work	Borja,Sharon	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 83,941				X
Grad College of Social Work	Dean, Social Work	Boyd,Reiko	Assistant Professor	F	40%	40%	20%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 83,999				X
Grad College of Social Work	Dean, Social Work	Bromfield,Nicole	Associate Professor	F	70%	20%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 115,395				X
Grad College of Social Work	Dean, Social Work	Carter,Cynthia	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 66,625			X	
Grad College of Social Work	Dean, Social Work	Cheung,Monit	Professor	F	40%	40%	20%	100%	.	.	3	2	.	.	.	.	3	3	.	.	.	\$ 152,245				X
Grad College of Social Work	Dean, Social Work	Foster,Charday	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 65,000			X	
Grad College of Social Work	Dean, Social Work	Gearing,Robin	Professor	F	40%	40%	20%	100%	.	.	.	3	.	.	.	.	3	4	.	.	.	\$ 119,635				X
Grad College of Social Work	Dean, Social Work	Gonzales,Shelley	Clinical Asst Prof	F	0%	40%	60%	100%	.	.	2	5	.	.	.	.	.	9	.	.	.	\$ 75,714				X
Grad College of Social Work	Dean, Social Work	Jennings,Sheara	Associate Professor	F	60%	20%	20%	100%	.	.	1	1	.	.	.	.	.	1	.	.	.	\$ 110,368				X
Grad College of Social Work	Dean, Social Work	Leung,Yuk-Hi Patrick	Professor	F	40%	40%	20%	100%	.	.	3	2	.	.	.	.	1	1	.	.	.	\$ 137,790				X
Grad College of Social Work	Dean, Social Work	Lucas,Virginia	Clinical Assoc Prof	F	0%	40%	60%	100%	.	.	3	.	.	.	.	.	4	.	.	.	.	\$ 93,978				X
Grad College of Social Work	Dean, Social Work	Mendoza,Yvonne	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 66,625			X	
Grad College of Social Work	Dean, Social Work	Miyawaki,Christina	Associate Professor	F	40%	40%	20%	100%	.	.	2	.	.	.	.	.	1	.	.	.	.	\$ 93,693				X
Grad College of Social Work	Dean, Social Work	Narendorf,Sarah	Associate Professor	F	40%	10%	50%	100%	.	.	1	3	.	.	.	.	.	3	.	.	.	\$ 100,731				X
Grad College of Social Work	Dean, Social Work	Pang,Melanie	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	3	.	.	.	.	.	4	.	.	.	.	\$ 66,625				X
Grad College of Social Work	Dean, Social Work	Parker,Jamie	Clinical Asst Prof	F	0%	20%	80%	100%	.	.	1	5	.	.	.	.	.	9	.	.	.	\$ 92,100				X
Grad College of Social Work	Dean, Social Work	Parks,Steven	Lecturer	F	0%	100%	0%	100%	.	.	5	.	.	.	.	.	.	.	.	.	.	\$ 67,626				X
Grad College of Social Work	Dean, Social Work	Parks,Steven	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	.	.	5	.	.	.	.	\$ 67,626				X
Grad College of Social Work	Dean, Social Work	Pritzker,Suzanne	Associate Professor	F	40%	10%	50%	100%	.	.	1	2	.	.	.	.	2	2	.	.	.	\$ 108,497				X
Grad College of Social Work	Dean, Social Work	Robbins,Susan	Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	.	.	.	2	.	.	.	\$ 138,405				X
Grad College of Social Work	Dean, Social Work	Rubin,Allen	Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 175,009				X
Grad College of Social Work	Dean, Social Work	Sampson,McClain	Associate Professor	F	60%	20%	20%	100%	.	.	1	1	.	.	.	.	.	1	.	.	.	\$ 106,230				X
Grad College of Social Work	Dean, Social Work	Scott Jr.,Edward	Assistant Professor	F	60%	20%	20%	100%	.	.	2	.	.	.	.	.	.	.	.	.	.	\$ 80,000				X
Grad College of Social Work	Dean, Social Work	Torres,Isabel	Associate Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	.	.	2	.	.	.	.	\$ 105,450				X
Grad College of Social Work	Dean, Social Work	Walton,Quenette	Assistant Professor	F	40%	40%	20%	100%	.	.	2	1	.	.	.	.	1	.	.	.	.	\$ 84,436				X
Grad College of Social Work	Dean, Social Work	White,Tamika	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	2	.	.	.	.	.	.	.	.	.	.	\$ 66,625			X	
Hobby	Hobby School of Public Affairs	Bronk,Robert	Associate Professor	F	60%	30%	10%	100%	1	.	3	.	.	.	.	.	.	1	.	.	.	\$ 129,442				X
Hobby	Hobby School of Public Affairs	Buttorff,Gail	Assistant Professor, Instruct	F	40%	30%	30%	100%	1	.	1	.	.	.	.	.	2	.	.	.	.	\$ 81,235				X
Hobby	Hobby School of Public Affairs	Engster,Daniel	Professor	F	40%	20%	40%	100%	1	.	1	.	.	.	.	.	.	.	.	.	.	\$ 169,413				X
Hobby	Hobby School of Public Affairs	Gottlieb,Jessica	Associate Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	1	.	1	.	.	.	\$ 167,261				X
Hobby	Hobby School of Public Affairs	Heller,Blake	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 105,000				X
Hobby	Hobby School of Public Affairs	Luttrell,Johanna	Assistant Professor, Instruct	F	10%	50%	40%	100%	2	.	.	.	.	.	.	1	.	1	.	.	.	\$ 73,206				X
Hobby	Hobby School of Public Affairs	Munawar,Sarah	Visiting Assistant Professor	F	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 75,000	X			
Hobby	Hobby School of Public Affairs	Pinto,Pablo	Professor	F	30%	30%	40%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 170,149				X
Hobby	Hobby School of Public Affairs	Witt,Lawrence	Professor	F	20%	55%	25%	100%	1	.	2	3	.	.	.	1	.	5	2	.	.	\$ 230,320			X	
Hobby	Hobby School of Public Affairs	Wong,Man Chiu	Professor	F	25%	30%	45%	100%	1	.	2	.	.	.	.	.	.	.	.	.	.	\$ 195,256				X
Honors College	Dean, Honors College	Barnes,Michael	Associate Professor, Instruct	F	10%	70%	20%	100%	5	1	.	.	.	.	.	5	.	.	.	.	.	\$ 73,885			X	
Honors College	Dean, Honors College	Belco,Michelle	Lecturer	F	10%	70%	20%	100%	4	1	.	.	.	.	.	3	.	.	.	.	.	\$ 52,921			X	
Honors College	Dean, Honors College	Bland,Laura	Assistant Professor, Instruct	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 70,950			X	
Honors College	Dean, Honors College	Charara,Hayan	Assistant Professor, Instruct	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 67,450				X
Honors College	Dean, Honors College	Cooper,Carol	Assistant Professor, Instruct	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 65,000			X	
Honors College	Dean, Honors College	Cremins,Robert	Sr Lecturer	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	1	.	.	.	.	\$ 60,271				X
Honors College	Dean, Honors College	Garner,Richard	Assistant Professor, Instruct	F	0%	50%	50%	100%	4	.	.	.	.	.	.	3	.	.	.	.	.	\$ 68,870			X	
Honors College	Dean, Honors College	Gish,Dustin	Associate Professor, Instruct	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 73,639				X
Honors College	Dean, Honors College	Hallmark,Terrell	Assistant Professor, Instruct	F	10%	70%	20%	100%	6	.	.	.	.	.	.	3	1	.	.	.	.	\$ 71,503				X
Honors College	Dean, Honors College	Hanke,Marc	Associate Professor, Instruct	F	10%	70%	20%	100%	3	.	.	.	.	.	.	4	.	.	.	.	.	\$ 75,083			X	
Honors College	Dean, Honors College	LeVeaux,Christine	Associate Professor, Instruct	F	10%	70%	20%	100%	2	.	.	.	.	.	.	2	2	.	.	.	.	\$ 88,159				X
Honors College	Dean, Honors College	Modaff,Abigail	Assistant Professor, Instruct	F	10%	70%	20%	100%	3	.	.	.	.	.	.	3	1	.	.	.	.	\$ 67,000				X
Honors College	Dean, Honors College	Morrison,Iain	Associate Professor, Instruct	F	10%	70%	20%	100%	4	.	.	.	.	.	.	6	1	.	.	.	.	\$ 80,504				X
Honors College	Dean, Honors College	Price,Daniel	Clinical Assoc Prof	F	30%	20%	50%	100%	2	.	.	.	.	.	.	1	.	.	.	.	.	\$ 73,902		X	X	X
Honors College	Dean, Honors College	Rainbow,David	Associate Professor, Instruct	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 76,628				X
Honors College	Dean, Honors College	Rainbow,Jesse	Associate Professor, Instruct	F	10%	70%	20%	100%	5	.	.	1	.	.	.	6	.	.	.	.	.	\$ 79,496				X
Honors College	Dean, Honors College	Rayder,Benjamin	Assistant Professor, Instruct	F	10%	30%	60%	100%	2	1	.	.	.	.	.	3	.	.	.	.	.	\$ 90,000			X	X
Honors College	Dean, Honors College	Rayneard,Max	Lecturer	F	10%	70%	20%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 46,250			X	
Honors College	Dean, Honors College	Sirrieh,Rita	Assistant Professor, Instruct	F	10%	40%	20%	100%	3	4	\$ 67,001			X	

**UH Annual Faculty Workload Report
2022-2023**

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Honors College	Dean, Honors College	Trninic,Marina	Lecturer	F	10%	70%	20%	100%	6	.	.	.	.	.	6	.	.	.	.	.	.	\$ 46,250				X	
Honors College	Dean, Honors College	Vollrath,Lesli	Visiting Assistant Professor	F	10%	70%	20%	100%	6	.	.	.	.	.	7	.	.	.	.	.	.	\$ 41,250				X	
Honors College	Dean, Honors College	Williamson,Jonathan	Associate Professor, Instruct	F	10%	20%	70%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 84,000					X
Liberal Arts & Social Sciences	Modern & Classical Languages	Zaretsky,Robert	Professor	F	40%	40%	0%	80%	3	.	.	.	.	.	6	.	.	.	.	.	.	\$ 118,250					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Abbott,Jeanna	Professor	F	40%	40%	0%	80%	.	.	.	.	.	.	2	.	3	.	1	.	.	\$ 185,688					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Back,Kijoon	Professor	F	25%	25%	20%	70%	1	.	4	2	.	.	1	.	5	6	.	.	.	\$ 157,563					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Barth,Stephen	Professor	F	20%	50%	0%	70%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 140,513					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Boger,Carl	Professor	F	40%	40%	40%	120%	1	.	2	1	.	.	1	1	2	1	.	.	.	\$ 164,144					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Cheatham,Cathy	Assistant Professor, Instruct	F	0%	70%	0%	70%	3	.	.	.	.	.	5	1	1	.	.	.	.	\$ 74,248					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Dawson,Mary	Professor	F	25%	25%	0%	50%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 157,508					X
Hotel & Restaurant Management	Hotel & Restaurant Management	DeFranco,Agnes	Professor	F	40%	40%	0%	80%	1	.	2	.	.	.	2	.	.	.	.	.	.	\$ 174,255				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Doudna,Simone	Assistant Professor, Instruct	F	0%	70%	0%	70%	6	.	1	.	.	.	5	.	1	.	.	.	.	\$ 61,200					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Draper,Jason	Associate Professor	F	40%	40%	0%	80%	1	.	1	.	.	.	1	.	1	.	.	.	.	\$ 108,021					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Ginapp,Kathrine	Lecturer	F	0%	70%	0%	70%	4	.	.	.	.	.	4	1	1	.	.	.	.	\$ 64,260					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Guchait,Priyanko	Associate Professor	F	40%	40%	0%	80%	1	.	1	2	.	.	1	.	3	1	.	.	.	\$ 103,606				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Haskell,Rebecca	Lecturer	F	0%	70%	0%	70%	6	.	1	.	.	.	5	.	1	.	.	.	.	\$ 66,604					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Jarvis,Nathan	Clinical Assoc Prof	F	0%	70%	40%	110%	4	.	.	.	.	.	3	.	1	.	.	.	.	\$ 73,098				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Johnson,Tucker	Associate Professor, Instruct	F	0%	70%	20%	90%	4	.	.	.	.	.	3	.	3	.	.	.	.	\$ 71,774				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Kazemi Zarkouei,Mohammad Sadegh	Assistant Professor	F	45%	45%	0%	90%	2	.	.	.	.	.	1	.	1	.	.	.	.	\$ 79,424				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Kenyan,Erin	Assistant Professor, Instruct	F	0%	70%	20%	90%	3	1	.	.	.	.	4	.	.	.	.	.	.	\$ 70,727					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Kim,Jaewook	Assistant Professor	F	45%	45%	0%	90%	1	.	1	.	.	.	1	.	5	1	.	.	.	\$ 87,975					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Koh,Yoon	Associate Professor	F	40%	40%	0%	80%	1	.	1	2	.	.	1	.	1	.	.	.	.	\$ 103,397					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Lee,Minwoo	Assistant Professor	F	45%	45%	20%	110%	1	.	3	2	.	.	1	.	1	.	.	.	.	\$ 91,340				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Legendre,Jungyoung	Associate Professor	F	40%	40%	20%	100%	1	.	4	2	.	.	.	.	2	3	.	.	.	\$ 98,851				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Madera,Juan	Professor	F	40%	40%	0%	80%	1	.	1	.	.	.	.	.	.	.	.	.	.	\$ 134,644					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Maneethai,Dustin	Assistant Professor	F	45%	45%	0%	90%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 85,000					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Morosan,Cristian	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	2	.	1	.	.	.	.	\$ 119,149				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Shin,Min Jung	Assistant Professor	F	45%	45%	0%	90%	.	.	2	.	.	.	2	.	.	.	.	.	.	\$ 84,000					X
Hotel & Restaurant Management	Hotel & Restaurant Management	Sirsat,Sujata	Associate Professor	F	40%	40%	0%	80%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 99,994				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Taylor,David	Associate Professor	F	40%	40%	0%	80%	4	1	2	.	.	.	5	1	2	1	.	.	.	\$ 109,137				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Young,Mark	Professor of Practice	F	50%	0%	0%	50%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 87,124				X	
Law	Dean, Law	Berman,Emily	Associate Professor	F	30%	40%	0%	70%	.	.	.	.	2	3	.	.	.	.	1	3	.	\$ 159,262					X
Law	Dean, Law	Brantley,Maikieta	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	2	.	.	\$ 70,000					X
Law	Dean, Law	Bregant,Jessica	Assistant Professor	F	40%	50%	0%	90%	.	.	.	.	2	.	.	.	.	.	1	.	.	\$ 130,302					X
Law	Dean, Law	Brem,Katherine	Clinical Assoc Prof	F	10%	75%	0%	85%	.	.	.	.	3	.	.	.	.	.	3	.	.	\$ 94,024					X
Law	Dean, Law	Buckles,Johnny	Professor	F	30%	50%	0%	80%	.	.	.	.	2	.	.	.	.	.	2	.	.	\$ 199,596					X
Law	Dean, Law	Bush,Darren	Professor	F	40%	40%	0%	80%	.	.	.	.	2	.	.	.	.	.	2	.	.	\$ 194,778					X
Law	Dean, Law	Cardenas Garcia,Julian Jose	Research Assistant Professor	F	0%	80%	0%	80%	.	.	.	.	1	.	.	.	.	.	1	.	.	\$ 64,841					X
Law	Dean, Law	Chandler,Seth	Professor	F	20%	50%	0%	70%	.	.	.	.	1	.	.	.	.	.	2	.	.	\$ 191,803					X
Law	Dean, Law	Crump,David	Professor	F	40%	50%	60%	150%	.	.	.	.	2	.	.	.	.	.	2	.	.	\$ 191,762					X
Law	Dean, Law	Davis,Megan	Clinical Assoc Prof	F	0%	80%	20%	100%	.	.	.	.	2	.	.	.	.	.	2	.	.	\$ 117,347					X
Law	Dean, Law	Dole,Richard	Professor	F	40%	40%	20%	100%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 144,611					X
Law	Dean, Law	Dow,David	Professor	F	40%	40%	0%	80%	.	.	.	.	2	1	.	.	.	.	3	1	.	\$ 241,835					X
Law	Dean, Law	Dow,Katya	Professor of Practice	F	0%	80%	0%	80%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 74,223	X			X	
Law	Dean, Law	Duncan,Meredith	Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	.	1	.	.	\$ 178,695					X
Law	Dean, Law	Fagundes,Dave	Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	.	1	.	.	\$ 240,232					X
Law	Dean, Law	Flatt,Victor	Professor	F	25%	60%	20%	105%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 207,363					X
Law	Dean, Law	Fowler,Leah	Research Assistant Professor	F	60%	0%	20%	80%	.	.	.	.	.	3	.	.	.	.	.	3	.	\$ 92,773				X	X
Law	Dean, Law	Gebru,Aman	Assistant Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	.	1	.	.	\$ 133,000					X
Law	Dean, Law	Gomez,Alissa	Clinical Assoc Prof	F	10%	70%	0%	80%	.	.	.	.	2	.	.	.	.	.	3	.	.	\$ 88,029					X
Law	Dean, Law	Guggenberger,Nikolas	Assistant Professor	F	40%	40%	0%	80%	.	.	.	.	.	.	.	.	.	.	2	.	.	\$ 133,000				X	
Law	Dean, Law	Hawkins,James	Professor	F	40%	40%	60%	140%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 189,751					X
Law	Dean, Law	Heard,Christopher	Clinical Assoc Prof	F	0%	50%	30%	80%	.	.	.	.	1	.	.	.	.	.	.	2	.	\$ 101,465					X
Law	Dean, Law	Heard,Whitney	Clinical Assoc Prof	F	0%	80%	20%	100%	.	.	.	.	2	.	.	.	.	.	2	.	.	\$ 103,542					X
Law	Dean, Law	Hester,Tracy	Associate Professor, Instruct	F	20%	60%	0%	80%	2	2	.	.	\$ 104,347					X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Law	Dean, Law	Hoffman,Lonny	Professor	F	20%	60%	0%	80%	.	.	.	.	1	.	.	.	.	2	.	\$ 196,782				X
Law	Dean, Law	Kaufman,Zachary	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	\$ 140,396				X	
Law	Dean, Law	Knake,Renee	Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	1	.	\$ 214,176				X
Law	Dean, Law	Koch,Valerie	Assistant Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	2	.	\$ 133,560				X
Law	Dean, Law	Kumar,Sapna	Professor	F	35%	50%	20%	105%	.	.	.	.	.	.	.	.	.	2	.	\$ 180,225				X
Law	Dean, Law	Kwok,David	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	1	.	.	.	.	2	.	\$ 149,046				X
Law	Dean, Law	Mantel,Jessica	Professor	F	40%	40%	20%	100%	.	.	.	.	2	3	.	.	.	1	3	\$ 165,218				X
Law	Dean, Law	Marquez,Ryan	Clinical Assoc Prof	F	0%	70%	20%	90%	.	.	.	.	3	.	.	.	.	3	.	\$ 100,000				X
Law	Dean, Law	Messer,Teresa	Professor of Practice	F	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	1	1	\$ 80,669				X
Law	Dean, Law	Michaels,Andrew	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	2	.	.	.	.	1	.	\$ 133,331				X
Law	Dean, Law	Moll,Douglas	Professor	F	40%	40%	20%	100%	.	.	.	.	2	.	.	.	.	2	.	\$ 197,540				X
Law	Dean, Law	Morales,Daniel	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	2	.	.	.	.	1	.	\$ 168,214				X
Law	Dean, Law	Nelson,James	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	1	.	.	.	.	2	.	\$ 149,845				X
Law	Dean, Law	Oldham,J	Professor	F	40%	40%	0%	80%	.	.	.	.	2	.	.	.	.	.	\$ 202,691				X	
Law	Dean, Law	Ragazzo,Robert	Professor	F	40%	40%	0%	80%	.	.	.	.	2	.	.	.	.	1	.	\$ 194,133				X
Law	Dean, Law	Reed,Hilary	Clinical Professor	F	10%	70%	0%	80%	.	.	.	.	2	.	.	.	.	3	.	\$ 104,686				X
Law	Dean, Law	Roberts,Jessica	Professor	F	40%	40%	20%	100%	.	.	.	.	1	.	.	.	.	1	.	\$ 219,342				X
Law	Dean, Law	Salib,Peter	Assistant Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	2	.	\$ 130,302				X
Law	Dean, Law	Sanders,Joseph	Professor	F	25%	55%	60%	140%	.	.	.	.	1	4	.	.	.	2	4	\$ 240,769				X
Law	Dean, Law	Simmons,Laurel	Clinical Asst Prof	F	0%	80%	20%	100%	.	.	.	.	2	.	.	.	.	2	.	\$ 106,000				X
Law	Dean, Law	Simpson,Lauren	Clinical Assoc Prof	F	0%	80%	20%	100%	.	.	.	.	2	.	.	.	.	2	.	\$ 103,240				X
Law	Dean, Law	Swift,Kenneth	Clinical Professor	F	5%	80%	20%	105%	.	.	.	.	3	.	.	.	.	3	.	\$ 110,178				X
Law	Dean, Law	Thompson,Connor	Visiting Scholar	F	100%	0%	40%	140%	.	.	.	.	.	.	.	.	.	.	.	\$ 75,000			X	
Law	Dean, Law	Thompson,Sandra	Professor	F	40%	40%	20%	100%	.	.	.	.	2	.	.	.	.	1	.	\$ 219,624				X
Law	Dean, Law	Trujillo,Elizabeth	Professor	F	40%	40%	0%	80%	.	.	.	.	1	.	.	.	.	2	.	\$ 206,000				X
Law	Dean, Law	Warren,Gina	Professor	F	40%	40%	20%	100%	.	.	.	.	1	.	.	.	.	.	\$ 175,235				X	
Law	Dean, Law	Wells,Douglas	Professor	F	40%	40%	20%	100%	.	.	.	.	2	3	.	.	.	1	3	\$ 180,410				X
Law	Dean, Law	Willis,Tasha	Clinical Assoc Prof	F	0%	80%	0%	80%	.	.	.	.	2	.	.	.	.	2	.	\$ 101,677				X
Law	Dean, Law	Zale,Kellen	Associate Professor	F	40%	40%	0%	80%	.	.	.	.	2	.	.	.	.	1	.	\$ 153,380				X
Law	Law Library	Watson,Amanda	Assistant Professor/Librarian	F	40%	40%	0%	80%	.	.	.	.	2	.	.	.	.	.	\$ 141,442				X	
Natural Sciences & Mathematics	Biology	Albecker,Molly	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 122,667				X	
Natural Sciences & Mathematics	Biology	Amaral Antunes,Dinler	Assistant Professor	F	50%	40%	10%	100%	1	.	.	4	.	.	.	.	2	5	\$ 92,250				X	
Natural Sciences & Mathematics	Biology	Azevedo,Ricardo	Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	3	1	1	1	\$ 124,435				X		
Natural Sciences & Mathematics	Biology	Cheek,Ann	Instructional Professor	F	0%	80%	20%	100%	3	1	.	.	.	5	.	.	.	\$ 77,037				X			
Natural Sciences & Mathematics	Biology	Cole,Blaine	Professor	F	40%	40%	20%	100%	1	1	.	.	.	1	1	.	.	.	\$ 119,316				X		
Natural Sciences & Mathematics	Biology	Craft,John	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 55,000	X				
Natural Sciences & Mathematics	Biology	Crawford,Kerri	Associate Professor	F	40%	40%	20%	100%	.	.	1	2	.	1	.	1	2	.	\$ 98,840				X		
Natural Sciences & Mathematics	Biology	Daane,Jacob	Assistant Professor	F	50%	40%	10%	100%	.	.	.	3	.	.	.	1	3	.	\$ 95,000			X			
Natural Sciences & Mathematics	Biology	Dauwalder,Brigitte	Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	.	2	3	.	\$ 110,964				X		
Natural Sciences & Mathematics	Biology	Dimarco,Romina	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 62,000				X	
Natural Sciences & Mathematics	Biology	Dryer,Stuart	Professor	F	40%	40%	20%	100%	.	.	.	.	.	1	.	1	.	.	\$ 234,043				X	
Natural Sciences & Mathematics	Biology	Esmaeliniakooshkghazi,Amin	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 59,000		X			
Natural Sciences & Mathematics	Biology	Farmer,Lisa	Associate Professor, Instruct	F	0%	80%	20%	100%	3	.	.	.	.	5	.	1	.	.	\$ 66,295			X		
Natural Sciences & Mathematics	Biology	Feng,Qin	Associate Professor	F	40%	40%	20%	100%	1	.	.	4	.	1	.	1	2	.	\$ 131,727			X			
Natural Sciences & Mathematics	Biology	Fox,Robert	Professor	F	15%	70%	15%	100%	2	.	.	.	.	.	.	.	.	.	\$ 172,101			X		
Natural Sciences & Mathematics	Biology	Frankino,William	Associate Professor	F	40%	40%	20%	100%	2	3	1	1	.	5	3	.	.	\$ 107,804				X			
Natural Sciences & Mathematics	Biology	Fujita,Masaya	Professor	F	40%	40%	20%	100%	1	.	.	1	.	1	2	.	1	.	\$ 110,772				X		
Natural Sciences & Mathematics	Biology	Gajewski,Kathleen	Research Assistant Professor	F	70%	20%	10%	100%	.	.	.	.	.	4	.	1	.	.	\$ 56,704			X	X	
Natural Sciences & Mathematics	Biology	Gifford,Jenifer	Assistant Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	28	.	.	.	\$ 64,879				X		
Natural Sciences & Mathematics	Biology	Gill,Tejendra	Instructional Professor	F	0%	80%	20%	100%	26	.	.	.	.	.	.	.	.	.	\$ 79,701				X	
Natural Sciences & Mathematics	Biology	Graur,Dan	Professor	F	40%	40%	20%	100%	.	.	.	2	.	2	.	2	2	.	\$ 168,383				X		
Natural Sciences & Mathematics	Biology	Gunaratne,Preethi	Professor	F	40%	40%	20%	100%	1	.	.	3	.	1	.	1	4	.	\$ 121,814				X		
Natural Sciences & Mathematics	Biology	Ibrahim,Abdalla	Assistant Professor, Instruct	F	0%	80%	20%	100%	15	.	.	.	.	11	.	.	.	.	\$ 61,324			X		
Natural Sciences & Mathematics	Biology	Iyer,Dinakar	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 63,100		X			
Natural Sciences & Mathematics	Biology	Kelleher Meisel,Erin	Associate Professor	F	40%	40%	20%	100%	.	.	1	4	.	2	.	.	2	.	\$ 97,038				X		

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Natural Sciences & Mathematics	Biology	Khurana,Seema	Professor	F	50%	40%	10%	100%	.	.	1	1	1	1	.	.	\$ 157,739				X
Natural Sciences & Mathematics	Biology	Kim,Eunyoung	Research Assistant Professor	F	100%	0%	0%	100%	\$ 57,530		X	X	
Natural Sciences & Mathematics	Biology	Knapp,Richard	Instructional Professor	F	0%	80%	20%	100%	16	16	\$ 75,567				X
Natural Sciences & Mathematics	Biology	Lekven,Arne	Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	2	.	1	4	.	.	\$ 143,434				X
Natural Sciences & Mathematics	Biology	Lin,Tao	Research Associate Professor	F	100%	0%	0%	100%	\$ 120,000		X		
Natural Sciences & Mathematics	Biology	Liu,Yu	Associate Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	1	.	2	.	.	\$ 95,620			X		
Natural Sciences & Mathematics	Biology	McKeon, Frank	Professor	F	50%	40%	10%	100%	1	1	.	.	.	.	2	.	.	.	.	\$ 259,516			X	
Natural Sciences & Mathematics	Biology	Medrano,Ana	Instructional Professor	F	0%	80%	20%	100%	49	.	.	.	.	.	49	.	.	.	.	\$ 71,130				X
Natural Sciences & Mathematics	Biology	Meisel,Richard	Associate Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	1	.	1	2	.	\$ 96,624			X		
Natural Sciences & Mathematics	Biology	Nunez,Martin	Associate Professor	F	40%	40%	20%	100%	.	2	1	1	.	.	1	2	.	1	.	\$ 117,350				X	
Natural Sciences & Mathematics	Biology	Pattison,Donna	Instructional Professor	F	30%	30%	40%	100%	52	.	.	.	.	.	55	.	.	.	.	\$ 97,650				X
Natural Sciences & Mathematics	Biology	Pennings,Steven	Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	1	1	1	.	\$ 147,832				X	
Natural Sciences & Mathematics	Biology	Rea,Michael	Professor	F	0%	80%	20%	100%	4	.	2	.	.	.	2	.	1	1	.	\$ 106,690				X	
Natural Sciences & Mathematics	Biology	Sater,Amy	Professor	F	40%	20%	40%	100%	1	.	3	5	.	.	.	1	1	3	.	\$ 145,660				X	
Natural Sciences & Mathematics	Biology	Schwartz,Robert	Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	1	.	1	3	.	\$ 262,999			X		
Natural Sciences & Mathematics	Biology	Scott,Sean-Patrick	Professor of Practice	F	0%	90%	10%	100%	2	.	.	1	.	.	2	.	.	1	.	\$ 76,848			X		
Natural Sciences & Mathematics	Biology	Sen,Mehmet	Assistant Professor	F	50%	40%	10%	100%	1	1	1	2	.	.	1	1	1	1	.	\$ 93,241			X		
Natural Sciences & Mathematics	Biology	Stepanov,Viktor	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 55,058		X	X	
Natural Sciences & Mathematics	Biology	Stuckert,Adam	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 122,667				X
Natural Sciences & Mathematics	Biology	Tirumalai,Madhan	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 47,476		X		
Natural Sciences & Mathematics	Biology	Wang,Yuhong	Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	1	.	3	.	.	\$ 108,269				X	
Natural Sciences & Mathematics	Biology	Wayne,Chad	Instructional Professor	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	\$ 74,527			X	
Natural Sciences & Mathematics	Biology	Widger,William	Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	1	1	2	3	.	\$ 111,101				X	
Natural Sciences & Mathematics	Biology	Wiernasz,Diane	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	1	.	.	.	.	\$ 99,685				X
Natural Sciences & Mathematics	Biology	Xian,Wa	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 120,000		X		
Natural Sciences & Mathematics	Biology	Yeo,Hye-Jeong	Associate Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	1	.	.	.	.	\$ 112,811				X
Natural Sciences & Mathematics	Biology	Ziburkus,Jokubas	Associate Professor	F	20%	70%	10%	100%	2	.	2	.	.	.	2	.	2	.	.	\$ 90,123				X	
Natural Sciences & Mathematics	Biology	Zufall,Rebecca	Associate Professor	F	40%	40%	20%	100%	1	.	1	3	.	.	2	.	.	3	.	\$ 105,732				X	
Natural Sciences & Mathematics	Chemistry	Baldelli,Steve	Professor	F	60%	30%	10%	100%	1	.	1	1	.	.	.	.	1	2	.	\$ 129,762				X
Natural Sciences & Mathematics	Chemistry	Bean,Mary	Instructional Professor	F	0%	80%	20%	100%	37	.	2	.	.	.	35	.	2	.	.	\$ 72,921				X	
Natural Sciences & Mathematics	Chemistry	Bittner,Eric	Professor	F	60%	30%	10%	100%	.	.	1	3	.	.	.	.	2	.	.	\$ 154,359				X
Natural Sciences & Mathematics	Chemistry	Brgoch,Jakoah	Associate Professor	F	60%	30%	10%	100%	1	.	1	3	.	.	.	.	1	4	.	\$ 107,200			X	
Natural Sciences & Mathematics	Chemistry	Cai,Chengzhi	Professor	F	60%	30%	10%	100%	1	.	.	2	.	.	1	.	.	1	.	\$ 125,650				X	
Natural Sciences & Mathematics	Chemistry	Carrasquillo M,Edwin	Associate Professor	F	30%	60%	10%	100%	2	.	.	.	.	.	2	.	.	.	.	\$ 77,090				X
Natural Sciences & Mathematics	Chemistry	Carrow,Bradley	Associate Professor	F	60%	30%	10%	100%	.	.	1	1	.	.	1	.	2	.	.	\$ 122,376			X		
Natural Sciences & Mathematics	Chemistry	Chen,Tai-Yen	Assistant Professor	F	60%	30%	10%	100%	.	.	1	2	.	.	1	.	.	1	.	\$ 91,595			X		
Natural Sciences & Mathematics	Chemistry	Chiang,Naihao	Assistant Professor	F	60%	30%	10%	100%	1	.	.	1	.	.	.	.	2	.	.	\$ 88,740			X	
Natural Sciences & Mathematics	Chemistry	Comito,Robert	Assistant Professor	F	60%	30%	10%	100%	.	.	2	2	.	.	1	.	1	3	.	\$ 90,203			X		
Natural Sciences & Mathematics	Chemistry	Czader,Arkadiusz	Associate Professor, Instruct	F	0%	80%	20%	100%	7	.	.	.	.	.	5	.	.	1	.	\$ 85,730				X
Natural Sciences & Mathematics	Chemistry	Czernuszewicz,Roman	Associate Professor	F	30%	60%	10%	100%	2	.	.	.	.	.	2	.	.	.	.	\$ 95,008				X
Natural Sciences & Mathematics	Chemistry	Daugulis,Olafs	Professor	F	60%	30%	10%	100%	.	.	1	3	.	.	1	1	2	3	.	\$ 249,902				X	
Natural Sciences & Mathematics	Chemistry	Do,Loi	Associate Professor	F	60%	30%	10%	100%	1	.	.	3	.	.	.	.	3	.	.	\$ 108,711			X	
Natural Sciences & Mathematics	Chemistry	Gilbertson,Scott	Professor	F	60%	30%	10%	100%	2	1	.	2	.	.	.	1	.	3	.	\$ 236,272				X	
Natural Sciences & Mathematics	Chemistry	Guloy,Arnold	Professor	F	60%	30%	10%	100%	1	.	.	1	.	.	1	.	2	.	.	\$ 144,040				X	
Natural Sciences & Mathematics	Chemistry	Halasyamani,P	Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	1	.	.	.	.	\$ 158,097				X
Natural Sciences & Mathematics	Chemistry	Harth,Eva	Professor	F	60%	30%	10%	100%	.	.	.	4	.	.	1	.	1	3	.	\$ 161,316			X		
Natural Sciences & Mathematics	Chemistry	Hoffman,David	Professor	F	10%	30%	60%	100%	1	.	.	.	.	.	1	.	.	.	.	\$ 166,109				X
Natural Sciences & Mathematics	Chemistry	Jacobson,Allan	Professor	F	60%	30%	10%	100%	.	.	.	1	.	.	.	.	1	.	.	\$ 244,922				X
Natural Sciences & Mathematics	Chemistry	Larsen,Russell	Instructional Professor	F	0%	80%	20%	100%	2	.	.	.	.	.	1	.	.	.	.	\$ 74,285			X	
Natural Sciences & Mathematics	Chemistry	Lee,T	Professor	F	60%	30%	10%	100%	3	.	.	4	.	.	3	.	5	.	.	\$ 245,906				X	
Natural Sciences & Mathematics	Chemistry	Lubchenko,Vassiliy	Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	1	.	.	.	.	\$ 122,127				X
Natural Sciences & Mathematics	Chemistry	Makarenko,Boris	Research Associate Professor	F	80%	20%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 68,354				X
Natural Sciences & Mathematics	Chemistry	May,Jeremy	Professor	F	60%	30%	10%	100%	.	.	1	3	.	.	.	.	3	.	.	\$ 124,655				X
Natural Sciences & Mathematics	Chemistry	Meen,James	Research Professor	F	50%	30%	20%	100%	.	1	.	.	.	.	.	.	2	.	.	\$ 71,439				X
Natural Sciences & Mathematics	Chemistry	Miljanic,Ognjen	Professor	F	60%	30%	10%	100%	2	.	.	4	.	.	1	.	1	4	.	\$ 163,178				X	

**UH Annual Faculty Workload Report
2022-2023**

**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 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Natural Sciences & Mathematics	Chemistry	Teets,Thomas	Associate Professor	F	60%	30%	10%	100%	.	.	1	3	.	.	1	.	.	4	.	.	\$ 107,890			X	
Natural Sciences & Mathematics	Chemistry	Tran,Tho	Research Assistant Professor	F	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 97,000			X	
Natural Sciences & Mathematics	Chemistry	Wu,Judy	Associate Professor	F	60%	30%	10%	100%	1	.	1	1	.	.	.	.	2	.	.	\$ 106,549			X		
Natural Sciences & Mathematics	Chemistry	Xu,Shoujun	Professor	F	60%	30%	10%	100%	1	.	.	1	.	.	1	.	.	2	.	.	\$ 119,793				X
Natural Sciences & Mathematics	Chemistry	Yang,Ding-Shyue	Associate Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	.	.	2	.	.	\$ 102,796			X		
Natural Sciences & Mathematics	Chemistry	Zaitsev,Vladimir	Associate Professor, Instruct	F	0%	80%	20%	100%	89	.	1	.	.	.	82	.	1	.	.	\$ 72,940				X	
Natural Sciences & Mathematics	Chemistry	Zastrow,Melissa	Assistant Professor	F	60%	30%	10%	100%	.	.	.	4	.	.	1	.	.	2	.	.	\$ 90,726			X	
Natural Sciences & Mathematics	Computer Science	Alipour,Mohammad Amin	Assistant Professor	F	40%	40%	20%	100%	1	.	1	3	.	.	.	1	1	5	.	.	\$ 115,401				X
Natural Sciences & Mathematics	Computer Science	Chen,Guoning	Associate Professor	F	40%	40%	20%	100%	.	1	1	4	.	.	2	.	.	3	.	.	\$ 132,128			X	
Natural Sciences & Mathematics	Computer Science	Cheng,Albert	Professor	F	40%	40%	20%	100%	.	.	1	4	.	.	1	.	1	3	.	.	\$ 133,036				X
Natural Sciences & Mathematics	Computer Science	Deng,Zhigang	Professor	F	40%	40%	20%	100%	1	.	.	4	.	.	1	.	1	4	.	.	\$ 171,805				X
Natural Sciences & Mathematics	Computer Science	Eick,Christoph	Associate Professor	F	40%	40%	20%	100%	1	1	1	2	.	.	1	.	.	2	.	.	\$ 119,720				X
Natural Sciences & Mathematics	Computer Science	Gnawali,Omprakash	Associate Professor	F	40%	40%	20%	100%	1	.	.	3	.	.	.	.	1	4	.	.	\$ 138,585			X	
Natural Sciences & Mathematics	Computer Science	Hilford,Victoria	Associate Professor, Instruct	F	0%	80%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	\$ 80,845				X	
Natural Sciences & Mathematics	Computer Science	Huang,Shou-Hsuan	Professor	F	40%	40%	20%	100%	.	.	.	2	.	.	1	.	.	4	.	.	\$ 153,764				X
Natural Sciences & Mathematics	Computer Science	Johnsson,Lennart	Professor	F	40%	40%	20%	100%	2	.	1	2	.	.	1	.	.	2	.	.	\$ 217,574				X
Natural Sciences & Mathematics	Computer Science	Kakadiaris,Ioannis	Professor	F	50%	30%	20%	100%	.	.	.	7	.	.	.	.	1	5	.	.	\$ 221,692				X
Natural Sciences & Mathematics	Computer Science	Leiss,Ernst	Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	1	.	2	.	.	\$ 131,431				X	
Natural Sciences & Mathematics	Computer Science	Mukherjee,Arjun	Associate Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	.	.	1	.	.	\$ 124,972			X		
Natural Sciences & Mathematics	Computer Science	Ordonez,Carlos	Associate Professor	F	40%	40%	20%	100%	2	.	2	3	.	.	1	1	.	2	.	.	\$ 128,316				X
Natural Sciences & Mathematics	Computer Science	Pandurangam,Gopal	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	.	2	.	.	\$ 152,496			X	
Natural Sciences & Mathematics	Computer Science	Pavlidis,Ioannis	Professor	F	40%	40%	20%	100%	1	1	1	3	.	.	.	.	2	1	.	.	\$ 195,004				X
Natural Sciences & Mathematics	Computer Science	Rincon Castro,Carlos Alberto	Assistant Professor, Instruct	F	0%	80%	20%	100%	4	.	1	.	.	.	4	.	1	.	.	\$ 79,450				X	
Natural Sciences & Mathematics	Computer Science	Rizk,Nouhad	Instructional Professor	F	0%	80%	20%	100%	6	.	.	.	.	.	5	.	1	.	.	\$ 92,247				X	
Natural Sciences & Mathematics	Computer Science	Shah,Shishir	Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	1	.	.	2	.	.	\$ 179,159				X
Natural Sciences & Mathematics	Computer Science	Shi,Weidong	Associate Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	.	1	1	2	.	.	\$ 133,838			X	
Natural Sciences & Mathematics	Computer Science	Solorio Martinez,Thamar	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	.	4	.	.	\$ 164,050				X
Natural Sciences & Mathematics	Computer Science	Subhlok,Jaspal	Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	.	.	3	.	.	\$ 165,328				X	
Natural Sciences & Mathematics	Computer Science	Tsekos,Nikolaos	Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	.	.	1	4	.	.	\$ 153,247				X
Natural Sciences & Mathematics	Computer Science	Verma,Rakesh	Professor	F	50%	30%	20%	100%	1	.	1	5	.	.	.	.	5	.	.	\$ 149,202				X	
Natural Sciences & Mathematics	Computer Science	Vilalta,Ricardo	Associate Professor	F	40%	40%	20%	100%	.	.	1	4	.	.	1	.	1	4	.	.	\$ 134,944				X
Natural Sciences & Mathematics	Computer Science	Wu,Panruo	Assistant Professor	F	40%	40%	20%	100%	1	.	.	3	.	.	.	.	1	1	.	.	\$ 111,900				X
Natural Sciences & Mathematics	Computer Science	Yan,Feng	Associate Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	.	1	1	.	.	\$ 135,000				X
Natural Sciences & Mathematics	Computer Science	Yun,Changhoon	Associate Professor, Instruct	F	0%	80%	20%	100%	3	.	1	.	.	.	4	.	3	.	.	\$ 88,552				X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Bawa-Khalife,Tasneem	Associate Professor	F	40%	40%	20%	100%	.	.	.	4	.	.	1	.	1	2	.	.	\$ 94,630			X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Chung,Sanghyuk	Associate Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	.	.	1	5	.	.	\$ 97,292			X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Fu,Xinping	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 89,572			X		
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Hou,jiakai	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 75,000		X	X		
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Lin,Chin-Yo	Associate Professor	F	40%	40%	20%	100%	.	.	1	4	.	.	1	.	1	3	.	.	\$ 97,871			X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Peng,Weiyl	Assistant Professor	F	50%	40%	10%	100%	.	.	1	1	.	.	1	.	.	3	.	.	\$ 92,173			X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Strom,Anders	Research Associate Professor	F	80%	0%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 88,720			X		
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Warner,Margaret	Professor	F	50%	40%	10%	100%	1	.	1	2	.	.	1	.	1	2	.	.	\$ 137,899			X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Wu,Wanfu	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 81,600			X		
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Yi,Ping	Assistant Professor	F	50%	40%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 95,000			X		
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Zhang,Shaun	Professor	F	40%	30%	30%	100%	1	.	.	1	.	.	.	.	.	2	.	.	\$ 238,849			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Beverly,Emily	Assistant Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	1	.	.	1	.	.	\$ 96,003				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Capuano,Regina	Associate Professor	F	40%	40%	20%	100%	2	.	1	3	.	.	.	.	.	2	.	.	\$ 80,193				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Carlson,Brandee	Assistant Professor	F	40%	40%	20%	100%	3	.	.	1	.	.	1	.	.	2	.	.	\$ 90,000				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Castagna,John	Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	.	1	2	.	.	\$ 167,326				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Chesnokov,Evgeni	Professor	F	40%	40%	20%	100%	.	.	1	.	.	.	1	.	.	.	.	\$ 153,457				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Choi,Yunsoo	Associate Professor	F	40%	40%	20%	100%	10	.	.	2	.	.	2	.	1	4	.	.	\$ 111,275			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Copeland,Peter	Professor	F	40%	40%	20%	100%	1	.	.	3	.	.	3	.	.	2	.	.	\$ 111,885				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Flynn,James	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	1	.	.	\$ 93,837		X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Fu,Qi	Associate Professor	F	40%	40%	20%	100%	4	.	.	2	.	.	1	.	1	3	.	.	\$ 103,379			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Gao,Yongjun	Research Associate Professor	F	100%	0%	0%	100%	\$ 67,070			X		

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source							
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE			
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON								
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Hauptvogel,Daniel	Associate Professor, Instruct	F	0%	80%	20%	100%	29	11	\$ 71,317				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Jiang,Xun	Professor	F	40%	40%	20%	100%	1	.	1	2	.	.	5	.	1	2	.	.	.	\$ 112,990					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Khan,Shuhab	Professor	F	40%	40%	20%	100%	3	1	3	3	.	.	4	.	3	6	.	.	.	\$ 131,550					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Lapen,Thomas	Professor	F	40%	40%	20%	100%	.	1	.	2	.	.	.	1	2	3	.	.	.	\$ 147,312					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Li,Aibing	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	.	2	.	.	.	\$ 124,150					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Lytwyn,Jennifer	Associate Professor, Instruct	F	0%	80%	20%	100%	5	5	\$ 74,741				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Maddocks,Rosalie	Professor	F	40%	40%	20%	100%	3	1	\$ 99,029					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Mann,Paul	Professor	F	0%	100%	0%	100%	.	1	.	4	.	.	.	1	.	3	.	.	.	\$ 146,318				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Murphy,Michael	Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	4	.	.	2	.	.	.	\$ 124,270					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Rappenglueck,Bernhard	Professor	F	40%	40%	20%	100%	4	.	.	3	.	.	1	.	.	3	.	.	.	\$ 124,745					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Righter,Minako	Research Assistant Professor	F	100%	0%	0%	100%	\$ 49,570				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Robinson,Alexander	Associate Professor	F	40%	40%	20%	100%	1	.	1	3	.	.	3	.	.	4	.	.	.	\$ 94,032					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sager,William	Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	1	.	1	2	.	.	.	\$ 170,942				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sisson,Virginia	Instructional Professor	F	0%	80%	20%	100%	29	10	\$ 68,735				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Stewart,Robert	Professor	F	50%	30%	20%	100%	1	.	1	5	.	.	2	.	2	6	.	.	.	\$ 235,040					X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sun,Jiajia	Assistant Professor	F	40%	40%	20%	100%	.	.	.	5	.	.	1	.	2	4	.	.	.	\$ 93,679				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Suppe,John	Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	1	1	.	.	.	\$ 252,250				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Van Nieuwenhuise,Donald	Instructional Professor	F	0%	80%	20%	100%	.	.	3	1	.	.	.	2	1	.	.	.	\$ 118,262				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Voarintsoa,Ny Riavo	Assistant Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	2	.	3	.	.	.	\$ 92,500				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wang,Guoquan	Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	.	.	2	.	.	\$ 126,167				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wang,Yuxuan	Associate Professor	F	40%	40%	20%	100%	2	.	2	3	.	.	9	.	.	4	.	.	\$ 105,735				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wellner,Julia	Associate Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	.	1	2	.	.	.	\$ 111,033				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wu,Jonathan	Associate Professor	F	40%	40%	20%	100%	1	.	.	3	.	.	1	.	5	.	.	.	\$ 106,236				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zhang,Honghai	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	1	.	1	.	.	.	\$ 90,000				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zheng,Yingcai	Associate Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	.	1	5	.	.	.	\$ 123,389				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zhou,Hua-Wei	Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	2	7	.	.	.	\$ 223,691				X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zhou,Shan	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 65,000		X			
Natural Sciences & Mathematics	Mathematics	Almus,Melahat	Associate Professor, Instruct	F	0%	80%	20%	100%	9	.	.	.	.	.	11	.	.	.	.	.	\$ 73,763					X
Natural Sciences & Mathematics	Mathematics	Azencott,Robert	Professor	F	50%	30%	20%	100%	.	1	1	2	.	.	.	.	1	2	.	.	\$ 193,830					X
Natural Sciences & Mathematics	Mathematics	Blecher,David	Professor	F	40%	30%	30%	100%	1	.	.	.	.	.	.	1	.	.	.	.	\$ 139,539					X
Natural Sciences & Mathematics	Mathematics	Bodmann,Bernhard	Professor	F	40%	30%	30%	100%	.	.	1	2	.	.	.	1	3	.	.	.	\$ 139,971					X		
Natural Sciences & Mathematics	Mathematics	Caglar,Atife	Assistant Professor, Instruct	F	0%	80%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 65,558					X
Natural Sciences & Mathematics	Mathematics	Campos,Amanda	Lecturer	F	40%	0%	60%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 60,000		X			
Natural Sciences & Mathematics	Mathematics	Cappanera,Loic	Assistant Professor	F	40%	40%	20%	100%	2	.	.	1	.	.	1	.	2	.	.	.	\$ 90,936				X			
Natural Sciences & Mathematics	Mathematics	Caputo,Matthew	Assistant Professor, Instruct	F	0%	80%	20%	100%	7	.	.	.	.	.	6	.	.	.	.	.	\$ 60,986					X
Natural Sciences & Mathematics	Mathematics	Chang,James	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	9	.	.	.	.	.	\$ 54,934				X	
Natural Sciences & Mathematics	Mathematics	Climenhaga,Vaughn	Associate Professor	F	40%	40%	20%	100%	.	.	.	2	.	.	.	.	3	.	.	.	\$ 107,665					X
Natural Sciences & Mathematics	Mathematics	Constante,Beatrice	Lecturer	F	0%	100%	0%	100%	8	.	.	.	.	.	11	.	.	.	.	.	\$ 59,892					X
Natural Sciences & Mathematics	Mathematics	Douglas,Casey	Assistant Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 62,893				X	
Natural Sciences & Mathematics	Mathematics	Ekeoba,Jacqueline	Lecturer	F	20%	60%	20%	100%	7	.	.	.	.	.	6	.	.	.	.	.	\$ 62,829		X			
Natural Sciences & Mathematics	Mathematics	Etgen,Garret	Professor	F	0%	70%	30%	100%	1	.	1	.	.	.	1	.	2	1	.	.	\$ 135,536					X		
Natural Sciences & Mathematics	Mathematics	Evans,Paige	Clinical Professor	F	0%	80%	20%	100%	.	2	.	.	.	.	.	2	.	.	.	.	\$ 105,780					X
Natural Sciences & Mathematics	Mathematics	Fitzgibbon,William	Professor	F	40%	30%	30%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 211,582					X
Natural Sciences & Mathematics	Mathematics	Fu,Wenjiang	Professor	F	60%	20%	20%	100%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 150,564					X
Natural Sciences & Mathematics	Mathematics	Gao,Li	Assistant Professor	F	50%	30%	20%	100%	1	.	1	.	.	.	.	1	.	.	.	.	\$ 102,156					X
Natural Sciences & Mathematics	Mathematics	Hafeez,Shahinda	Lecturer	F	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 55,472					X
Natural Sciences & Mathematics	Mathematics	Haynes,Alan	Professor	F	40%	40%	20%	100%	2	.	1	1	.	.	.	1	1	.	.	.	\$ 133,128					X		
Natural Sciences & Mathematics	Mathematics	He,Jiwen	Professor	F	40%	30%	30%	100%	1	.	.	.	.	.	1	.	2	1	.	.	\$ 131,427					X
Natural Sciences & Mathematics	Mathematics	Heier,Gordon	Associate Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	1	3	.	.	\$ 110,419					X		
Natural Sciences & Mathematics	Mathematics	Jaramillo,Gabriela	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	2	1	.	1	.	.	\$ 90,902					X
Natural Sciences & Mathematics	Mathematics	Ji,Shanyu	Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	1	.	.	1	.	.	\$ 124,859					X		
Natural Sciences & Mathematics	Mathematics	Josic,Kresimir	Professor	F	50%	30%	20%	100%	.	.	1	2	.	.	1	.	3	.	.	.	\$ 167,138					X		
Natural Sciences & Mathematics	Mathematics	Jun,Mikyoung	Professor	F	50%	30%	20%	100%	.	.	2	2	.	.	.	.	1	1	.	.	\$ 195,865					X
Natural Sciences & Mathematics	Mathematics	Kalantar,Mehrdad	Associate Professor	F	40%	40%	20%	100%	2	.	1	2	.	.	1	.	1	4	.	.	\$ 98,436				X			
Natural Sciences & Mathematics	Mathematics	Kao,Edward	Professor	F	30%	40%	20%	100%	2	2	\$ 129,350					X		

**UH Annual Faculty Workload Report
2022-2023**

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Natural Sciences & Mathematics	Mathematics	Kuznetsov, Yuri	Professor	F	80%	0%	20%	100%	\$ 166,615					X
Natural Sciences & Mathematics	Mathematics	Labate, Demetrio	Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	1	.	1	2	.	.	.	\$ 138,177					X
Natural Sciences & Mathematics	Mathematics	Latiolais, Cheryl	Clinical Assoc Prof	F	0%	80%	20%	100%	4	4	\$ 68,649					X
Natural Sciences & Mathematics	Mathematics	Leger, Nicholas	Associate Professor, Instruct	F	0%	60%	40%	100%	2	3	\$ 71,708			X		
Natural Sciences & Mathematics	Mathematics	Mamonov, Alexander	Associate Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	2	.	1	2	.	.	.	\$ 98,002					X
Natural Sciences & Mathematics	Mathematics	Mang, Andreas	Assistant Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	1	3	.	.	.	\$ 93,405					X
Natural Sciences & Mathematics	Mathematics	Manuel, Mariam	Clinical Asst Prof	F	0%	80%	20%	100%	3	2	\$ 70,000					X
Natural Sciences & Mathematics	Mathematics	Mateer, Ramona	Lecturer	F	0%	80%	20%	100%	2	1	\$ 62,758		X			
Natural Sciences & Mathematics	Mathematics	May, Jennifer	Lecturer	F	0%	100%	0%	100%	8	8	\$ 57,397					X
Natural Sciences & Mathematics	Mathematics	McAlister, Leah	Clinical Asst Prof	F	0%	60%	40%	100%	1	1	\$ 70,000					X
Natural Sciences & Mathematics	Mathematics	Nicol, Matthew	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	.	3	.	.	.	\$ 151,933					X
Natural Sciences & Mathematics	Mathematics	Niu, Yabo	Assistant Professor	F	50%	30%	20%	100%	1	1	\$ 110,000					X
Natural Sciences & Mathematics	Mathematics	Olshanskiy, Maxim	Professor	F	50%	30%	20%	100%	.	.	1	2	1	2	.	.	.	\$ 168,204					X
Natural Sciences & Mathematics	Mathematics	O'Malley, Matthew	Professor	F	0%	30%	70%	100%	1	1	\$ 104,401					X
Natural Sciences & Mathematics	Mathematics	Onofrei, Daniel	Associate Professor	F	40%	40%	20%	100%	1	1	1	1	.	.	1	1	.	.	.	.	\$ 118,962			X		
Natural Sciences & Mathematics	Mathematics	Ott, William	Professor	F	40%	40%	20%	100%	1	.	1	1	1	2	.	.	.	\$ 127,458					X
Natural Sciences & Mathematics	Mathematics	Pan, Tsorng-Whay	Professor	F	40%	40%	20%	100%	6	1	\$ 136,835					X
Natural Sciences & Mathematics	Mathematics	Papadakis, Emanuel	Professor	F	40%	40%	20%	100%	1	.	.	2	.	.	2	.	.	2	.	.	.	\$ 131,305					X
Natural Sciences & Mathematics	Mathematics	Perepelitsa, Irina	Lecturer	F	0%	100%	0%	100%	15	10	\$ 56,355					X
Natural Sciences & Mathematics	Mathematics	Perepelitsa, Mikhail	Associate Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	\$ 103,066					X
Natural Sciences & Mathematics	Mathematics	Poliak, Cathy	Associate Professor, Instruct	F	0%	80%	20%	100%	2	.	2	1	.	.	2	.	2	1	.	.	.	\$ 74,346			X		
Natural Sciences & Mathematics	Mathematics	Quaini, Annalisa	Professor	F	50%	20%	30%	100%	1	.	1	1	.	.	.	\$ 132,948			X		
Natural Sciences & Mathematics	Mathematics	Ru, Min	Professor	F	50%	30%	20%	100%	1	.	.	3	.	.	.	.	2	.	.	.	\$ 144,427					X
Natural Sciences & Mathematics	Mathematics	Ryan, John	Lecturer	F	0%	80%	20%	100%	2	.	1	.	.	.	2	.	1	.	.	.	\$ 60,000					X	
Natural Sciences & Mathematics	Mathematics	Sanders, Richard	Associate Professor	F	20%	60%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 83,386					X
Natural Sciences & Mathematics	Mathematics	Sosa, Moses	Lecturer	F	0%	100%	0%	100%	8	10	\$ 56,515			X		
Natural Sciences & Mathematics	Mathematics	Timofeyev, Ilya	Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	1	.	.	3	.	.	\$ 130,955					X	
Natural Sciences & Mathematics	Mathematics	Torok, Andrei	Professor	F	40%	40%	20%	100%	.	.	2	.	.	.	1	.	.	.	.	.	\$ 127,413					X
Natural Sciences & Mathematics	Mathematics	Tucker, Charles	Associate Professor	F	0%	80%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 60,501					X
Natural Sciences & Mathematics	Mathematics	Vershynina, Anna	Assistant Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	.	.	1	1	.	.	\$ 93,186					X
Natural Sciences & Mathematics	Mathematics	Wang, Min	Assistant Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 90,000					X
Natural Sciences & Mathematics	Mathematics	Wang, Wenshuang	Assistant Professor, Instruct	F	0%	80%	20%	100%	2	.	1	.	.	.	3	.	.	.	.	.	\$ 62,839					X
Natural Sciences & Mathematics	Mathematics	Weber, Thomas	Assistant Professor, Instruct	F	0%	80%	20%	100%	7	.	.	.	.	.	3	.	.	.	.	.	\$ 60,643					X
Natural Sciences & Mathematics	Mathematics	West, James	Associate Professor, Instruct	F	0%	80%	20%	100%	5	.	.	.	.	.	11	.	.	.	.	.	\$ 73,550					X
Natural Sciences & Mathematics	Mathematics	Winkle, James	Lecturer	F	0%	100%	0%	100%	3	.	.	.	.	.	7	.	.	.	.	.	\$ 55,000					X
Natural Sciences & Mathematics	Mathematics	Wu, Yingying	Assistant Professor	F	40%	40%	20%	100%	4	.	.	.	.	.	.	.	.	.	.	.	\$ 90,000					X
Natural Sciences & Mathematics	Mathematics	Xhabli, Blerina	Assistant Professor, Instruct	F	0%	80%	20%	100%	9	.	.	.	.	.	12	.	.	.	.	.	\$ 61,690					X
Natural Sciences & Mathematics	Physics	Bassler, Kevin	Professor	F	35%	30%	35%	100%	.	.	1	1	.	.	.	.	2	.	.	.	\$ 159,039					X
Natural Sciences & Mathematics	Physics	Bellwied, Rene	Professor	F	50%	30%	20%	100%	2	.	.	3	.	.	.	.	1	3	.	.	\$ 199,611					X
Natural Sciences & Mathematics	Physics	Bering, Edgar	Professor	F	50%	40%	10%	100%	4	4	.	1	.	.	3	5	.	1	.	.	\$ 124,037					X	
Natural Sciences & Mathematics	Physics	Brazdeikis, Audrius	Research Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 78,824					X
Natural Sciences & Mathematics	Physics	Cardoso Barato, Andre	Assistant Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	.	.	.	.	.	\$ 93,043					X
Natural Sciences & Mathematics	Physics	Chen, Di	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 77,112		X			X
Natural Sciences & Mathematics	Physics	Chen, Shuo	Associate Professor	F	40%	40%	20%	100%	.	.	.	2	.	.	2	.	1	.	.	.	\$ 113,181			X			
Natural Sciences & Mathematics	Physics	Cherdack, Daniel	Assistant Professor	F	40%	40%	20%	100%	1	1	.	1	.	.	1	1	.	1	.	.	\$ 94,724					X	
Natural Sciences & Mathematics	Physics	Chu, Ching	Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	.	.	3	.	.	.	\$ 366,870					X
Natural Sciences & Mathematics	Physics	Chu, Wei-Kan	Professor	F	60%	30%	10%	100%	.	.	.	3	.	.	1	.	1	.	.	.	\$ 191,500					X	
Natural Sciences & Mathematics	Physics	Curran, Seamus	Professor	F	40%	30%	30%	100%	1	.	.	1	.	.	1	.	.	1	.	.	\$ 126,942					X	
Natural Sciences & Mathematics	Physics	Das, Mini	Professor	F	60%	30%	10%	100%	1	.	.	3	.	.	.	.	4	.	.	.	\$ 153,678			X		
Natural Sciences & Mathematics	Physics	Deng, Liangzi	Research Assistant Professor	F	100%	0%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 74,231					X
Natural Sciences & Mathematics	Physics	Forrest, Rebecca	Instructional Professor	F	0%	75%	25%	100%	6	.	.	.	.	.	4	.	.	.	.	.	\$ 76,548					X
Natural Sciences & Mathematics	Physics	Freelon, Byron	Assistant Professor	F	40%	40%	20%	100%	2	.	.	5	.	.	1	.	2	.	.	.	\$ 94,919					X	
Natural Sciences & Mathematics	Physics	Gunaratne, Gemunu	Professor	F	40%	40%	20%	100%	.	1	2	2	.	.	1	.	3	.	.	.	\$ 144,871					X	
Natural Sciences & Mathematics	Physics	Hosur, Pavan	Associate Professor	F	50%	30%	20%	100%	.	.	1	3	.	.	.	.	2	3	.	.	\$ 102,135					X
Natural Sciences & Mathematics	Physics	Koerner, Lisa	Professor	F	40%	40%	20%	100%	.	.	.	4	2	3	.	.	\$ 130,992					X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Natural Sciences & Mathematics	Physics	Li,Liming	Professor	F	50%	30%	20%	100%	1	1	1	1	.	1	.	.	\$ 126,295				X
Natural Sciences & Mathematics	Physics	Maric,Sladjana	Assistant Professor, Instruct	F	0%	80%	20%	100%	55	51	\$ 62,000				X
Natural Sciences & Mathematics	Physics	McElhenry,Brian	Lecturer	F	0%	100%	0%	100%	3	4	\$ 52,000				X
Natural Sciences & Mathematics	Physics	Meier,Mark	Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	.	.	1	.	.	.	\$ 101,781				X
Natural Sciences & Mathematics	Physics	Miller,John	Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	.	.	1	.	.	.	\$ 125,784				X
Natural Sciences & Mathematics	Physics	Morrison,Gregory	Assistant Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	.	.	3	.	.	.	\$ 93,355				X
Natural Sciences & Mathematics	Physics	Ordonez,Carlos	Professor	F	30%	30%	40%	100%	.	.	2	1	.	.	1	.	.	1	.	.	.	\$ 119,071				X
Natural Sciences & Mathematics	Physics	Pinsky,Lawrence	Professor	F	50%	30%	20%	100%	1	.	.	1	.	.	1	.	.	2	.	.	.	\$ 146,952				X
Natural Sciences & Mathematics	Physics	Portillo Vazquez,Israel	Assistant Professor, Instruct	F	0%	70%	30%	100%	4	3	\$ 62,000				X
Natural Sciences & Mathematics	Physics	Ratti,Claudia	Professor	F	40%	40%	20%	100%	.	1	2	3	.	.	.	1	2	4	.	.	.	\$ 130,026			X	
Natural Sciences & Mathematics	Physics	Ren,Zhifeng	Professor	F	50%	30%	20%	100%	.	.	.	3	1	5	.	.	.	\$ 290,290			X	
Natural Sciences & Mathematics	Physics	Renshaw,Andrew	Associate Professor	F	40%	40%	20%	100%	1	.	.	1	.	.	1	.	.	2	.	.	.	\$ 108,259			X	
Natural Sciences & Mathematics	Physics	Stokes,Donna	Professor	F	30%	30%	40%	100%	3	.	.	1	.	.	4	.	.	2	.	.	.	\$ 135,223				X
Natural Sciences & Mathematics	Physics	Su,Wu-Pei	Professor	F	40%	40%	20%	100%	\$ 121,664				X
Natural Sciences & Mathematics	Physics	Timmins,Anthony	Associate Professor	F	50%	30%	20%	100%	.	.	.	2	.	.	2	.	.	3	.	.	.	\$ 124,528				X
Natural Sciences & Mathematics	Physics	Ting,Chin	Professor	F	45%	45%	10%	100%	.	.	1	1	1	1	.	.	.	\$ 133,248				X
Natural Sciences & Mathematics	Physics	Varghese,Oomman	Associate Professor	F	40%	40%	20%	100%	1	.	.	4	.	.	2	.	.	2	.	.	.	\$ 116,816			X	
Natural Sciences & Mathematics	Physics	Vovchenko,Volodymyr	Assistant Professor	F	40%	40%	20%	100%	2	\$ 92,000				X
Natural Sciences & Mathematics	Physics	Wang,Dezhi	Research Professor	F	100%	0%	0%	100%	\$ 99,367				X
Natural Sciences & Mathematics	Physics	Weglein,Arthur	Professor	F	40%	40%	20%	100%	.	.	.	2	.	.	2	\$ 309,187				X
Natural Sciences & Mathematics	Physics	Wood,Lowell	Professor	F	10%	60%	30%	100%	55	51	\$ 129,957				X
Optometry	Community Optometry	Benoit,Julia	Research Associate Professor	F	80%	10%	10%	100%	\$ 96,766		X		
Optometry	Community Optometry	Jin,Nange	Research Assistant Professor	F	100%	0%	0%	100%	\$ 86,275		X	X	
Optometry	Community Optometry	Qin,Guoting	Research Associate Professor	F	80%	15%	5%	100%	\$ 71,455		X		
Optometry	Community Optometry	Santhanam,Abirami	Research Assistant Professor	F	100%	0%	0%	100%	\$ 65,000			X	
Optometry	Community Optometry	Zhang,Zhijing	Research Assistant Professor	F	100%	0%	0%	100%	\$ 81,600		X	X	
Optometry	Dean, Optometry	Archila,Andrew	Clinical Professor	F	5%	20%	75%	100%	1	1	.	\$ 178,938				X
Optometry	Dean, Optometry	Bergmanson,Jan	Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	.	.	.	.	.	\$ 137,453			X	
Optometry	Dean, Optometry	Berntsen,David	Associate Professor	F	40%	20%	40%	100%	.	.	.	2	.	2	.	.	.	1	.	4	.	\$ 119,187			X	
Optometry	Dean, Optometry	Black,D	Clinical Assoc Prof	F	0%	80%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 61,601				X
Optometry	Dean, Optometry	Burns,Alan	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	.	.	3	4	.	.	\$ 137,095			X	
Optometry	Dean, Optometry	Chandler,Moriah	Clinical Asst Prof	F	40%	50%	10%	100%	.	.	.	.	4	.	.	.	.	.	2	.	\$ 119,974			X	
Optometry	Dean, Optometry	Cheng,Han	Clinical Professor	F	10%	80%	10%	100%	.	.	2	4	.	.	.	.	1	1	4	.	\$ 110,349			X	
Optometry	Dean, Optometry	Coates,Daniel	Assistant Professor	F	40%	40%	20%	100%	.	.	2	5	4	.	.	.	.	.	.	.	\$ 99,582			X	
Optometry	Dean, Optometry	Coulson-Thomas,Vivien	Associate Professor	F	40%	40%	20%	100%	.	.	6	3	.	.	.	.	5	.	.	.	\$ 115,770				X
Optometry	Dean, Optometry	Das,Vallabh	Professor	F	30%	20%	50%	100%	.	.	.	2	1	.	.	.	2	2	.	.	\$ 143,554			X		
Optometry	Dean, Optometry	Deakins,Jennifer	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 144,598			X	
Optometry	Dean, Optometry	Della Santina,Luca	Assistant Professor	F	70%	15%	15%	100%	.	.	1	.	.	.	.	.	1	1	1	.	\$ 112,500				X
Optometry	Dean, Optometry	Duong,Kim	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	3	.	.	.	.	.	2	1	\$ 127,500				X
Optometry	Dean, Optometry	Ferreira,Tarsis	Assistant Professor	F	80%	10%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 105,000				X
Optometry	Dean, Optometry	Fitta,Meron	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 90,000				X
Optometry	Dean, Optometry	Frishman,Laura	Professor	F	20%	20%	60%	100%	.	.	3	1	2	.	.	.	.	.	2	.	\$ 172,093				X
Optometry	Dean, Optometry	Garza,Janet	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	4	.	.	.	.	.	.	.	1	.	\$ 140,794				X
Optometry	Dean, Optometry	Giannoni,Amber	Clinical Professor	F	20%	70%	10%	100%	.	.	.	.	.	5	.	.	.	.	4	1	\$ 113,749				X
Optometry	Dean, Optometry	Gonzales,Marcus	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	1	1	\$ 136,052				X
Optometry	Dean, Optometry	Gostovic,Anita	Clinical Assoc Prof	F	40%	50%	10%	100%	.	.	.	.	1	.	.	.	.	.	2	.	\$ 132,057				X
Optometry	Dean, Optometry	Harper,Beth	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 146,013				X
Optometry	Dean, Optometry	Harrison,Wendy	Associate Professor	F	40%	40%	20%	100%	.	.	1	2	1	.	.	.	2	3	1	2	\$ 114,650				X	
Optometry	Dean, Optometry	Herring,Ralph	Clinical Professor	F	10%	60%	30%	100%	.	.	.	.	.	7	.	.	.	.	1	5	\$ 97,616				X
Optometry	Dean, Optometry	Ho,Hong	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	1	.	.	.	.	.	4	2	\$ 124,848				X
Optometry	Dean, Optometry	Hooper,Nicole	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	1	\$ 89,609				X
Optometry	Dean, Optometry	Kehinde,Lucy	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	2	.	.	.	.	1	5	\$ 123,147				X
Optometry	Dean, Optometry	Kemp,Andrew	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	.	1	1	\$ 129,456				X
Optometry	Dean, Optometry	Ketcham,Tonya	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	2	.	.	.	.	.	.	1	\$ 95,697				X
Optometry	Dean, Optometry	Keyzer,Kathryn	Professor of Practice	F	0%	100%	0%	100%	2	.	\$ 111,384			X		

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									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON					
Optometry	Dean, Optometry	Kim,Jung-Sun	Clinical Asst Prof	F	10%	80%	10%	100%	2	\$ 127,500				X		
Optometry	Dean, Optometry	Kruoch,Zanna	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	1	.	.	.	.	\$ 129,441				X
Optometry	Dean, Optometry	Lambreghts,Kimberly	Clinical Professor	F	5%	20%	75%	100%	.	.	.	.	1	.	.	.	.	2	\$ 212,233				X
Optometry	Dean, Optometry	Lee,Karen	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	1	2	\$ 140,578				X
Optometry	Dean, Optometry	Logan,Anna-Kaye	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	2	\$ 109,061				X
Optometry	Dean, Optometry	Manny,Ruth	Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	1	1	\$ 147,230			X	
Optometry	Dean, Optometry	Marrelli,Danica	Clinical Professor	F	10%	60%	30%	100%	1	2	1	\$ 121,253				X	
Optometry	Dean, Optometry	Marsack,Jason	Associate Professor	F	40%	40%	20%	100%	.	.	.	1	1	1	.	\$ 119,055			X		
Optometry	Dean, Optometry	Martinez,Muriel	Clinical Asst Prof	F	10%	80%	10%	100%	4	2	1	\$ 117,039				X	
Optometry	Dean, Optometry	Modi,Swati	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	5	1	\$ 115,569				X
Optometry	Dean, Optometry	Ng,Cherlyn	Sr Research Scientist	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 62,220		X		
Optometry	Dean, Optometry	Nurminen,Lauri	Assistant Professor	F	70%	15%	15%	100%	.	.	.	.	.	.	.	.	.	.	\$ 107,100				X
Optometry	Dean, Optometry	O'Brien,John	Professor	F	70%	15%	15%	100%	.	.	.	.	.	.	.	.	1	.	\$ 158,100			X	
Optometry	Dean, Optometry	Ostrin,Lisa	Associate Professor	F	40%	40%	20%	100%	.	.	8	1	.	.	.	.	6	3	\$ 117,618				X
Optometry	Dean, Optometry	Pate,Lloyd	Clinical Assoc Prof	F	10%	80%	10%	100%	.	.	.	.	1	.	.	.	.	2	\$ 83,496				X
Optometry	Dean, Optometry	Patel,Nimesh	Associate Professor	F	40%	40%	20%	100%	.	.	1	5	.	.	.	.	2	4	\$ 132,917				X
Optometry	Dean, Optometry	Patel,Ryan	Clinical Asst Prof	F	10%	80%	10%	100%	1	.	.	.	1	1	\$ 166,587				X	
Optometry	Dean, Optometry	Piccolo,Marcus	Associate Professor	F	0%	10%	90%	100%	.	.	.	.	.	1	.	.	.	.	\$ 278,475				X
Optometry	Dean, Optometry	Plaumann,Maureen	Clinical Asst Prof	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	\$ 120,000				X
Optometry	Dean, Optometry	Polacco,Amanda	Clinical Asst Prof	F	10%	80%	10%	100%	1	2	\$ 122,400			X		
Optometry	Dean, Optometry	Porter,Jason	Associate Professor	F	40%	40%	20%	100%	.	.	2	1	.	.	.	.	2	1	\$ 109,935				X
Optometry	Dean, Optometry	Ribelayga,Christophe	Professor	F	70%	15%	15%	100%	.	.	2	1	.	.	.	.	1	3	\$ 153,375			X	
Optometry	Dean, Optometry	Ritchey,Eric	Assistant Professor	F	40%	40%	20%	100%	.	.	.	1	1	.	.	.	1	1	\$ 105,673			X			
Optometry	Dean, Optometry	Rump,Rachel	Associate Professor	F	40%	40%	20%	100%	.	.	2	1	1	.	.	.	2	1	\$ 109,812				X		
Optometry	Dean, Optometry	Sain,Mary Kate	Professor of Practice	F	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 122,400			X	
Optometry	Dean, Optometry	Sapoznik,Kaitlyn	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	1	2	\$ 107,363			X	
Optometry	Dean, Optometry	Segu,Padmalatha	Clinical Professor	F	10%	80%	10%	100%	.	.	.	.	1	.	.	.	.	.	\$ 152,059				X
Optometry	Dean, Optometry	Simbulan,Justin	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	2	\$ 131,006			X	
Optometry	Dean, Optometry	Stevenson,Scott	Associate Professor	F	30%	50%	20%	100%	.	.	1	3	2	.	.	.	3	3	\$ 94,537				X		
Optometry	Dean, Optometry	Tasca,Jennifer	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	1	\$ 125,000				X
Optometry	Dean, Optometry	Walker,Maria	Assistant Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	.	1	2	.	\$ 111,197			X			
Optometry	Dean, Optometry	Wang,Samantha	Clinical Asst Prof	F	10%	80%	10%	100%	.	.	.	.	.	.	.	.	.	2	\$ 120,144				X
Optometry	Dean, Optometry	Wheat,Joe	Clinical Assoc Prof	F	10%	80%	10%	100%	2	1	2	\$ 165,576				X	
Optometry	Dean, Optometry	Yoon,Geunyoung	Professor	F	70%	15%	15%	100%	.	.	.	3	.	.	.	2	.	.	\$ 173,825				X		
Pharmacy	Dean, Pharmacy	Ozuna,Ronnie	Clinical Asst Prof	F	5%	80%	15%	100%	.	.	.	.	.	.	.	.	.	.	\$ 153,345			X	
Pharmacy	Dean, Pharmacy	Rogers,Elizabeth	Clinical Professor	F	10%	40%	50%	100%	.	.	.	.	.	.	.	.	.	.	\$ 154,574				X
Pharmacy	Phar Health Outcomes & Policy	Abughosh,Susan	Professor	F	45%	35%	20%	100%	.	.	1	3	.	.	.	1	3	.	\$ 139,482			X			
Pharmacy	Phar Health Outcomes & Policy	Aparasu,Rajender	Professor	F	50%	20%	30%	100%	.	.	1	5	.	.	.	1	4	.	\$ 182,512			X			
Pharmacy	Phar Health Outcomes & Policy	Chen,Hua	Professor	F	60%	20%	20%	100%	.	1	1	2	.	.	.	1	2	.	\$ 138,270			X			
Pharmacy	Phar Health Outcomes & Policy	Essien,Ekere	Professor	F	30%	50%	20%	100%	.	.	1	.	1	.	.	1	2	.	\$ 156,084			X			
Pharmacy	Phar Health Outcomes & Policy	Johnson,Michael	Associate Professor	F	25%	50%	25%	100%	.	.	1	2	.	.	.	1	2	.	\$ 139,928			X			
Pharmacy	Phar Health Outcomes & Policy	Sansgiry,Sujit	Professor	F	25%	50%	25%	100%	.	.	1	4	.	.	.	.	3	1	\$ 139,777			X	
Pharmacy	Phar Health Outcomes & Policy	Thornton,James	Associate Professor	F	50%	40%	10%	100%	.	.	1	5	1	.	.	1	3	.	\$ 140,013			X			
Pharmacy	Phar Health Outcomes & Policy	Varisco,Tyler	Assistant Professor	F	50%	40%	10%	100%	.	.	3	.	.	.	.	1	1	.	\$ 115,000			X	
Pharmacy	Pharm Prac & Trans Research	Alam,Mohammad	Research Assistant Professor	F	80%	10%	10%	100%	.	.	.	.	.	.	.	.	.	.	\$ 62,270				X
Pharmacy	Pharm Prac & Trans Research	Asias-Dinh,Bernadette	Clinical Asst Prof	F	20%	60%	20%	100%	.	.	.	.	1	1	.	.	2	1	\$ 117,359				X
Pharmacy	Pharm Prac & Trans Research	Beyda,Nicholas	Assistant Professor	F	50%	20%	30%	100%	.	.	.	.	.	.	.	.	.	1	\$ 123,812				X
Pharmacy	Pharm Prac & Trans Research	Davis,Shantera	Clinical Asst Prof	F	10%	70%	20%	100%	.	.	.	.	4	.	.	.	.	1	\$ 114,400			X	
Pharmacy	Pharm Prac & Trans Research	De La Cruz,Austin	Clinical Asst Prof	F	20%	60%	20%	100%	.	.	.	.	1	1	.	.	1	1	\$ 115,911				X
Pharmacy	Pharm Prac & Trans Research	Diec,Sandy	Clinical Asst Prof	F	20%	60%	20%	100%	.	.	.	.	2	.	.	.	.	.	\$ 111,200			X	
Pharmacy	Pharm Prac & Trans Research	Fernandez,Julianna	Clinical Assoc Prof	F	10%	40%	50%	100%	.	.	.	.	.	.	.	.	1	1	\$ 134,304				X
Pharmacy	Pharm Prac & Trans Research	Garey,Kevin	Professor	F	40%	20%	40%	100%	.	.	1	.	.	.	.	2	6	.	\$ 184,745			X	X
Pharmacy	Pharm Prac & Trans Research	Garza,Karina	Clinical Asst Prof	F	5%	80%	15%	100%	.	.	.	.	.	.	.	.	.	.	\$ 130,050			X	
Pharmacy	Pharm Prac & Trans Research	Gee,Jodie	Clinical Asst Prof	F	20%	60%	20%	100%	1	1	1	\$ 123,830			X		
Pharmacy	Pharm Prac & Trans Research	Gonzales-Luna,Anne	Research Assistant Professor	F	80%	520%	10%	100%	.	.	.	.	.	.	.	.	.	.	\$ 75,850		X		

**UH Annual Faculty Workload Report
2022-2023**

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class;
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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%)	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Pharmacy	Pharm Prac & Trans Research	Hatfield,Catherine	Clinical Professor	F	10%	60%	30%	100%	.	.	.	.	1	.	.	.	.	1	.	.	\$ 145,260				X
Pharmacy	Pharm Prac & Trans Research	Jo,Jinhee	Research Assistant Professor	F	70%	15%	15%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 110,000				X	
Pharmacy	Pharm Prac & Trans Research	Martinez,Brigetta	Clinical Asst Prof	F	5%	80%	15%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 130,050			X		
Pharmacy	Pharm Prac & Trans Research	Nguyen,Kimberly	Clinical Asst Prof	F	10%	60%	30%	100%	.	.	.	.	1	.	.	.	.	.	.	\$ 130,250				X	
Pharmacy	Pharm Prac & Trans Research	Ononogbu,Onyebuchi	Research Assistant Professor	F	80%	10%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 112,100				X	
Pharmacy	Pharm Prac & Trans Research	Pitman,Elizabeth	Clinical Asst Prof	F	10%	40%	50%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 170,957				X	
Pharmacy	Pharm Prac & Trans Research	Rosario,Natalie	Clinical Asst Prof	F	20%	60%	20%	100%	.	.	.	.	1	.	.	.	.	1	.	\$ 112,300				X	
Pharmacy	Pharm Prac & Trans Research	Sherer,Jeffrey	Clinical Professor	F	20%	60%	20%	100%	.	.	.	.	2	1	.	.	.	.	1	\$ 136,273				X	
Pharmacy	Pharm Prac & Trans Research	Sofjan,Amelia	Clinical Assoc Prof	F	20%	60%	20%	100%	.	.	.	.	1	1	.	.	.	.	2	1	\$ 126,021				X
Pharmacy	Pharm Prac & Trans Research	Sulaica,Elisabeth	Clinical Asst Prof	F	20%	60%	20%	100%	.	.	.	.	1	.	.	.	.	2	1	\$ 113,665			X		
Pharmacy	Pharm Prac & Trans Research	Surati,Dhara	Clinical Assoc Prof	F	20%	60%	20%	100%	.	.	.	.	6	1	.	.	.	.	2	1	\$ 125,745				X
Pharmacy	Pharm Prac & Trans Research	Tam,Vincent	Professor	F	50%	20%	30%	100%	.	.	.	2	.	1	.	.	.	2	.	\$ 183,650				X	
Pharmacy	Pharm Prac & Trans Research	Tolleson,Shane	Clinical Asst Prof	F	10%	60%	30%	100%	.	.	.	1	.	40	.	.	.	1	2	39	\$ 113,321			X	
Pharmacy	Pharm Prac & Trans Research	Trivedi,Meghana	Associate Professor	F	50%	20%	30%	100%	.	.	.	3	.	.	.	.	1	2	2	\$ 133,808				X	
Pharmacy	Pharm Prac & Trans Research	Truong,Mabel	Clinical Asst Prof	F	10%	50%	40%	100%	.	.	.	.	.	40	.	.	.	.	1	39	\$ 113,400				X
Pharmacy	Pharm Prac & Trans Research	Varkey,Divya	Clinical Assoc Prof	F	20%	60%	20%	100%	.	.	.	4	4	1	.	.	.	4	1	1	\$ 131,198				X
Pharmacy	Pharm Prac & Trans Research	Wallace,David	Clinical Assoc Prof	F	20%	60%	20%	100%	.	.	.	.	1	.	1	.	.	.	1	1	\$ 121,689				X
Pharmacy	Pharm Prac & Trans Research	Wanat,Matthew	Clinical Assoc Prof	F	20%	60%	20%	100%	.	.	.	1	.	1	.	.	.	1	2	1	\$ 126,046				X
Pharmacy	Pharm Prac & Trans Research	Wollen,Joshua	Clinical Asst Prof	F	10%	60%	30%	100%	.	.	.	.	1	.	.	.	.	.	1	.	\$ 114,450			X	
Pharmacy	Pharm Prac & Trans Research	Zhao,Alexa	Clinical Asst Prof	F	20%	60%	20%	100%	.	.	.	.	.	.	.	.	.	.	2	.	\$ 113,271			X	
Pharmacy	Pharmacological & Pharmaceutic	Ali,Riyasat	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 70,940		X		
Pharmacy	Pharmacological & Pharmaceutic	Banday,Anees	Research Professor	F	90%	5%	5%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 137,557		X		
Pharmacy	Pharmacological & Pharmaceutic	Boini,Krishna	Assistant Professor	F	60%	30%	10%	100%	.	.	.	1	3	1	.	.	.	.	3	2	\$ 108,226			X	
Pharmacy	Pharmacological & Pharmaceutic	Bond,Richard	Professor	F	30%	20%	50%	100%	.	.	2	.	.	.	.	.	.	2	2	.	\$ 173,920			X	
Pharmacy	Pharmacological & Pharmaceutic	Chow,Diana	Professor	F	55%	35%	10%	100%	.	.	1	5	1	.	.	.	.	3	.	.	\$ 147,606				X
Pharmacy	Pharmacological & Pharmaceutic	Cuny,Gregory	Professor	F	50%	30%	20%	100%	.	.	.	4	1	.	.	.	.	1	3	2	\$ 146,940				X
Pharmacy	Pharmacological & Pharmaceutic	Das,Joydip	Professor	F	60%	25%	15%	100%	.	.	1	1	.	.	.	.	.	.	1	.	\$ 138,515				X
Pharmacy	Pharmacological & Pharmaceutic	Eriksen,Jason	Associate Professor	F	40%	40%	20%	100%	.	.	.	1	1	.	.	.	.	1	1	.	\$ 119,005			X	
Pharmacy	Pharmacological & Pharmaceutic	Ghose,Romi	Associate Professor	F	50%	30%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 116,512				X
Pharmacy	Pharmacological & Pharmaceutic	Guo,Bin	Associate Professor	F	60%	30%	10%	100%	.	.	.	2	1	.	.	.	.	1	2	.	\$ 154,217				X
Pharmacy	Pharmacological & Pharmaceutic	Hao,Jiukuan	Associate Professor	F	70%	20%	10%	100%	.	.	.	2	.	.	.	.	.	3	.	.	\$ 130,700			X	
Pharmacy	Pharmacological & Pharmaceutic	Hu,Ming	Professor	F	70%	20%	10%	100%	.	.	.	4	.	.	.	.	.	2	.	.	\$ 210,366				X
Pharmacy	Pharmacological & Pharmaceutic	Hussain,Tahir	Professor	F	30%	30%	40%	100%	.	.	.	4	1	.	.	.	.	5	.	.	\$ 176,868				X
Pharmacy	Pharmacological & Pharmaceutic	Knoll,Brian	Associate Professor	F	20%	45%	35%	100%	.	.	.	.	1	.	.	.	.	.	1	.	\$ 143,483				X
Pharmacy	Pharmacological & Pharmaceutic	Kumar,Ashok	Professor	F	45%	15%	40%	100%	.	.	.	2	.	.	.	.	.	3	.	.	\$ 192,474			X	X
Pharmacy	Pharmacological & Pharmaceutic	Li,Xiang	Research Associate Professor	F	90%	5%	5%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 121,585			X	
Pharmacy	Pharmacological & Pharmaceutic	Liu,Xinli	Associate Professor	F	60%	30%	10%	100%	.	.	.	4	1	.	.	.	.	4	1	.	\$ 125,798			X	
Pharmacy	Pharmacological & Pharmaceutic	Marwaha,Aditi	Associate Professor, Instruct	F	10%	80%	10%	100%	.	.	.	.	1	.	.	.	.	.	2	.	\$ 70,647			X	
Pharmacy	Pharmacological & Pharmaceutic	McConnell,Bradley	Professor	F	50%	30%	20%	100%	.	.	2	2	.	.	.	.	.	2	5	1	\$ 133,845				X
Pharmacy	Pharmacological & Pharmaceutic	Patel,Sanket	Research Assistant Professor	F	90%	5%	5%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 76,228				X
Pharmacy	Pharmacological & Pharmaceutic	Roy,Anirban	Research Assistant Professor	F	90%	5%	5%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 78,020				X
Pharmacy	Pharmacological & Pharmaceutic	Ruan,Ke-He	Professor	F	50%	40%	10%	100%	.	.	.	1	.	.	.	.	.	1	1	.	\$ 175,858				X
Pharmacy	Pharmacological & Pharmaceutic	Salim,Samina	Associate Professor	F	50%	40%	10%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 119,000			X	
Pharmacy	Pharmacological & Pharmaceutic	Statsyuk,Alexander	Assistant Professor	F	70%	20%	10%	100%	.	.	.	.	.	.	.	.	.	2	1	.	\$ 121,638				X
Pharmacy	Pharmacological & Pharmaceutic	Tejada-Simon,Maria	Associate Professor	F	5%	35%	60%	100%	.	.	.	.	1	.	.	.	.	.	1	.	\$ 118,965			X	
Pharmacy	Pharmacological & Pharmaceutic	Udugamasooriya,Damith	Associate Professor	F	50%	30%	20%	100%	.	.	.	3	1	.	.	.	.	3	.	.	\$ 148,842				X
Pharmacy	Pharmacological & Pharmaceutic	Wang,Wei	Research Associate Professor	F	90%	10%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 135,967			X	
Pharmacy	Pharmacological & Pharmaceutic	Williams,Louis	Associate Professor	F	10%	80%	10%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 116,558			X	
Pharmacy	Pharmacological & Pharmaceutic	Wu,Mingfu	Associate Professor	F	70%	20%	10%	100%	.	.	.	3	.	.	.	.	.	3	.	.	\$ 131,200			X	
Pharmacy	Pharmacological & Pharmaceutic	Zhang,Ruiwen	Professor	F	70%	20%	10%	100%	.	.	.	1	.	.	.	.	.	1	.	.	\$ 197,384			X	X
Pharmacy	Pharmacological & Pharmaceutic	Zhang,Yang	Associate Professor	F	65%	25%	10%	100%	.	.	.	1	.	.	.	.	.	.	1	.	\$ 145,200				X
Engineering (Technology Division)	Construction Management	Bian,Zheyong	Assistant Professor	F	60%	30%	10%	100%	1	.	2	.	.	.	1	.	2	1	.	\$ 86,786				X	
Engineering (Technology Division)	Construction Management	Carden,Lila	Assistant Professor	F	60%	30%	10%	100%	.	.	6	.	.	.	.	.	4	.	.	\$ 101,100				X	
Engineering (Technology Division)	Construction Management	Cassler,Daniel	Instructional Professor	F	0%	80%	20%	100%	3	.	.	.	.	.	4	.	.	.	.	\$ 91,387			X		
Engineering (Technology Division)	Construction Management	Din,Zia	Assistant Professor	F	60%	30%	10%	100%	1	.	2	1	.	.	1	.	2	1	.	\$ 83,210			X		

**UH Annual Faculty Workload Report
2022-2023**

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ORG - Organized Class; NON - Non Organized Class**

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022					#) Classes Taught Spring 2023					Funding Source								
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Engineering (Technology Division)	Construction Management	Dong,Zhijie	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 100,000				X	X
Engineering (Technology Division)	Construction Management	Eldin,Neil	Professor	F	40%	40%	20%	100%	.	1	2	.	.	.	.	.	.	4	.	.	.	\$ 167,539					X
Engineering (Technology Division)	Construction Management	Gao,Lu	Associate Professor	F	40%	40%	20%	100%	.	.	4	1	.	.	.	.	.	4	1	.	.	\$ 104,038					X
Engineering (Technology Division)	Construction Management	Henson,Alfred	Assistant Professor, Instruct	F	0%	80%	20%	100%	2	1	.	.	.	.	.	3	1	.	.	.	.	\$ 76,300				X	
Engineering (Technology Division)	Construction Management	Hopkins,Ronald	Instructional Professor	F	0%	70%	30%	100%	.	.	.	23	.	.	.	.	.	24	.	.	.	\$ 96,625				X	
Engineering (Technology Division)	Construction Management	Kidd,Margaret	Associate Professor, Instruct	F	0%	70%	30%	100%	.	1	.	.	.	.	.	1	1	.	.	.	.	\$ 90,824				X	
Engineering (Technology Division)	Construction Management	Kim,Kinam	Assistant Professor	F	60%	30%	10%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 86,000					X
Engineering (Technology Division)	Construction Management	Kovach,Jameson	Professor	F	40%	40%	20%	100%	.	.	.	3	.	.	.	.	.	4	.	.	.	\$ 135,079					X
Engineering (Technology Division)	Construction Management	Senouci,Ahmed	Professor	F	40%	40%	20%	100%	37	2	3	1	.	.	.	37	2	1	.	.	.	\$ 119,207				X	
Engineering (Technology Division)	Construction Management	Sherman,Dennis	Assistant Professor, Instruct	F	0%	100%	0%	100%	.	.	.	9	.	.	.	.	.	7	.	.	.	\$ 80,400				X	
Engineering (Technology Division)	Construction Management	Song,Lingguang	Professor	F	40%	20%	40%	100%	.	.	.	2	.	.	.	.	.	2	.	.	.	\$ 120,972					X
Engineering (Technology Division)	Construction Management	Wang,Kailai	Assistant Professor	F	60%	30%	10%	100%	.	.	.	3	.	.	.	.	.	4	.	.	.	\$ 84,469				X	
Engineering (Technology Division)	Dean, Technology	Crawley,David	Professor of Practice	F	0%	40%	60%	100%	4	.	.	.	.	.	.	4	.	.	.	.	.	\$ 104,300				X	X
Engineering (Technology Division)	Engineering Technology	Abdelhadi,Ahmed	Assistant Professor	F	40%	40%	20%	100%	3	.	1	1	.	.	.	4	.	1	1	.	.	\$ 90,775				X	
Engineering (Technology Division)	Engineering Technology	Alba,Kamran	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 99,024					X
Engineering (Technology Division)	Engineering Technology	Balan,Venkatesh	Associate Professor	F	40%	40%	20%	100%	2	.	1	1	.	.	.	1	.	2	3	.	.	\$ 106,662					X
Engineering (Technology Division)	Engineering Technology	Barbieri,Enrique	Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	.	4	.	.	.	.	.	\$ 169,776					X
Engineering (Technology Division)	Engineering Technology	Basaran,Burak	Associate Professor, Instruct	F	0%	80%	20%	100%	8	.	.	.	.	.	.	8	.	.	.	.	.	\$ 99,406				X	
Engineering (Technology Division)	Engineering Technology	Benhaddou,Driss	Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 60,206					X
Engineering (Technology Division)	Engineering Technology	Bose,Anima	Associate Professor	F	40%	40%	20%	100%	3	.	.	1	.	.	.	4	.	1	1	.	.	\$ 95,255				X	
Engineering (Technology Division)	Engineering Technology	Chitrala,Kumaraswamy Naidu	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 92,500				X	X
Engineering (Technology Division)	Engineering Technology	El Nahas,Medhat	Instructional Professor	F	0%	70%	30%	100%	6	.	.	.	.	.	.	6	.	.	.	.	.	\$ 108,586				X	
Engineering (Technology Division)	Engineering Technology	Fan,Lei	Assistant Professor	F	40%	40%	20%	100%	6	.	.	.	.	.	.	4	.	.	.	.	.	\$ 94,505				X	
Engineering (Technology Division)	Engineering Technology	Fan,Zheng	Assistant Professor	F	40%	40%	20%	100%	4	.	.	.	.	.	.	4	.	.	.	.	.	\$ 90,500				X	
Engineering (Technology Division)	Engineering Technology	Flavier,Albert	Associate Professor, Instruct	F	0%	80%	20%	100%	4	.	1	.	.	.	.	3	.	4	.	.	.	\$ 98,473				X	
Engineering (Technology Division)	Engineering Technology	Gurkan,Deniz	Associate Professor	F	40%	40%	20%	100%	2	.	3	.	.	.	.	3	.	.	.	.	.	\$ 118,599					X
Engineering (Technology Division)	Engineering Technology	Hu,Bin	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 92,500					X
Engineering (Technology Division)	Engineering Technology	Iken,Brian	Lecturer	F	0%	80%	20%	100%	3	.	2	.	.	.	.	.	.	.	.	.	.	\$ 55,160				X	
Engineering (Technology Division)	Engineering Technology	Khan,Abdul	Assistant Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	.	2	.	3	2	.	.	\$ 92,200				X	
Engineering (Technology Division)	Engineering Technology	Lent,Marino	Associate Professor	F	60%	20%	20%	100%	2	1	1	.	.	.	.	1	.	1	.	.	.	\$ 103,326					X
Engineering (Technology Division)	Engineering Technology	Lin,Yuheng	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	.	2	.	1	.	.	.	\$ 92,500					X
Engineering (Technology Division)	Engineering Technology	Merchant,Fatima	Professor	F	40%	25%	35%	100%	.	.	.	3	.	.	.	1	.	1	5	.	.	\$ 133,063					X
Engineering (Technology Division)	Engineering Technology	Moges,Mequanint	Instructional Professor	F	0%	80%	20%	100%	8	.	.	.	.	.	.	5	.	.	.	.	.	\$ 110,208				X	
Engineering (Technology Division)	Engineering Technology	Pollonini,Luca	Associate Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	.	1	.	2	2	.	.	\$ 106,354					X
Engineering (Technology Division)	Engineering Technology	Robles Hernandez,Francisco	Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	.	2	.	.	.	.	.	\$ 114,907				X	
Engineering (Technology Division)	Engineering Technology	Shi,Jian	Assistant Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	.	4	.	.	.	.	.	\$ 90,917				X	
Engineering (Technology Division)	Engineering Technology	Shireen,Wajiha	Professor	F	40%	40%	20%	100%	3	.	.	4	.	.	.	5	.	.	5	.	.	\$ 135,782					X
Engineering (Technology Division)	Engineering Technology	Yuan,Xiaojing	Professor	F	40%	40%	20%	100%	4	.	.	.	.	.	.	3	.	2	.	.	.	\$ 118,300					X
Engineering (Technology Division)	Engineering Technology	Zhu,Weihsang	Professor	F	40%	40%	20%	100%	6	.	.	5	.	.	.	7	.	1	3	.	.	\$ 117,700				X	
Engineering (Technology Division)	Engineering Technology	Zouridakis,George	Professor	F	25%	25%	50%	100%	1	.	2	.	.	.	.	1	.	2	.	.	.	\$ 158,860					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Edwards,Malaika	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	1	.	1	.	.	.	\$ 89,000					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Ezell,Shirley	Associate Professor	F	10%	50%	40%	100%	1	1	1	.	.	.	.	1	1	1	.	.	.	\$ 118,262					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Gatterson,Beverly	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	.	3	.	1	.	.	.	\$ 58,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Greer,Tomika	Assistant Professor	F	40%	40%	20%	100%	1	.	2	.	.	.	.	.	.	2	.	.	.	\$ 94,607					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Hines,Andrew	Associate Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	.	.	2	3	.	.	\$ 104,930					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Johnson,Olivia	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	2	.	.	.	.	.	\$ 92,250					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Mudd,Blake	Lecturer	F	0%	100%	0%	100%	4	.	1	.	.	.	.	4	.	.	.	.	.	\$ 55,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Polesello,Daiane	Assistant Professor, Instruct	F	0%	80%	20%	100%	3	1	.	.	.	.	.	3	1	.	.	.	.	\$ 78,925				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Rifai,Rana	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	.	4	.	.	.	.	.	\$ 32,101				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Schroeder,Susan	Lecturer	F	0%	60%	40%	100%	3	.	1	.	.	.	.	2	.	1	.	.	.	\$ 50,091				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Shin,Daeun	Assistant Professor	F	40%	40%	20%	100%	.	.	1	.	.	.	.	1	.	1	.	.	.	\$ 89,000					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Shirmohammadi,Melika	Assistant Professor	F	50%	20%	30%	100%	.	.	2	.	.	.	.	1	.	2	.	.	.	\$ 92,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Stewart,Barbara	Professor	F	10%	40%	50%	100%	.	.	1	.	.	.	.	1	.	1	.	.	.	\$ 117,572					X
Engineering (Technology Division)	Human Develop & Consumer Sci	Waight,Consuelo	Professor	F	40%	30%	30%	100%	.	.	2	.	.	.	.	.	.	1	.	.	.	\$ 117,441					X
Engineering (Technology Division)	Info & Logistics Technology	Alters,Monika	Associate Professor, Instruct	F	0%	80%	20%	100%	5	5	\$ 82,100				X	

**UH Annual Faculty Workload Report
2022-2023**

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Engineering (Technology Division)	Info & Logistics Technology	Burns, Maria	Associate Professor, Instruct	F	10%	80%	10%	100%	3	1	.	.	.	.	2	2	.	.	.	.	\$ 83,003			X	
Engineering (Technology Division)	Info & Logistics Technology	Cao, Shun	Assistant Professor	F	60%	20%	20%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 88,507			X	X
Engineering (Technology Division)	Info & Logistics Technology	Chance, Michael	Lecturer	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 40,400			X	
Engineering (Technology Division)	Info & Logistics Technology	Conklin, William	Professor	F	40%	40%	20%	100%	2	.	4	.	.	.	.	.	7	.	.	.	\$ 166,260				X
Engineering (Technology Division)	Info & Logistics Technology	De Vega, Jaime	Lecturer	F	0%	80%	20%	100%	6	.	.	.	.	.	5	.	.	.	.	.	\$ 68,977			X	
Engineering (Technology Division)	Info & Logistics Technology	Detillier, Bret	Instructional Professor	F	0%	60%	40%	100%	2	.	.	.	.	.	3	.	.	.	.	.	\$ 90,931			X	
Engineering (Technology Division)	Info & Logistics Technology	Evans, Gerald	Instructional Professor	F	0%	80%	20%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 101,197				X
Engineering (Technology Division)	Info & Logistics Technology	Faiyaz, Sajida	Lecturer	F	0%	80%	20%	100%	4	.	.	.	.	.	3	.	.	.	.	.	\$ 61,750			X	
Engineering (Technology Division)	Info & Logistics Technology	Feriante, Chris	Lecturer	F	0%	80%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 41,800			X	
Engineering (Technology Division)	Info & Logistics Technology	Hu, Renjie	Assistant Professor	F	60%	20%	20%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 91,566			X	X
Engineering (Technology Division)	Info & Logistics Technology	Lee, Kyu In	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 105,000			X	
Engineering (Technology Division)	Info & Logistics Technology	Lendasse, Amaury	Professor	F	20%	30%	50%	100%	1	.	1	.	.	.	1	.	1	.	.	.	\$ 139,619			X	X
Engineering (Technology Division)	Info & Logistics Technology	Liao, Pamara	Assistant Professor	F	60%	20%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 92,070			X	
Engineering (Technology Division)	Info & Logistics Technology	Liao, Tony	Associate Professor	F	40%	40%	20%	100%	1	1	.	.	.	.	2	1	.	.	.	.	\$ 91,710			X	
Engineering (Technology Division)	Info & Logistics Technology	Lindner, Peggy	Assistant Professor	F	60%	20%	20%	100%	1	.	.	.	.	.	1	.	1	.	.	.	\$ 89,257			X	
Engineering (Technology Division)	Info & Logistics Technology	Martinez, Jose	Assistant Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 109,775			X	X
Engineering (Technology Division)	Info & Logistics Technology	Mehring, Brian	Instructional Professor	F	0%	80%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 83,362			X	
Engineering (Technology Division)	Info & Logistics Technology	Nsoh, Jovita	Professor of Practice	F	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 130,000			X	
Engineering (Technology Division)	Info & Logistics Technology	Peddoju, Suresh Kumar	Assistant Professor, Instruct	F	20%	80%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 78,000			X	
Engineering (Technology Division)	Info & Logistics Technology	Piercy, Penelope	Lecturer	F	0%	80%	20%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 42,000			X	
Engineering (Technology Division)	Info & Logistics Technology	Ratner, Edward	Lecturer	F	0%	100%	0%	100%	4	.	1	.	.	.	4	.	.	.	.	.	\$ 65,000			X	
Engineering (Technology Division)	Info & Logistics Technology	Rodwell, Elizabeth	Assistant Professor	F	60%	20%	20%	100%	2	1	.	.	.	.	2	1	.	.	.	.	\$ 89,086			X	
Engineering (Technology Division)	Info & Logistics Technology	Snyder, Karen	Lecturer	F	0%	100%	0%	100%	6	.	.	.	.	.	4	.	.	.	.	.	\$ 60,600			X	
Engineering (Technology Division)	Info & Logistics Technology	Snyder, Philip	Associate Professor, Instruct	F	0%	80%	20%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 85,170			X	
Engineering (Technology Division)	Info & Logistics Technology	Tangeman, Anthony	Lecturer	F	0%	80%	20%	100%	4	.	.	.	.	.	3	.	.	.	.	.	\$ 42,000			X	
Engineering (Technology Division)	Info & Logistics Technology	Waite, Jerry	Professor	F	10%	60%	30%	100%	7	.	.	.	.	.	5	.	.	.	.	.	\$ 133,291			X	
Engineering (Technology Division)	Info & Logistics Technology	Wu, Xuqing	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	2	.	.	.	.	.	\$ 113,305				X
Engineering (Technology Division)	Info & Logistics Technology	Zhang, Yunpeng	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	.	1	.	.	.	\$ 114,185				X
Liberal Arts & Social Sciences	African-American Studies	Green, Tara	Professor	F	40%	20%	40%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 135,000			X	
Liberal Arts & Social Sciences	Communication	Ashley, Laura	Associate Professor, Instruct	F	0%	60%	40%	100%	2	1	.	.	.	.	3	1	.	.	.	.	\$ 69,487				X
Liberal Arts & Social Sciences	Communication	Baruch Blanco, Maria	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 71,000				X
Liberal Arts & Social Sciences	Communication	Bhat, Nandikoor	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 75,000			X	X
Liberal Arts & Social Sciences	Communication	Camaj, Lindita	Associate Professor	F	60%	20%	20%	100%	1	2	1	1	.	.	1	1	.	2	.	.	\$ 101,663				X
Liberal Arts & Social Sciences	Communication	Choi, Ho Joon	Associate Professor	F	40%	40%	20%	100%	2	.	1	.	.	.	2	.	.	.	.	.	\$ 85,938				X
Liberal Arts & Social Sciences	Communication	Clark, Thomas	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	.	.	.	.	.	.	\$ 27,000			X	
Liberal Arts & Social Sciences	Communication	Clark, Thomas	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	4	.	.	.	.	.	\$ 27,000			X	
Liberal Arts & Social Sciences	Communication	Crixell, Charles	Lecturer	F	0%	100%	0%	100%	6	.	.	.	.	.	6	.	.	.	.	.	\$ 30,000			X	
Liberal Arts & Social Sciences	Communication	Crowe, Craig	Assistant Professor, Instruct	F	0%	80%	20%	100%	9	1	.	.	.	.	9	2	.	.	.	.	\$ 78,228				X
Liberal Arts & Social Sciences	Communication	Harlow, Summer	Associate Professor	F	40%	40%	20%	100%	1	.	2	2	.	.	1	.	1	1	.	.	\$ 95,425				X
Liberal Arts & Social Sciences	Communication	Houk, Keith	Associate Professor, Instruct	F	0%	80%	20%	100%	7	1	.	.	.	.	7	1	.	.	.	.	\$ 70,353				X
Liberal Arts & Social Sciences	Communication	Huang, Yan	Assistant Professor	F	40%	40%	20%	100%	.	1	.	1	.	.	1	1	1	2	.	.	\$ 76,975			X	
Liberal Arts & Social Sciences	Communication	Jowett, Garth	Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 135,384				X
Liberal Arts & Social Sciences	Communication	Kelley, Larry	Instructional Professor	F	0%	80%	20%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 98,186				X
Liberal Arts & Social Sciences	Communication	Lee, Jaesub	Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	3	.	.	.	.	.	\$ 105,429				X
Liberal Arts & Social Sciences	Communication	Liu, Wenlin	Assistant Professor	F	60%	20%	20%	100%	2	.	.	2	.	.	1	.	1	1	.	.	\$ 73,899				X
Liberal Arts & Social Sciences	Communication	Lyn, Robyn	Lecturer	F	0%	100%	0%	100%	7	.	.	.	.	.	8	.	.	.	.	.	\$ 30,000			X	
Liberal Arts & Social Sciences	Communication	Newlin, Julye	Professor of Practice	F	0%	100%	0%	100%	5	.	.	.	.	.	6	.	.	.	.	.	\$ 55,000			X	
Liberal Arts & Social Sciences	Communication	Ni, Lan	Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	1	.	1	.	.	.	\$ 112,378				X
Liberal Arts & Social Sciences	Communication	Olson, Beth	Associate Professor	F	40%	40%	20%	100%	1	1	1	2	.	.	2	.	.	2	.	.	\$ 106,480				X
Liberal Arts & Social Sciences	Communication	Radcliffe Andre, Jennifer	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 30,000			X	
Liberal Arts & Social Sciences	Communication	Uhrick, Jan	Lecturer	F	0%	100%	0%	100%	6	.	.	.	.	.	5	2	.	.	.	.	\$ 30,000			X	
Liberal Arts & Social Sciences	Communication	Vardeman, Jennifer	Associate Professor	F	40%	30%	30%	100%	.	2	1	.	.	.	.	2	.	.	.	.	\$ 101,500				X
Liberal Arts & Social Sciences	Communication	Vaughan, Thomas	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	.	.	.	.	.	.	\$ 24,000			X	
Liberal Arts & Social Sciences	Communication	Vaughan, Thomas	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 24,000			X	
Liberal Arts & Social Sciences	Communication	Xiao, Zhiwen	Professor	F	40%	40%	20%	100%	1	1	1	.	.	.	2	\$ 108,340				X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	Communication	Yamasaki,Jill	Associate Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	1	.	1	1	.	.	\$ 89,022				X
Liberal Arts & Social Sciences	Communication Disorders	Andrews,Chereece	Clinical Asst Prof	F	0%	40%	60%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 94,982	X			X
Liberal Arts & Social Sciences	Communication Disorders	Blake,Margaret	Professor	F	20%	20%	60%	100%	.	.	2	.	.	.	.	.	.	1	.	.	\$ 110,628				X
Liberal Arts & Social Sciences	Communication Disorders	Brittain,Terrell	Assistant Professor, Instruct	F	0%	80%	20%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 65,964				X
Liberal Arts & Social Sciences	Communication Disorders	Bunta,Ferenc	Associate Professor	F	60%	20%	20%	100%	2	.	.	2	.	.	2	.	.	1	.	.	\$ 94,696				X
Liberal Arts & Social Sciences	Communication Disorders	Castilla-Earls,Anny	Professor	F	70%	10%	20%	100%	.	.	.	3	.	.	.	.	1	2	.	.	\$ 154,200				X
Liberal Arts & Social Sciences	Communication Disorders	Cizek,Laura	Clinical Assoc Prof	F	0%	60%	40%	100%	.	.	1	1	.	.	1	.	1	1	.	.	\$ 82,905				X
Liberal Arts & Social Sciences	Communication Disorders	Daniels,Stephanie	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	1	.	1	.	.	.	\$ 119,812				X
Liberal Arts & Social Sciences	Communication Disorders	Dial,Heather	Assistant Professor	F	70%	20%	10%	100%	2	1	.	1	.	.	3	2	.	2	.	.	\$ 70,000				X
Liberal Arts & Social Sciences	Communication Disorders	Ermgodts,Katherine	Clinical Asst Prof	F	0%	80%	20%	100%	2	.	.	1	.	.	1	.	.	1	.	.	\$ 76,500				X
Liberal Arts & Social Sciences	Communication Disorders	Gietz,Merrilee	Associate Professor, Instruct	F	0%	80%	20%	100%	5	.	.	.	.	.	4	.	.	.	.	.	\$ 69,774			X	
Liberal Arts & Social Sciences	Communication Disorders	Hill,Sharon	Assistant Professor, Instruct	F	0%	60%	40%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 91,610				X
Liberal Arts & Social Sciences	Communication Disorders	Ivey,Michelle	Associate Professor, Instruct	F	0%	70%	30%	100%	3	.	.	1	.	.	5	.	.	.	.	.	\$ 76,305			X	
Liberal Arts & Social Sciences	Communication Disorders	Joshi,Ashwini	Associate Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	.	.	.	.	.	.	\$ 85,175				X
Liberal Arts & Social Sciences	Communication Disorders	Maher,Lynn	Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	.	.	.	1	.	.	\$ 140,781				X
Liberal Arts & Social Sciences	Communication Disorders	Mills,Monique	Associate Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 106,100			X	
Liberal Arts & Social Sciences	Communication Disorders	Ross,Byron	Associate Professor, Instruct	F	0%	80%	20%	100%	3	.	.	.	.	.	1	.	1	.	.	.	\$ 83,467				X
Liberal Arts & Social Sciences	Communication Disorders	Thiessen,Amber	Associate Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	1	2	1	.	.	\$ 85,080				X
Liberal Arts & Social Sciences	Communication Disorders	Wynn,Camille	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 75,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Brown,Kenneth	Professor	F	40%	40%	20%	100%	2	2	.	2	.	.	2	1	.	2	.	.	\$ 115,916				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	De Genova,Nicholas	Professor	F	20%	20%	60%	100%	1	.	1	.	.	.	1	.	1	.	.	.	\$ 118,164				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Eberhart,Christian	Professor	F	40%	30%	30%	100%	1	1	.	.	.	.	1	.	.	.	.	.	\$ 119,375			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Ghazali,Marwa	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	1	.	1	.	.	.	\$ 75,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Gordon,Andrew	Associate Professor	F	40%	40%	20%	100%	1	.	1	2	.	.	.	.	.	.	.	.	\$ 78,869				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Hannaford,Dinah	Associate Professor	F	40%	40%	20%	100%	.	.	1	.	.	.	1	.	1	.	.	.	\$ 93,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	McNeal,Keith	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 93,580				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Oliva,Luca	Assistant Professor	F	30%	40%	30%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 76,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Picozza,Fiorenza	Visiting Scholar	F	0%	100%	0%	100%	.	.	.	.	.	.	3	1	.	.	.	.	\$ 65,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Quinn,Rachel	Associate Professor	F	30%	40%	30%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 88,508			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Rasmussen,Susan	Professor	F	40%	40%	20%	100%	2	2	1	.	.	.	2	1	1	1	.	.	\$ 109,856				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Sen,Debarati	Associate Professor	F	30%	40%	30%	100%	1	1	.	1	.	.	.	.	2	.	.	.	\$ 84,300				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Small,Ivan	Associate Professor	F	40%	40%	20%	100%	2	.	2	.	.	.	.	.	.	.	.	.	\$ 93,000			X	
Liberal Arts & Social Sciences	Economics	Boul,Ruxandra	Associate Professor, Instruct	F	0%	50%	50%	100%	2	.	.	.	.	.	1	.	1	.	.	.	\$ 102,017			X	
Liberal Arts & Social Sciences	Economics	Canen,Nathan	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 142,000				X
Liberal Arts & Social Sciences	Economics	Chin,Aimee	Professor	F	40%	40%	20%	100%	.	.	3	1	.	.	1	.	2	1	.	.	\$ 203,785				X
Liberal Arts & Social Sciences	Economics	Craig,Steven	Professor	F	40%	40%	20%	100%	.	.	3	1	.	.	.	.	.	1	.	.	\$ 197,555				X
Liberal Arts & Social Sciences	Economics	Cubas Norando,German	Associate Professor	F	40%	40%	20%	100%	1	.	2	1	.	.	.	.	4	1	.	.	\$ 146,501				X
Liberal Arts & Social Sciences	Economics	Friedman,Willa	Assistant Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	1	2	1	1	.	.	\$ 136,201				X
Liberal Arts & Social Sciences	Economics	Jiu,Haibin	Visiting Scholar	F	0%	100%	0%	100%	3	.	.	.	.	.	2	.	1	.	.	.	\$ 60,000				X
Liberal Arts & Social Sciences	Economics	Juhn,Chinhui	Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	.	.	.	1	.	.	\$ 226,699				X
Liberal Arts & Social Sciences	Economics	Kohlhase,Janet	Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 136,300				X
Liberal Arts & Social Sciences	Economics	Liu,Elaine	Professor	F	50%	30%	20%	100%	1	.	1	1	.	.	2	.	1	1	.	.	\$ 165,413				X
Liberal Arts & Social Sciences	Economics	Maheshri,Vikram	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	.	2	1	.	.	\$ 147,948				X
Liberal Arts & Social Sciences	Economics	Murray,Christian	Associate Professor	F	60%	40%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 132,024				X
Liberal Arts & Social Sciences	Economics	Nygaard,Vegard	Assistant Professor	F	50%	30%	20%	100%	1	.	1	1	.	.	.	.	.	1	.	.	\$ 127,500				X
Liberal Arts & Social Sciences	Economics	Paluszynski,Radoslaw	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	2	.	1	1	.	.	\$ 135,001			X	
Liberal Arts & Social Sciences	Economics	Papell,David	Professor	F	50%	30%	20%	100%	.	.	1	.	.	.	1	.	.	.	.	.	\$ 213,416				X
Liberal Arts & Social Sciences	Economics	Rubinstein,Yona	Professor of Practice	F	50%	50%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 125,000			X	
Liberal Arts & Social Sciences	Economics	Saboury,Piruz	Assistant Professor, Instruct	F	0%	80%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 70,000				X
Liberal Arts & Social Sciences	Economics	Sorensen,Bent	Professor	F	40%	40%	20%	100%	.	.	3	1	.	.	.	.	2	2	.	.	\$ 244,119				X
Liberal Arts & Social Sciences	Economics	Szabo,Andrea	Associate Professor	F	50%	30%	20%	100%	1	.	.	1	.	.	1	.	1	1	.	.	\$ 148,495				X
Liberal Arts & Social Sciences	Economics	Thornton,Rebecca	Associate Professor, Instruct	F	0%	50%	50%	100%	.	1	2	.	.	.	2	2	.	.	.	.	\$ 107,305			X	
Liberal Arts & Social Sciences	Economics	Ujhelyi,Gergely	Associate Professor	F	50%	30%	20%	100%	1	.	1	.	.	.	1	.	.	.	.	.	\$ 150,089				X
Liberal Arts & Social Sciences	Economics	Vollrath,Dietrich	Professor	F	30%	20%	50%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 182,415				X
Liberal Arts & Social Sciences	Economics	Wang,Fan	Associate Professor	F	40%	40%	20%	100%	.	.	2	.	.	.	.	.	.	.	.	.	\$ 141,401				X

**UH Annual Faculty Workload Report
2022-2023**

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 22-23 PERCENT (%) EFFORT				(#) Classes Taught Fall 2022						(#) Classes Taught Spring 2023						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Liberal Arts & Social Sciences	Economics	Yi,Kei-Mu	Professor	F	50%	30%	20%	100%	.	1	.	1	.	.	.	.	1	1	.	.	.	\$ 270,044			X	
Liberal Arts & Social Sciences	Economics	Zhivan,Natalia	Associate Professor, Instruct	F	0%	80%	20%	100%	2	.	.	.	.	.	.	1	.	1	.	.	.	\$ 89,276			X	
Liberal Arts & Social Sciences	English	Aboul-Ela,Hosam	Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	1	.	1	1	.	.	.	\$ 108,216				X
Liberal Arts & Social Sciences	English	Anderson,Claire	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	.	\$ 30,000				X
Liberal Arts & Social Sciences	English	Backus,Margot	Professor	F	40%	40%	20%	100%	2	2	.	.	.	.	3	1	.	.	.	.	.	\$ 106,256				X
Liberal Arts & Social Sciences	English	Belieu,Erin	Professor	F	40%	40%	20%	100%	.	1	1	.	.	.	1	.	1	.	.	.	.	\$ 141,175			X	
Liberal Arts & Social Sciences	English	Berger,Jason	Professor	F	40%	30%	30%	100%	.	.	1	1	.	.	1	.	1	1	.	.	.	\$ 108,505				X
Liberal Arts & Social Sciences	English	Burns,William	Lecturer	F	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 21,000			X	X
Liberal Arts & Social Sciences	English	Butler,Paul	Associate Professor	F	40%	40%	20%	100%	1	.	1	2	.	.	2	.	.	2	.	.	.	\$ 112,600				X
Liberal Arts & Social Sciences	English	Chatham,Donna	Lecturer	F	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 21,000			X	X
Liberal Arts & Social Sciences	English	Chatterjee,Sreya	Assistant Professor	F	50%	0%	50%	100%	1	.	1	.	.	.	2	.	.	1	.	.	.	\$ 74,965				X
Liberal Arts & Social Sciences	English	Christensen,Ann	Professor	F	40%	20%	40%	100%	1	.	.	1	.	.	1	.	.	2	.	.	.	\$ 121,908				X
Liberal Arts & Social Sciences	English	Colombe,Audrey	Associate Professor	F	0%	40%	60%	100%	1	.	.	.	.	.	.	.	1	.	.	.	.	\$ 89,078			X	
Liberal Arts & Social Sciences	English	Connolly,Sally	Associate Professor	F	50%	0%	50%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 88,244				X
Liberal Arts & Social Sciences	English	Davies,Daniel	Assistant Professor	F	40%	40%	20%	100%	.	.	1	.	.	.	1	.	.	2	.	.	.	\$ 76,312				X
Liberal Arts & Social Sciences	English	Downey,Carlton	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	5	.	.	.	.	.	.	\$ 30,000				X
Liberal Arts & Social Sciences	English	Duran,Chatwara	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	1	.	.	.	.	.	.	\$ 85,912				X
Liberal Arts & Social Sciences	English	Ehlers,Sarah	Associate Professor	F	40%	40%	20%	100%	.	.	1	14	.	.	.	.	.	6	.	.	.	\$ 92,012			X	
Liberal Arts & Social Sciences	English	Ellis,Amanda	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	1	.	.	3	.	.	.	\$ 83,961			X	
Liberal Arts & Social Sciences	English	Ferguson,Jamie	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 76,458				X
Liberal Arts & Social Sciences	English	Gonzalez,Maria	Associate Professor	F	30%	30%	40%	100%	.	.	.	1	.	.	1	.	.	1	.	.	.	\$ 88,107				X
Liberal Arts & Social Sciences	English	Gregory,Elizabeth	Professor	F	40%	20%	40%	100%	3	.	.	.	.	.	1	.	1	.	.	.	.	\$ 131,383				X
Liberal Arts & Social Sciences	English	Guajardo,Paul	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 66,990				X
Liberal Arts & Social Sciences	English	Harrell,Haylee	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	1	1	.	.	.	.	\$ 75,000			X	
Liberal Arts & Social Sciences	English	Harris,Francine	Professor	F	40%	40%	20%	100%	.	.	.	3	.	.	1	.	.	2	.	.	.	\$ 119,109				X
Liberal Arts & Social Sciences	English	Kastely,James	Professor	F	40%	20%	40%	100%	.	.	.	1	.	.	.	.	1	1	.	.	.	\$ 128,809				X
Liberal Arts & Social Sciences	English	Lecourt,Sebastian	Associate Professor	F	40%	40%	20%	100%	1	1	.	.	.	.	.	1	1	.	.	.	.	\$ 87,432			X	
Liberal Arts & Social Sciences	English	Lee,Eunjeong	Assistant Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	2	.	.	1	.	.	.	\$ 81,581				X
Liberal Arts & Social Sciences	English	Long,Steven	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	5	.	.	.	.	.	.	\$ 30,000				X
Liberal Arts & Social Sciences	English	Majumder,Auritro	Associate Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	2	.	.	2	.	.	.	\$ 94,387				X
Liberal Arts & Social Sciences	English	Mazella,David	Associate Professor	F	40%	40%	20%	100%	2	.	.	3	.	.	2	.	.	2	.	.	.	\$ 84,016				X
Liberal Arts & Social Sciences	English	Mikics,David	Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	4	.	1	.	.	.	.	\$ 120,558				X
Liberal Arts & Social Sciences	English	Murray,Christopher	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	.	\$ 30,000				X
Liberal Arts & Social Sciences	English	Parsons,Alexander	Associate Professor	F	40%	20%	40%	100%	.	.	.	1	.	.	.	.	2	.	.	.	.	\$ 120,419				X
Liberal Arts & Social Sciences	English	Peynado,Brenda	Assistant Professor	F	0%	100%	0%	100%	.	.	2	1	.	.	.	.	1	3	.	.	.	\$ 87,371				X
Liberal Arts & Social Sciences	English	Presswood,Phillip	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	5	.	.	.	.	.	.	\$ 30,000				X
Liberal Arts & Social Sciences	English	Prufer,Kevin	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	.	2	.	4	.	.	.	\$ 150,518				X
Liberal Arts & Social Sciences	English	Rolater,Sara	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	4	.	.	.	.	.	.	\$ 30,000				X
Liberal Arts & Social Sciences	English	Serpas,Martha	Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	1	.	1	2	.	.	.	\$ 134,911				X
Liberal Arts & Social Sciences	English	Shepley,Nathan	Associate Professor	F	40%	40%	20%	100%	2	.	.	1	.	.	1	.	1	2	.	.	.	\$ 92,139				X
Liberal Arts & Social Sciences	English	Sicinski,Michael	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	.	.	.	.	.	.	.	\$ 27,000			X	X
Liberal Arts & Social Sciences	English	Sicinski,Michael	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	5	.	1	.	.	.	.	\$ 27,000			X	X
Liberal Arts & Social Sciences	English	Singh,Kavita	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	2	.	.	.	.	.	.	\$ 78,483				X
Liberal Arts & Social Sciences	English	Snediker,Michael	Professor	F	40%	40%	20%	100%	2	.	.	2	.	.	1	1	1	1	.	.	.	\$ 109,066				X
Liberal Arts & Social Sciences	English	Stewart-Steele,Heather	Lecturer	F	0%	100%	0%	100%	6	.	.	.	.	.	.	.	.	.	.	.	.	\$ 27,000				X
Liberal Arts & Social Sciences	English	Stewart-Steele,Heather	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	4	.	.	.	.	.	.	\$ 27,000				X
Liberal Arts & Social Sciences	English	Stock,Lorraine	Professor	F	40%	40%	20%	100%	2	.	1	3	.	.	2	.	1	1	.	.	.	\$ 105,496				X
Liberal Arts & Social Sciences	English	Tejada,Roberto	Professor	F	40%	30%	30%	100%	.	.	2	4	.	.	.	.	.	5	.	.	.	\$ 183,365				X
Liberal Arts & Social Sciences	English	Turchi,Peter	Professor	F	40%	40%	20%	100%	1	.	1	3	.	.	.	.	1	2	.	.	.	\$ 162,298				X
Liberal Arts & Social Sciences	English	Voskuil,Lynn	Associate Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	.	.	2	.	.	.	.	\$ 90,963				X
Liberal Arts & Social Sciences	English	Wingard,Jennifer	Associate Professor	F	40%	30%	30%	100%	.	.	.	4	.	.	2	.	.	3	.	.	.	\$ 90,422				X
Liberal Arts & Social Sciences	English	Womble,David	Assistant Professor	F	40%	40%	20%	100%	1	.	1	2	.	.	.	.	1	.	.	.	.	\$ 76,914				X
Liberal Arts & Social Sciences	English	Wong,Karen	Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	.	.	1	.	.	.	.	\$ 101,527				X
Liberal Arts & Social Sciences	English	Wood,Barry	Associate Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 62,163				X
Liberal Arts & Social Sciences	English	Yang,Sunny	Assistant Professor	F	50%	20%	20%	100%	1	\$ 81,320				X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	English	Zamora,Lois	Professor	F	40%	40%	20%	100%	.	.	.	2	.	.	3	.	1	2	.	.	\$ 143,017				X
Liberal Arts & Social Sciences	English	Zentz,Lauren	Professor	F	40%	40%	20%	100%	1	3	1	.	.	.	\$ 95,822				X	
Liberal Arts & Social Sciences	Health & Human Performance	Alastuey,Lisa	Clinical Professor	F	10%	70%	20%	100%	6	.	1	.	.	5	\$ 72,257			X		
Liberal Arts & Social Sciences	Health & Human Performance	Arellano,Christopher	Assistant Professor	F	40%	40%	20%	100%	1	.	4	.	.	1	.	4	.	.	\$ 88,397				X		
Liberal Arts & Social Sciences	Health & Human Performance	Breslin,Whitney	Clinical Assoc Prof	F	0%	80%	20%	100%	8	.	.	.	.	12	.	.	.	.	\$ 70,557				X
Liberal Arts & Social Sciences	Health & Human Performance	Cottingham,Michael	Associate Professor	F	40%	40%	20%	100%	2	1	1	2	.	2	2	1	1	.	\$ 90,964				X		
Liberal Arts & Social Sciences	Health & Human Performance	Ferrell,Carla	Clinical Asst Prof	F	0%	70%	30%	100%	3	.	1	.	.	2	.	1	.	.	\$ 63,702			X			
Liberal Arts & Social Sciences	Health & Human Performance	Gorniak,Stacey	Associate Professor	F	40%	30%	30%	100%	1	.	1	1	.	1	.	2	.	.	\$ 95,747				X		
Liberal Arts & Social Sciences	Health & Human Performance	Graham,Marilynn	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	6	.	.	.	.	\$ 50,950			X	
Liberal Arts & Social Sciences	Health & Human Performance	Gray,Jon	Instructional Professor	F	0%	70%	10%	100%	5	.	.	.	.	5	.	.	.	.	\$ 52,777			X	
Liberal Arts & Social Sciences	Health & Human Performance	Hamilton,Marc	Professor	F	50%	30%	20%	100%	1	.	.	.	.	1	.	.	1	.	\$ 177,632				X
Liberal Arts & Social Sciences	Health & Human Performance	Harrison,Layci	Clinical Asst Prof	F	30%	50%	20%	100%	.	.	2	1	.	.	.	3	1	.	\$ 64,123			X			
Liberal Arts & Social Sciences	Health & Human Performance	Haubrick,Kevin	Clinical Assoc Prof	F	0%	80%	20%	100%	2	.	1	4	.	2	.	1	5	.	\$ 83,675			X			
Liberal Arts & Social Sciences	Health & Human Performance	Hawkins,Billy	Professor	F	40%	40%	20%	100%	1	.	1	.	.	1	.	1	.	.	\$ 142,174				X		
Liberal Arts & Social Sciences	Health & Human Performance	Johnston,Craig	Associate Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	2	1	.	\$ 92,821				X		
Liberal Arts & Social Sciences	Health & Human Performance	Knoblauch,Mark	Clinical Assoc Prof	F	30%	50%	20%	100%	.	.	2	2	.	.	.	3	1	.	\$ 72,241			X			
Liberal Arts & Social Sciences	Health & Human Performance	LaVoy,Emily	Associate Professor	F	40%	40%	20%	100%	10	.	.	3	.	10	.	1	3	.	\$ 86,435				X		
Liberal Arts & Social Sciences	Health & Human Performance	Layne,Charles	Professor	F	40%	30%	30%	100%	1	.	.	4	.	1	.	.	1	.	\$ 155,427				X		
Liberal Arts & Social Sciences	Health & Human Performance	Ledoux,Tracey	Associate Professor	F	40%	40%	20%	100%	1	1	.	1	.	1	.	1	1	.	\$ 90,354				X		
Liberal Arts & Social Sciences	Health & Human Performance	Lee,Beom Chan	Associate Professor	F	60%	30%	10%	100%	1	.	.	.	.	.	.	.	.	.	\$ 100,189				X
Liberal Arts & Social Sciences	Health & Human Performance	Lee,Dong Hun	Associate Professor	F	40%	40%	20%	100%	1	.	1	1	.	1	.	1	1	.	\$ 88,866				X		
Liberal Arts & Social Sciences	Health & Human Performance	Markofski,Melissa	Associate Professor	F	60%	30%	10%	100%	3	.	1	2	.	8	.	.	1	.	\$ 89,478				X		
Liberal Arts & Social Sciences	Health & Human Performance	Ogunrinde,Joyce	Assistant Professor	F	60%	20%	20%	100%	1	.	1	1	.	2	.	.	2	.	\$ 75,646				X		
Liberal Arts & Social Sciences	Health & Human Performance	Parikh,Pranav	Associate Professor	F	40%	40%	20%	100%	2	.	.	2	.	1	.	1	2	.	\$ 91,063				X		
Liberal Arts & Social Sciences	Health & Human Performance	Park,Seoung Hoon	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	1	.	.	.	.	\$ 79,000			X	
Liberal Arts & Social Sciences	Health & Human Performance	Park,Yoonjung	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	2	.	.	1	.	\$ 93,020				X
Liberal Arts & Social Sciences	Health & Human Performance	Pearson,Demetrius	Associate Professor	F	30%	40%	30%	100%	1	.	1	2	.	1	.	1	.	.	\$ 75,329				X		
Liberal Arts & Social Sciences	Health & Human Performance	Scott,Claudia	Clinical Assoc Prof	F	10%	30%	60%	100%	2	.	.	.	.	1	.	1	.	.	\$ 70,648				X
Liberal Arts & Social Sciences	Health & Human Performance	Svendsen-Sanchez,Ann	Clinical Asst Prof	F	0%	90%	10%	100%	6	.	.	.	.	6	.	.	.	.	\$ 63,365			X	
Liberal Arts & Social Sciences	Health & Human Performance	Thrasher,Timothy	Associate Professor	F	40%	40%	20%	100%	1	.	.	.	.	1	.	.	.	.	\$ 75,907				X
Liberal Arts & Social Sciences	Health & Human Performance	Vollrath,Kirstin	Professor of Practice	F	0%	100%	0%	100%	3	.	.	.	.	4	.	.	.	.	\$ 70,394				X
Liberal Arts & Social Sciences	Health & Human Performance	Walsh,David	Clinical Assoc Prof	F	20%	50%	30%	100%	3	2	1	2	.	3	2	1	1	.	\$ 77,363			X			
Liberal Arts & Social Sciences	Health & Human Performance	Yellen,Joshua	Clinical Assoc Prof	F	10%	20%	70%	100%	.	.	4	.	.	.	.	.	.	.	\$ 117,786			X	
Liberal Arts & Social Sciences	Health & Human Performance	Yoon,Cynthia	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	2	.	.	.	.	\$ 76,500				X
Liberal Arts & Social Sciences	Hispanic Studies	Arboleda,Paola	Assistant Professor, Instruct	F	0%	30%	70%	100%	1	.	.	.	.	1	.	.	.	.	\$ 61,516			X	
Liberal Arts & Social Sciences	Hispanic Studies	Cuesta,Mabel	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	2	.	.	.	.	\$ 86,276				X
Liberal Arts & Social Sciences	Hispanic Studies	De Los Reyes Heredia,Jose	Associate Professor	F	50%	20%	30%	100%	.	.	.	2	.	.	.	2	.	.	\$ 90,557				X		
Liberal Arts & Social Sciences	Hispanic Studies	Fairclough,Marta	Professor	F	40%	40%	20%	100%	9	.	.	2	.	6	.	1	4	.	\$ 107,540				X		
Liberal Arts & Social Sciences	Hispanic Studies	Gellon,Sofia	Lecturer	F	0%	100%	0%	100%	38	.	1	.	.	36	.	.	.	.	\$ 55,000			X	
Liberal Arts & Social Sciences	Hispanic Studies	Goodin-Mayeda,Carrie	Associate Professor	F	40%	30%	30%	100%	1	.	1	2	.	1	.	1	2	.	\$ 80,478				X		
Liberal Arts & Social Sciences	Hispanic Studies	Gutierrez,Manuel	Professor	F	40%	40%	20%	100%	1	.	1	3	.	2	.	.	3	.	\$ 114,954				X		
Liberal Arts & Social Sciences	Hispanic Studies	Gutierrez,Pedro	Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	.	.	.	\$ 107,669				X
Liberal Arts & Social Sciences	Hispanic Studies	Hasbun,Rodrigo	Associate Professor	F	40%	40%	20%	100%	2	.	.	1	.	1	.	1	2	.	\$ 90,000				X		
Liberal Arts & Social Sciences	Hispanic Studies	Kanellos,Nicolas	Professor	F	40%	40%	20%	100%	.	.	1	3	.	.	.	1	2	.	\$ 182,600				X		
Liberal Arts & Social Sciences	Hispanic Studies	Lopez Otero,Julio Cesar	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	.	1	1	.	\$ 67,500				X
Liberal Arts & Social Sciences	Hispanic Studies	Martinez,Carlos	Lecturer	F	0%	100%	0%	100%	3	.	.	.	.	5	.	.	.	.	\$ 44,259			X	
Liberal Arts & Social Sciences	Hispanic Studies	Quintanilla,Guadalupe	Associate Professor	F	0%	100%	0%	100%	3	.	.	.	.	3	.	.	.	.	\$ 50,303				X
Liberal Arts & Social Sciences	Hispanic Studies	Rivera Garza,Cristina	Professor	F	60%	30%	10%	100%	.	.	1	2	.	1	.	.	3	.	\$ 182,154			X			
Liberal Arts & Social Sciences	Hispanic Studies	Ruisanchez Serra,Jose Ramon	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	3	.	.	.	.	\$ 85,665				X
Liberal Arts & Social Sciences	Hispanic Studies	Ruiz,Eugenia	Lecturer	F	0%	90%	10%	100%	1	.	.	.	.	1	.	.	.	.	\$ 51,083			X	
Liberal Arts & Social Sciences	Hispanic Studies	Sisk,Christina	Associate Professor	F	60%	20%	20%	100%	2	.	.	.	.	1	.	1	.	.	\$ 77,213				X
Liberal Arts & Social Sciences	Hispanic Studies	Solino,Maria	Professor	F	40%	20%	40%	100%	.	.	.	2	.	1	.	2	.	.	\$ 111,881				X		
Liberal Arts & Social Sciences	Hispanic Studies	Ventura,Gabriela	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	1	1	.	\$ 85,001				X
Liberal Arts & Social Sciences	Hispanic Studies	Zubiate,Maria	Assistant Professor, Instruct	F	40%	40%	20%	100%	3	.	.	.	.	3	.	.	1	.	\$ 56,754			X	
Liberal Arts & Social Sciences	History	Bhattacharya,Nandini	Associate Professor	F	40%	40%	20%	100%	2	1	\$ 88,000				X		

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	History	Boyd,Sarah	Professor	F	40%	20%	40%	100%	.	.	1	.	.	.	1	\$ 116,007				X	
Liberal Arts & Social Sciences	History	Buzzanco,Robert	Professor	F	40%	40%	20%	100%	2	.	.	.	.	2	.	.	.	.	\$ 98,976				X
Liberal Arts & Social Sciences	History	Cedillo,Adela	Assistant Professor	F	50%	30%	20%	100%	2	.	.	.	.	1	.	.	.	.	\$ 71,678				X
Liberal Arts & Social Sciences	History	Chery,Tshepo	Assistant Professor	F	60%	20%	20%	100%	.	.	.	.	.	1	.	.	1	.	\$ 85,678				X
Liberal Arts & Social Sciences	History	Clavin,Matthew	Professor	F	40%	40%	20%	100%	2	.	.	2	.	2	.	.	1	.	\$ 116,578				X		
Liberal Arts & Social Sciences	History	Cong,Xiaoping	Professor	F	40%	40%	20%	100%	.	.	.	.	.	2	.	.	.	.	\$ 107,146				X
Liberal Arts & Social Sciences	History	Deyle,Steven	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	2	.	.	.	.	\$ 77,250				X
Liberal Arts & Social Sciences	History	Gharala,Norah	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	\$ 75,428				X
Liberal Arts & Social Sciences	History	Goldberg,Mark	Associate Professor	F	40%	40%	20%	100%	2	.	.	1	.	2	.	.	4	.	\$ 85,253				X		
Liberal Arts & Social Sciences	History	Golubev,Alexey	Associate Professor	F	40%	40%	20%	100%	2	.	.	1	.	2	.	.	.	.	\$ 89,838			X	
Liberal Arts & Social Sciences	History	Harwell,Debbie	Assistant Professor, Instruct	F	0%	100%	0%	100%	2	.	.	.	.	2	.	.	.	.	\$ 50,530				X
Liberal Arts & Social Sciences	History	Hernandez,Jose	Associate Professor	F	60%	20%	20%	100%	1	1	.	.	.	1	1	1	2	.	\$ 102,430			X			
Liberal Arts & Social Sciences	History	Holt,Frank	Professor	F	40%	40%	20%	100%	2	.	.	.	.	2	.	.	.	.	\$ 130,953				X
Liberal Arts & Social Sciences	History	Hopkins,Kelly	Assistant Professor	F	60%	20%	20%	100%	13	.	1	.	.	14	.	.	.	.	\$ 71,678				X
Liberal Arts & Social Sciences	History	Horne,Gerald	Professor	F	90%	0%	10%	100%	.	.	.	.	.	.	.	.	.	.	\$ 112,094				X
Liberal Arts & Social Sciences	History	Howard,Philip	Professor	F	90%	0%	10%	100%	2	.	.	3	.	2	.	.	3	.	\$ 109,848				X		
Liberal Arts & Social Sciences	History	Iltmann,Karl	Professor	F	90%	0%	10%	100%	2	.	.	.	.	2	.	.	.	.	\$ 103,995				X
Liberal Arts & Social Sciences	History	Johnson,Michele	Assistant Professor, Instruct	F	60%	20%	20%	100%	26	.	.	.	.	14	.	.	.	.	\$ 50,000			X	
Liberal Arts & Social Sciences	History	Klieman,Kairn	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	1	.	.	1	.	\$ 83,832				X
Liberal Arts & Social Sciences	History	McNally,David	Professor	F	60%	20%	20%	100%	1	.	.	3	.	.	.	4	.	.	\$ 169,053			X			
Liberal Arts & Social Sciences	History	Milanesio,Natalia	Professor	F	40%	40%	20%	100%	2	2	.	.	.	2	.	.	.	.	\$ 112,244				X
Liberal Arts & Social Sciences	History	Mizelle,Richard	Associate Professor	F	70%	10%	20%	100%	2	.	.	1	.	2	.	.	2	.	\$ 89,480				X		
Liberal Arts & Social Sciences	History	Neumann,Kristina	Associate Professor	F	40%	30%	30%	100%	.	.	.	3	.	.	.	3	.	.	\$ 85,438			X			
Liberal Arts & Social Sciences	History	Patterson,Catherine	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	1	1	.	.	.	\$ 90,687				X
Liberal Arts & Social Sciences	History	Perales,Monica	Associate Professor	F	40%	40%	20%	100%	1	.	1	2	.	.	.	1	2	.	\$ 97,360				X		
Liberal Arts & Social Sciences	History	Ramos,Raul	Associate Professor	F	40%	40%	20%	100%	2	.	.	2	.	2	.	.	2	.	\$ 95,228				X		
Liberal Arts & Social Sciences	History	Rector,Josiah	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	1	1	1	.	.	\$ 73,178				X
Liberal Arts & Social Sciences	History	Reed,Linda	Associate Professor	F	40%	10%	50%	100%	1	.	1	1	.	2	.	.	.	.	\$ 98,865				X
Liberal Arts & Social Sciences	History	Romero,Todd	Associate Professor	F	40%	10%	50%	100%	1	.	.	1	.	.	.	1	.	.	\$ 93,106				X		
Liberal Arts & Social Sciences	History	Sbardellati,John	Visiting Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	.	.	.	.	\$ 117,684				X
Liberal Arts & Social Sciences	History	Schafer,James	Associate Professor	F	40%	30%	30%	100%	1	.	.	1	.	1	.	.	1	.	\$ 85,184				X		
Liberal Arts & Social Sciences	History	Takriti,Abdel Razzaq	Associate Professor	F	40%	40%	20%	100%	.	.	.	1	.	.	.	2	.	.	\$ 116,512			X			
Liberal Arts & Social Sciences	History	Young,Nancy	Professor	F	40%	20%	40%	100%	2	1	.	6	.	.	.	1	6	.	\$ 127,360				X		
Liberal Arts & Social Sciences	History	Yuksel,Emire	Associate Professor	F	60%	20%	20%	100%	1	.	1	.	.	.	.	1	.	.	\$ 81,466			X	
Liberal Arts & Social Sciences	History	Zarnow,Leandra	Associate Professor	F	40%	30%	30%	100%	.	.	.	2	.	.	.	1	.	.	\$ 86,781				X		
Liberal Arts & Social Sciences	Mexican-American Studies	Gutierrez,Ramon	Visiting Scholar	F	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	\$ 55,000				X
Liberal Arts & Social Sciences	Mexican-American Studies	Quiroz,Pamela	Professor	F	20%	0%	80%	100%	.	.	.	.	.	.	.	.	.	.	\$ 216,333				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Ambikaipaker,Mohan	Associate Professor	F	40%	40%	20%	100%	1	.	.	.	.	1	.	.	.	.	\$ 90,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Armstrong,Richard	Associate Professor	F	40%	40%	20%	100%	2	.	.	.	.	2	.	.	.	.	\$ 84,314				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Back,Eunkyung	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	5	.	.	.	.	\$ 26,000			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Bandmann,Tanya	Lecturer	F	0%	100%	0%	100%	6	.	.	.	.	.	.	.	.	.	\$ 23,000			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Bandmann,Tanya	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	2	.	1	.	.	\$ 23,000			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Behr,Francesca	Professor	F	40%	30%	30%	100%	2	.	.	.	.	3	.	.	.	.	\$ 96,400				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Carrera,Alessandro	Professor	F	40%	30%	30%	100%	4	.	2	.	.	2	.	2	.	.	\$ 115,058				X		
Liberal Arts & Social Sciences	Modern & Classical Languages	Centeno,Daniel	Visiting Scholar	F	0%	70%	30%	100%	4	.	.	.	.	4	.	.	.	.	\$ 40,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Due Hackney,Casey	Professor	F	40%	30%	30%	100%	3	.	.	.	.	2	.	1	.	.	\$ 112,229				X
Liberal Arts & Social Sciences	Modern & Classical Languages	El-Badawi,Emran	Associate Professor	F	20%	20%	60%	100%	1	.	.	.	.	1	.	.	.	.	\$ 98,914				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Ercolani,Monica	Associate Professor, Instruct	F	0%	60%	40%	100%	5	.	.	.	.	4	.	.	.	.	\$ 53,019				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Giacchetti,Claudine	Professor	F	40%	30%	30%	100%	3	.	1	.	.	1	.	.	.	.	\$ 108,649				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Glass,Hildegard	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	2	.	.	.	.	\$ 82,005				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Green,Viola	Assistant Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	3	.	1	.	.	\$ 53,373				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Kidder,Kathleen	Professor of Practice	F	0%	100%	0%	100%	4	.	.	.	.	4	.	.	.	.	\$ 50,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Kleinheider,Julia	Associate Professor, Instruct	F	0%	70%	30%	100%	3	1	.	.	.	3	.	.	.	.	\$ 53,550				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Li,Melody Yunzi	Assistant Professor	F	40%	40%	20%	100%	3	.	1	.	.	2	.	.	.	.	\$ 66,570				X
Liberal Arts & Social Sciences	Modern & Classical Languages	LIU,JING	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	5	.	.	.	.	\$ 26,000			X	

**UH Annual Faculty Workload Report
2022-2023**

**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 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	Modern & Classical Languages	Majumder,Sarasij	Associate Professor	F	40%	30%	30%	100%	5	.	.	.	.	.	4	.	.	1	.	.	\$ 87,210				X
Liberal Arts & Social Sciences	Modern & Classical Languages	McArthur,Charles	Professor of Practice	F	0%	80%	20%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 53,789				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Nguyen,Duy	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 73,151				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Ramirez,Marie	Professor	F	40%	40%	20%	100%	2	.	1	.	.	.	2	.	1	.	.	.	\$ 100,203				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Taha,Asmaa	Lecturer	F	0%	100%	0%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 32,000			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Tamber-Rosenau,Caryn	Associate Professor, Instruct	F	0%	70%	30%	100%	5	.	.	.	.	.	4	.	.	.	.	.	\$ 69,432			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Tiwari,Bhavya	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 64,820			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Wang,Wei	Assistant Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	1	.	1	.	.	.	\$ 67,043			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Wen,Xiaohong	Professor	F	40%	30%	30%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 122,407				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Wilson,Celine	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	6	.	.	.	.	.	\$ 28,000			X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Zhang,Jing	Associate Professor, Instruct	F	0%	80%	20%	100%	6	.	.	.	.	.	5	.	.	.	.	.	\$ 51,269				X
Liberal Arts & Social Sciences	Philosophy	Buckner,Cameron	Associate Professor	F	70%	20%	10%	100%	2	.	.	1	.	.	2	.	.	.	.	.	\$ 93,260				X
Liberal Arts & Social Sciences	Philosophy	Coates,Daniel	Associate Professor	F	40%	40%	20%	100%	2	1	.	.	.	.	1	1	1	.	.	.	\$ 85,566				X
Liberal Arts & Social Sciences	Philosophy	Drapela,Nick	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	5	.	.	.	.	.	\$ 30,600			X	
Liberal Arts & Social Sciences	Philosophy	Haaga,Curtis	Lecturer	F	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 35,981				X
Liberal Arts & Social Sciences	Philosophy	Hattab,Helen	Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	1	.	.	1	.	.	\$ 102,234				X
Liberal Arts & Social Sciences	Philosophy	Loewenstein,Yael	Assistant Professor	F	40%	40%	20%	100%	2	1	.	1	.	.	2	1	.	.	.	.	\$ 75,777			X	
Liberal Arts & Social Sciences	Philosophy	Mag Uidhir,Christopher	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	1	.	1	.	.	.	\$ 102,944				X
Liberal Arts & Social Sciences	Philosophy	Oliveira,Luis	Associate Professor	F	70%	20%	10%	100%	1	.	1	.	.	.	2	.	.	1	.	.	\$ 84,699			X	
Liberal Arts & Social Sciences	Philosophy	Phillips,David	Professor	F	20%	20%	60%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 110,217				X
Liberal Arts & Social Sciences	Philosophy	Sommers,Tamler	Professor	F	40%	40%	20%	100%	3	.	.	.	.	.	2	.	.	1	.	.	\$ 98,373				X
Liberal Arts & Social Sciences	Philosophy	Weisberg,Joshua	Associate Professor	F	40%	40%	20%	100%	1	.	1	.	.	.	2	.	.	1	.	.	\$ 83,401				X
Liberal Arts & Social Sciences	Philosophy	Yau,Claudia	Assistant Professor	F	50%	30%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 71,528				X
Liberal Arts & Social Sciences	Political Science	Abbott,Kenneth	Lecturer	F	0%	100%	0%	100%	5	.	1	.	.	.	6	.	.	.	.	.	\$ 15,000			X	X
Liberal Arts & Social Sciences	Political Science	Aleman,Eduardo	Associate Professor	F	50%	30%	20%	100%	1	1	.	.	.	.	2	.	.	1	.	.	\$ 104,266				X
Liberal Arts & Social Sciences	Political Science	Archer,Allison	Assistant Professor	F	50%	30%	20%	100%	2	.	1	.	.	.	2	.	.	1	.	.	\$ 88,342				X
Liberal Arts & Social Sciences	Political Science	Badas,Alex	Assistant Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 86,989			X	
Liberal Arts & Social Sciences	Political Science	Bagashka,Tanya	Associate Professor	F	50%	30%	20%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 94,964				X
Liberal Arts & Social Sciences	Political Science	Basinger,Scott	Associate Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	1	.	1	1	.	.	\$ 97,848				X
Liberal Arts & Social Sciences	Political Science	Cantu,Francisco	Associate Professor	F	50%	30%	20%	100%	.	.	.	1	.	.	1	.	1	2	.	.	\$ 96,091			X	
Liberal Arts & Social Sciences	Political Science	Casellas,Jason	Associate Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	1	.	.	1	.	.	\$ 109,957				X
Liberal Arts & Social Sciences	Political Science	Chatagnier,John	Associate Professor	F	50%	30%	20%	100%	1	.	1	2	.	.	2	.	.	2	.	.	\$ 96,507				X
Liberal Arts & Social Sciences	Political Science	Church,Jeffrey	Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	3	.	.	2	.	.	\$ 116,503				X
Liberal Arts & Social Sciences	Political Science	Clark,Jennifer	Associate Professor	F	50%	30%	20%	100%	1	.	1	1	.	.	.	.	2	1	.	.	\$ 120,452				X
Liberal Arts & Social Sciences	Political Science	Clifford,Scott	Associate Professor	F	50%	30%	20%	100%	.	.	2	1	.	.	1	.	.	1	.	.	\$ 103,200				X
Liberal Arts & Social Sciences	Political Science	Cole,Jeffrey	Associate Professor, Instruct	F	0%	70%	30%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 76,704			X	
Liberal Arts & Social Sciences	Political Science	Contractor,Cyrus	Associate Professor, Instruct	F	0%	50%	50%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 79,009			X	
Liberal Arts & Social Sciences	Political Science	Cortina,Jeronimo	Associate Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 115,792				X
Liberal Arts & Social Sciences	Political Science	Fumurescu,Alin	Associate Professor	F	50%	30%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 46,883				X
Liberal Arts & Social Sciences	Political Science	Hawley,Michael	Assistant Professor	F	40%	40%	20%	100%	1	.	.	.	.	.	1	.	1	.	.	.	\$ 82,500				X
Liberal Arts & Social Sciences	Political Science	Jenke,Elizabeth	Assistant Professor	F	50%	30%	20%	100%	1	.	1	.	.	.	1	.	1	.	.	.	\$ 84,193				X
Liberal Arts & Social Sciences	Political Science	Jung,Jae Hee	Assistant Professor	F	50%	30%	20%	100%	.	.	1	.	.	.	2	1	.	.	.	.	\$ 84,062				X
Liberal Arts & Social Sciences	Political Science	Kennedy,Ryan	Professor	F	50%	30%	20%	100%	2	.	.	1	.	.	2	.	.	1	.	.	\$ 123,343				X
Liberal Arts & Social Sciences	Political Science	Kistner,Michael	Assistant Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 79,062				X
Liberal Arts & Social Sciences	Political Science	Koganzon,Rita	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 87,000				X
Liberal Arts & Social Sciences	Political Science	Littlepage,Kelley	Assistant Professor, Instruct	F	0%	70%	30%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 63,293				X
Liberal Arts & Social Sciences	Political Science	Marcinek,Elizabeth	Associate Professor	F	50%	30%	20%	100%	2	.	.	2	.	.	2	.	.	1	.	.	\$ 100,639				X
Liberal Arts & Social Sciences	Political Science	Marinov,Nikolay	Professor	F	50%	30%	20%	100%	2	.	.	2	.	.	1	.	.	1	.	.	\$ 106,912				X
Liberal Arts & Social Sciences	Political Science	Raychaudhuri,Tanika	Assistant Professor	F	50%	30%	20%	100%	1	.	1	.	.	.	2	.	.	.	.	.	\$ 86,952				X
Liberal Arts & Social Sciences	Political Science	Rottinghaus,Brandon	Professor	F	50%	30%	20%	100%	1	.	1	2	.	.	2	.	.	1	.	.	\$ 149,311				X
Liberal Arts & Social Sciences	Political Science	Scarrow,Susan	Professor	F	50%	30%	20%	100%	.	.	1	.	.	.	.	.	.	1	.	.	\$ 154,942				X
Liberal Arts & Social Sciences	Political Science	Shor,Boris	Associate Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	1	.	1	.	.	.	\$ 97,300				X
Liberal Arts & Social Sciences	Political Science	Sisman,Ozlem	Lecturer	F	0%	100%	0%	100%	4	1	.	.	.	.	.	.	.	.	.	.	\$ 28,000			X	
Liberal Arts & Social Sciences	Political Science	Sisman,Ozlem	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	4	1	.	.	.	.	\$ 28,000			X	
Liberal Arts & Social Sciences	Political Science	Tiede,Lydia	Associate Professor	F	50%	30%	20%	100%	2	.	.	3	.	.	2	.	.	1	.	.	\$ 100,014				X

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Liberal Arts & Social Sciences	Political Science	Vassiliou,Constantine	Visiting Scholar	F	50%	30%	20%	100%	5	.	.	1	.	.	3	.	.	.	.	.	.	\$ 65,000				X
Liberal Arts & Social Sciences	Political Science	Zhu,Ling	Associate Professor	F	50%	30%	20%	100%	.	.	2	2	.	.	.	.	2	2	.	.	.	\$ 121,542				X
Liberal Arts & Social Sciences	Political Science	Zwald,Zachary	Associate Professor, Instruct	F	0%	50%	50%	100%	3	.	.	.	.	.	2	.	.	.	.	.	.	\$ 75,010			X	
Liberal Arts & Social Sciences	Psychology	Agan,Herb	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	2	.	.	.	.	.	.	\$ 33,000			X	
Liberal Arts & Social Sciences	Psychology	Ahmed,Yusra	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 88,232		X		
Liberal Arts & Social Sciences	Psychology	Alfano,Candice	Professor	F	40%	40%	20%	100%	1	1	1	4	.	.	1	.	.	4	.	.	.	\$ 141,347				X
Liberal Arts & Social Sciences	Psychology	Alward,Beau	Assistant Professor	F	45%	35%	20%	100%	.	2	1	4	.	.	1	1	.	3	.	.	.	\$ 98,181			X	
Liberal Arts & Social Sciences	Psychology	Anderson,Jill	Associate Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	.	9	.	.	.	.	.	.	\$ 72,780			X	
Liberal Arts & Social Sciences	Psychology	Atherton,Olivia	Assistant Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	1	1	.	.	.	.	\$ 95,000			X	
Liberal Arts & Social Sciences	Psychology	Babcock,Julia	Professor	F	40%	40%	20%	100%	.	.	1	2	.	.	1	.	.	3	.	.	.	\$ 100,644				X
Liberal Arts & Social Sciences	Psychology	Bick,Johanna	Assistant Professor	F	40%	40%	20%	100%	.	.	.	4	.	.	.	.	1	5	.	.	.	\$ 97,209				X
Liberal Arts & Social Sciences	Psychology	Carlson,Coleen	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 155,751		X	X	
Liberal Arts & Social Sciences	Psychology	Cirino,Paul	Professor	F	45%	30%	25%	100%	.	.	2	1	.	.	.	.	2	2	.	.	.	\$ 150,599				X
Liberal Arts & Social Sciences	Psychology	Damian,Rodica	Associate Professor	F	40%	40%	20%	100%	2	.	.	4	.	.	.	.	1	2	.	.	.	\$ 104,113				X
Liberal Arts & Social Sciences	Psychology	Davidson,Kevin	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 161,702				X
Liberal Arts & Social Sciences	Psychology	Derrick,Jaye	Associate Professor	F	40%	40%	20%	100%	.	1	2	6	.	.	1	.	1	3	.	.	.	\$ 103,975				X
Liberal Arts & Social Sciences	Psychology	Fetterman,Adam	Assistant Professor	F	40%	40%	20%	100%	2	1	.	3	.	.	2	1	.	2	.	.	.	\$ 95,018				X
Liberal Arts & Social Sciences	Psychology	Foss,Donald	Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 243,030				X
Liberal Arts & Social Sciences	Psychology	Francis,David	Professor	F	50%	30%	20%	100%	.	.	1	1	.	.	.	.	1	.	.	.	.	\$ 282,374				X
Liberal Arts & Social Sciences	Psychology	Gallagher,Matthew	Professor	F	50%	30%	20%	100%	.	.	.	3	.	.	.	.	1	2	.	.	.	\$ 118,945				X
Liberal Arts & Social Sciences	Psychology	Garey,Lorra	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 130,000		X		
Liberal Arts & Social Sciences	Psychology	Grigorenko,Elena	Professor	F	40%	40%	20%	100%	1	1	2	4	.	.	1	.	.	5	.	.	.	\$ 274,016			X	
Liberal Arts & Social Sciences	Psychology	Haile,Colin	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 107,100		X	X	
Liberal Arts & Social Sciences	Psychology	Hernandez,Arturo	Professor	F	40%	40%	20%	100%	1	.	.	5	.	.	2	.	1	4	.	.	.	\$ 152,572				X
Liberal Arts & Social Sciences	Psychology	Knee,Clifford	Professor	F	40%	30%	30%	100%	1	.	.	3	.	.	1	.	.	2	.	.	.	\$ 141,750				X
Liberal Arts & Social Sciences	Psychology	Kosten,Therese	Professor	F	40%	35%	25%	100%	.	.	2	3	.	.	2	.	1	3	.	.	.	\$ 179,825				X
Liberal Arts & Social Sciences	Psychology	Kulesz,Paulina	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 91,119		X	X	X
Liberal Arts & Social Sciences	Psychology	Leasure,Jennifer	Professor	F	40%	40%	20%	100%	2	.	1	4	.	.	1	1	1	3	.	.	.	\$ 126,129				X
Liberal Arts & Social Sciences	Psychology	Medina,Luis	Assistant Professor	F	40%	40%	20%	100%	.	.	2	3	.	.	.	.	2	.	.	.	.	\$ 100,879			X	
Liberal Arts & Social Sciences	Psychology	Mehta,Paras	Associate Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	.	.	1	.	.	.	.	\$ 94,621				X
Liberal Arts & Social Sciences	Psychology	Miciak,Jeremy	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 98,899		X		
Liberal Arts & Social Sciences	Psychology	Naumova,Oxana	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 80,855		X		
Liberal Arts & Social Sciences	Psychology	Neighbors,Clayton	Professor	F	45%	30%	25%	100%	.	.	.	4	.	.	.	1	1	1	.	.	.	\$ 170,289				X
Liberal Arts & Social Sciences	Psychology	Ng,Vincent	Assistant Professor	F	45%	35%	20%	100%	2	.	.	3	.	.	.	.	1	4	.	.	.	\$ 93,636				X
Liberal Arts & Social Sciences	Psychology	Redmond,Brooke	Research Assistant Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	0	.	.	.	.	.	\$ 110,000		X	X	
Liberal Arts & Social Sciences	Psychology	Reyes,Denise	Assistant Professor	F	55%	25%	20%	100%	.	1	1	5	.	.	.	1	1	4	.	.	.	\$ 96,900				X
Liberal Arts & Social Sciences	Psychology	Sharp,Carla	Professor	F	45%	25%	30%	100%	.	1	1	4	.	.	.	1	.	3	.	.	.	\$ 191,400				X
Liberal Arts & Social Sciences	Psychology	Steinberg,Lynne	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	1	.	1	.	.	.	.	\$ 119,856				X
Liberal Arts & Social Sciences	Psychology	Tamber-Rosenau,Benjamin	Assistant Professor	F	40%	40%	20%	100%	3	.	.	4	.	.	1	.	1	5	.	.	.	\$ 90,387				X
Liberal Arts & Social Sciences	Psychology	Taylor,Pat	Research Associate Professor	F	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 94,118		X		
Liberal Arts & Social Sciences	Psychology	Venta,Amanda	Associate Professor	F	50%	30%	20%	100%	1	.	.	2	.	.	.	.	2	.	.	.	.	\$ 101,779				X
Liberal Arts & Social Sciences	Psychology	Viana,Andres	Associate Professor	F	55%	25%	20%	100%	1	.	.	3	.	.	.	.	1	4	.	.	.	\$ 108,679			X	
Liberal Arts & Social Sciences	Psychology	Vujanovic,Anka	Professor	F	40%	35%	25%	100%	.	.	1	4	.	.	.	.	1	3	.	.	.	\$ 129,496			X	
Liberal Arts & Social Sciences	Psychology	Walker,Rheeda	Professor	F	40%	40%	20%	100%	.	.	.	3	.	.	.	.	1	2	.	.	.	\$ 142,337				X
Liberal Arts & Social Sciences	Psychology	Williams,Michael	Assistant Professor	F	50%	30%	20%	100%	2	.	.	.	.	.	1	.	1	1	.	.	.	\$ 93,636				X
Liberal Arts & Social Sciences	Psychology	Woods,Steven	Professor	F	50%	30%	20%	100%	.	.	.	4	.	.	.	.	2	4	.	.	.	\$ 169,043				X
Liberal Arts & Social Sciences	Psychology	Yoshida,Hanako	Associate Professor	F	40%	40%	20%	100%	1	.	1	4	.	.	2	1	.	4	.	.	.	\$ 102,378				X
Liberal Arts & Social Sciences	Psychology	Zvolensky,Michael	Professor	F	60%	20%	20%	100%	.	2	.	4	.	.	.	3	.	4	.	.	.	\$ 281,140				X
Liberal Arts & Social Sciences	Public Administration Program	Koelling,Peter	Associate Professor, Instruct	F	20%	80%	0%	100%	.	.	1	2	.	.	1	.	1	1	.	.	.	\$ 81,450				X
Liberal Arts & Social Sciences	Public Administration Program	Yuasa,Toshiyuki	Associate Professor, Instruct	F	0%	75%	25%	100%	.	.	2	.	.	.	.	.	3	.	.	.	.	\$ 66,450				X
Liberal Arts & Social Sciences	Sociology	Adams,Jennifer	Lecturer	F	0%	100%	0%	100%	5	.	.	.	.	.	.	.	.	.	.	.	.	\$ 27,000	X		X	
Liberal Arts & Social Sciences	Sociology	Adams,Jennifer	Lecturer	F	0%	100%	0%	100%	.	.	.	.	.	.	5	.	.	.	.	.	.	\$ 27,000	X		X	
Liberal Arts & Social Sciences	Sociology	Anderson,Kathryn	Associate Professor	F	40%	30%	30%	100%	1	1	1	2	.	.	1	1	.	2	.	.	.	\$ 85,442				X
Liberal Arts & Social Sciences	Sociology	Baumle,Amanda	Professor	F	40%	40%	20%	100%	.	.	1	1	.	.	4	.	.	1	.	.	.	\$ 107,620				X
Liberal Arts & Social Sciences	Sociology	Dorsey,Patricia	Lecturer	F	0%	100%	0%	100%	5	\$ 27,000	X		X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Liberal Arts & Social Sciences	Sociology	Dorsey,Patricia	Lecturer	F	0%	100%	0%	100%	4	\$ 27,000	X			X	
Liberal Arts & Social Sciences	Sociology	Grigorian,Stella	Associate Professor, Instruct	F	0%	40%	60%	100%	3	.	.	.	.	.	2	.	.	.	.	.	\$ 72,657				X	
Liberal Arts & Social Sciences	Sociology	Hwang,Hyunseok	Assistant Professor	F	40%	40%	20%	100%	4	.	.	.	.	.	2	.	.	.	.	.	\$ 71,911				X	
Liberal Arts & Social Sciences	Sociology	Karner,Tracy Xavia	Associate Professor	F	30%	20%	50%	100%	.	1	.	2	.	.	.	1	.	2	.	.	\$ 100,156				X	
Liberal Arts & Social Sciences	Sociology	Katz,Sheila	Associate Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	1	.	1	1	.	.	\$ 85,611			X		
Liberal Arts & Social Sciences	Sociology	Kwan,Samantha	Associate Professor	F	40%	40%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 47,224				X	
Liberal Arts & Social Sciences	Sociology	Langa,Neema	Assistant Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 75,000			X		
Liberal Arts & Social Sciences	Sociology	Lee,Shayne	Associate Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	1	.	1	1	.	.	\$ 102,579				X	
Liberal Arts & Social Sciences	Sociology	Lorence,Jon	Professor	F	40%	40%	20%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 90,819				X	
Liberal Arts & Social Sciences	Sociology	Monserud,Maria	Associate Professor	F	40%	30%	30%	100%	1	.	.	2	.	.	2	.	.	.	.	.	\$ 86,356				X	
Liberal Arts & Social Sciences	Sociology	Nelson,Steven	Associate Professor, Instruct	F	0%	80%	20%	100%	4	.	.	.	.	.	3	.	1	.	.	.	\$ 71,289				X	
Liberal Arts & Social Sciences	Sociology	Savage,Scott	Associate Professor	F	40%	40%	20%	100%	1	.	1	1	.	.	1	.	1	1	.	.	\$ 92,054			X		
Liberal Arts & Social Sciences	Sociology	Tuthill,Zelma	Assistant Professor	F	40%	40%	20%	100%	3	1	.	1	.	.	.	.	1	.	.	.	\$ 73,610				X	
Liberal Arts & Social Sciences	Women's Studies Program	Al-Sowayel,Dina	Associate Professor, Instruct	F	0%	75%	25%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 63,486				X	
Liberal Arts & Social Sciences	Women's Studies Program	Fernandes,Bridget	Lecturer	F	0%	100%	0%	100%	6	.	.	.	.	.	6	.	.	.	.	.	\$ 30,300	X		X		
Liberal Arts & Social Sciences	Women's Studies Program	Milazzo,Annmaria	Research Assistant Professor	F	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 90,000	X				
Liberal Arts & Social Sciences	Women's Studies Program	Pegoda,Andrew	Lecturer	F	0%	100%	0%	100%	9	.	.	.	.	.	8	.	.	.	.	.	\$ 34,600	X		X		
Business Administration	Accountancy & Taxation	Broderick,Rachel	Adjunct Faculty	P	0%	100%	0%	100%	2	.	2	.	.	.	3	.	2	.	.	.	\$ 10,000	X				
Business Administration	Accountancy & Taxation	Evetts,Nancy	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 18,000				X	
Business Administration	Accountancy & Taxation	Farrar,Felicia	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 9,000				X	
Business Administration	Accountancy & Taxation	Fernandez,Ramon	Sr Lecturer	P	0%	100%	0%	100%	7	.	2	.	.	.	4	.	1	.	.	.	\$ 56,260				X	
Business Administration	Accountancy & Taxation	Gurung,Sitanshu	Adjunct Faculty	P	0%	100%	0%	100%	2	.	2	.	.	.	3	.	2	.	.	.	\$ 10,000	X				
Business Administration	Accountancy & Taxation	King,Sheldon	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 9,000				X	
Business Administration	Accountancy & Taxation	Neely,Gregory	Adjunct Faculty	P	0%	100%	0%	100%	2	.	1	.	.	.	2	.	1	.	.	.	\$ 18,000				X	
Business Administration	Accountancy & Taxation	Ramaswamy,Vinita	Adjunct Faculty	P	0%	100%	0%	100%	3	.	2	.	.	.	3	.	2	.	.	.	\$ 36,000				X	
Business Administration	Accountancy & Taxation	Ramey,Dan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 18,000				X	
Business Administration	Accountancy & Taxation	Raya,Juan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000	X				
Business Administration	Accountancy & Taxation	Sadiki,Hanah	Adjunct Faculty	P	0%	100%	0%	100%	2	.	2	.	.	.	3	.	2	.	.	.	\$ 10,000	X				
Business Administration	Accountancy & Taxation	Spartalis,Emmanuel	Adjunct Faculty	P	0%	100%	0%	100%	2	.	1	.	.	.	.	.	.	.	.	.	\$ 18,000				X	
Business Administration	Accountancy & Taxation	Spicer,Meghan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000	X				
Business Administration	Dean's Office Bauer College	Haseley,Ken	Temporary Faculty	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	.	.	.	.	\$ 21,000				X	
Business Administration	Decision & Information Science	Boren,Patrick	Adjunct Faculty	P	0%	100%	0%	100%	1	.	2	.	.	.	1	.	2	.	.	.	\$ 10,000				X	
Business Administration	Decision & Information Science	Campbell,Phillip	Adjunct Faculty	P	0%	100%	0%	100%	2	.	1	.	.	.	1	.	1	.	.	.	\$ 24,000				X	
Business Administration	Decision & Information Science	Eierdam,Richard	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 10,000				X	
Business Administration	Decision & Information Science	Gonzalez,Frederick	Adjunct Faculty	P	0%	100%	0%	100%	1	.	1	.	.	.	1	.	1	.	.	.	\$ 12,000				X	
Business Administration	Decision & Information Science	Hernandez,Jesus	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Business Administration	Decision & Information Science	Jagtap,Pankaj	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000				X	
Business Administration	Decision & Information Science	Johnson,Glynn	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 10,000				X	
Business Administration	Decision & Information Science	Khan,Hina	Teaching Overload	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 6,000				X	
Business Administration	Decision & Information Science	Knighton,William	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	1	.	.	.	\$ 40,000				X	
Business Administration	Decision & Information Science	Kumar,Mridul	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000				X	
Business Administration	Decision & Information Science	Pena,Juan	Adjunct Faculty	P	0%	100%	0%	100%	2	.	1	.	.	.	2	.	1	.	.	.	\$ 30,000				X	
Business Administration	Decision & Information Science	Pendyala,Raja	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000				X	
Business Administration	Decision & Information Science	Radhakrishnan,Suryanarayanan	Active Faculty Retiree	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 8,000				X	
Business Administration	Finance	Adams,James	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 8,000				X	
Business Administration	Finance	Azuike,Acho	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 8,000				X	
Business Administration	Finance	Berta,Dom	Adjunct Faculty	P	0%	100%	0%	100%	1	.	2	.	.	.	.	.	1	.	.	.	\$ 19,000	X		X		
Business Administration	Finance	Blanchfield,Craig	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 48,000				X	
Business Administration	Finance	Broxson,John	Temporary Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 6,500				X	
Business Administration	Finance	Bruce,Andrew	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 8,000				X	
Business Administration	Finance	Chisholm,Darla	Active Faculty Retiree	P	0%	80%	20%	100%	3	.	.	.	.	.	3	.	.	.	.	.	\$ 32,000				X	
Business Administration	Finance	Coleman,Alfred	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 32,000				X	
Business Administration	Finance	Disch,Chad	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000				X	
Business Administration	Finance	Disch,Kathryn	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 8,000				X	
Business Administration	Finance	Gilmer,Robert	Adjunct Faculty	P	0%	100%	100%	100%	\$ 40,000	X		X		

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Business Administration	Finance	Goudie,Thomas	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	1	\$ 8,000	X			
Business Administration	Finance	Harvey,Danny	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 16,000			X	
Business Administration	Finance	Henning,Erica	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Hong,James	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 16,000			X	
Business Administration	Finance	Hughes,James	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Finance	Lara,Alexander	Professor of Practice	P	0%	100%	0%	100%	1	.	1	.	.	.	1	.	.	.	.	.	.	.	\$ 33,154			X	
Business Administration	Finance	Li,Yu	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Madison,Necitha	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 16,000			X	
Business Administration	Finance	Munchbach,Jim	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 32,000			X	
Business Administration	Finance	Picazo,Cindy	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Rando,Scott	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Shoss,Robert	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 26,000			X	
Business Administration	Finance	Singh,Rajiv	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	1	.	.	.	.	.	\$ 8,000	X			
Business Administration	Finance	Slaughter,Andrew	Adjunct Faculty	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Smith,Edwin	Adjunct Faculty	P	0%	100%	0%	100%	1	.	2	.	.	.	2	.	3	.	.	.	.	.	\$ 40,000	X		X	
Business Administration	Finance	Welch III,John	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 16,000			X	
Business Administration	Finance	Wheless,Ginger	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 50,000	X			
Business Administration	Finance	Williams,Junious	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Witte,Jerome	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000			X	
Business Administration	Finance	Woods,James	Adjunct Faculty	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	1	.	.	.	.	.	\$ 13,000			X	
Business Administration	Finance	Wright,Larry	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 8,000			X	
Business Administration	Management Department	Angelides,Christos	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 16,000			X	
Business Administration	Management Department	Barrett,Beverly	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 18,000			X	
Business Administration	Management Department	Belinne,Jamie	Teaching Overload	P	0%	100%	0%	100%	3	.	.	.	.	.	4	.	.	.	.	.	.	.	\$ 6,000			X	
Business Administration	Management Department	Carvalho,Diogo	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 48,000			X	
Business Administration	Management Department	Evans,Klavdia	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Management Department	Farah,Elena	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 16,000			X	
Business Administration	Management Department	Geraldi,Mark	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 6,000			X	
Business Administration	Management Department	Pennebaker,Matt	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 16,000			X	
Business Administration	Management Department	Salaiz,Ashley	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Management Department	Tabesh,Pooya	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Management Department	Zamanipour,Tina	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 12,000			X	
Business Administration	Marketing Department	Beveridge,Ivana	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Marketing Department	Boehm-Miller,Elizabeth	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 6,000			X	
Business Administration	Marketing Department	Bremer,Justin	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 12,000			X	
Business Administration	Marketing Department	Franco,Rodi	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	.	\$ 6,000			X	
Business Administration	Marketing Department	Galvani,Paul	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	2	.	.	.	.	.	\$ 24,000			X	
Business Administration	Marketing Department	Gavin,Daniel	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 12,000			X	
Business Administration	Marketing Department	Kamal,Saiyid	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 6,000			X	
Business Administration	Marketing Department	Morabito,Philip	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Business Administration	Marketing Department	Muschalik,Monica	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Marketing Department	Noriega,Jaime	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 18,000			X	
Business Administration	Marketing Department	Pettiette,Michael	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 24,000			X	
Business Administration	Marketing Department	Pineda,Dalia	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 12,000			X	
Business Administration	Marketing Department	Pogge,Joe	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 12,000			X	
Business Administration	Marketing Department	Randazzo,Gary	Sr Lecturer	P	0%	20%	80%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Marketing Department	Richards,Sean	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 6,000			X	
Business Administration	Wolff Ctr For Entrepreneurship	Bobbor,William	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 12,000			X	
Business Administration	Wolff Ctr For Entrepreneurship	Boles,James	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Wolff Ctr For Entrepreneurship	Marathi,Chandrakala	Lecturer	P	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 24,000			X	
Business Administration	Wolff Ctr For Entrepreneurship	Munoz,Melissa	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 12,000			X	
Business Administration	Wolff Ctr For Entrepreneurship	Rassin,Keith	Adjunct Faculty	P	0%	80%	20%	100%	1	.	1	.	.	.	1	.	1	.	.	.	.	.	\$ 24,000			X	
College of Medicine	Biomedical Sciences	Rosen,Daniel	Adjunct Assoc Professor	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 20,000				X
College of Medicine	Clinical Sciences	Blumberg,Joel	Clinical Assoc Prof	P	0%	50%	50%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 175,680				X
College of Medicine	Clinical Sciences	Leugers,Camille	Clinical Assoc Prof	P	0%	60%	50%	100%	\$ 178,730				X

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									ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON							
College of Medicine	Clinical Sciences	Zulfiqar,Amber	Clinical Assoc Prof	P	0%	80%	20%	100%	\$ 186,400				X	X
College of Medicine	Health Syst & Population Sci	Chavez,Summer	Clinical Asst Prof	P	25%	40%	35%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 196,000				X	X
College of Medicine	Health Syst & Population Sci	Farfan-Santos,Elizabeth	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 50,000					X
College of Medicine	Health Syst & Population Sci	Janda,Kenneth	Adjunct Faculty	P	20%	60%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 101,581					X
College of Nursing	Deans Office - CON	Aquino,Aurea	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	.	.	.	.	.	.	\$ 2,352					X
College of Nursing	Deans Office - CON	Cherian,Princy	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 7,476					X
College of Nursing	Deans Office - CON	Cherian,Roshan	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 14,637					X
College of Nursing	Deans Office - CON	Easley,Carson	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,864					X
College of Nursing	Deans Office - CON	Emmanuel,Olatokunbo	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 5,838					X
College of Nursing	Deans Office - CON	Francisco,Stephanie	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	1	.	.	.	.	.	\$ 18,396					X
College of Nursing	Deans Office - CON	Ghanem,Mariam	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	2	.	.	.	.	.	\$ 9,114					X
College of Nursing	Deans Office - CON	Jacob-Mathew,Judy	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 7,140					X
College of Nursing	Deans Office - CON	Joseph,Nicki	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 4,746					X
College of Nursing	Deans Office - CON	KUMAR,ESTHER	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 2,940					X
College of Nursing	Deans Office - CON	Mathew,Brigit	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 11,424					X
College of Nursing	Deans Office - CON	McIntyre,Maria	Research Professor	P	90%	5%	5%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 114,643			X		
College of Nursing	Deans Office - CON	Middlebrooks,Mary	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 1,680					X
College of Nursing	Deans Office - CON	Moreland,Earline	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 17,388					X
College of Nursing	Deans Office - CON	Obey,Faye	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 22,680					X
College of Nursing	Deans Office - CON	Oca,Imelda	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 6,888					X
College of Nursing	Deans Office - CON	Olivares,Arielle	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	.	.	.	.	.	.	\$ 9,744					X
College of Nursing	Deans Office - CON	Ozdenvar,Marcia	Lecturer	P	0%	100%	0%	100%	2	1	.	.	.	.	1	2	.	.	.	.	.	\$ 19,446					X
College of Nursing	Deans Office - CON	Patel,Isha	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,444					X
College of Nursing	Deans Office - CON	Ramirez,Michaela	Lecturer	P	0%	100%	0%	100%	1	1	.	.	.	.	.	1	.	.	.	.	.	\$ 14,910					X
College of Nursing	Deans Office - CON	Rodrigues,Miranda	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	2	.	.	.	.	.	\$ 7,140					X
College of Nursing	Deans Office - CON	Salinas,Lauren	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	.	.	.	.	.	.	\$ 2,478					X
College of Nursing	Deans Office - CON	Samuel,Emy	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 15,018					X
College of Nursing	Deans Office - CON	Sempera,Kerry	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	2	.	.	.	.	.	\$ 10,710					X
College of Nursing	Deans Office - CON	Smith,Jessica	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,374					X
College of Nursing	Deans Office - CON	Valencia Agudelo,Andres	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 13,734					X
College of Nursing	Deans Office - CON	Varghese,Dolly	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	2	.	.	.	.	.	\$ 23,142					X
College of Nursing	Deans Office - CON	Wickizer,Mary	Lecturer	P	0%	100%	0%	100%	.	1	.	.	.	.	.	1	.	.	.	.	.	\$ 11,424					X
College of Nursing	Deans Office - CON	Wolfe,Courtney	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 13,902					X
College of the Arts	Art	Barrera,Debra	Lecturer	P	0%	100%	0%	100%	3	.	2	.	.	.	3	.	1	.	.	.	.	\$ 22,500			X		
College of the Arts	Art	Bootwala,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Bradley,Taylor	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Butler,Rontaye	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Carter,Nestor	Lecturer	P	0%	100%	0%	100%	2	1	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000				X	
College of the Arts	Art	Castillo,James	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	2	.	.	.	.	.	.	\$ 11,500				X	
College of the Arts	Art	Chacin,Aisen	Adjunct Faculty	P	0%	100%	0%	100%	1	1	.	.	.	.	2	.	1	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Chen,Shang-Yee	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Christlieb,Lauren	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Cone,Marcus	Adjunct Faculty	P	0%	100%	0%	100%	1	.	1	.	.	.	1	.	1	2	.	.	.	\$ 7,500				X	
College of the Arts	Art	Dallas,Marci	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Decker,Arden	Adjunct Faculty	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	DeHoyos,Ashley	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Duron-Larson,Angela	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	1	1	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Flores,Rachel	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Gaona,Veronica	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,750	X				
College of the Arts	Art	Gates,Elizabeth	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Gresham,Zachary	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Hawk,Ryan	Adjunct Faculty	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	1	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Hays,Carolyn	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Huynh,Loc	Adjunct Faculty	P	0%	100%	0%	100%	1	1	1	.	.	.	.	.	.	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Jamaluddin,Mohd	Adjunct Faculty	P	0%	100%	0%	100%	1	1	\$ 7,500				X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
College of the Arts	Art	Kellner,Sara	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Kulha,Shay	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Ledvina,Cody	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	\$ 11,250				X	
College of the Arts	Art	Leen,Noah	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Lopez,Jonathan	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Luks Jacobs,Joel	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	1	.	.	.	\$ 12,000				X	
College of the Arts	Art	Magsamen,Mary	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Majithia,Maria	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Masterson,Patrick	Lecturer	P	0%	100%	0%	100%	3	.	3	.	.	.	3	.	3	.	.	.	.	\$ 40,035					X
College of the Arts	Art	Meza,Edgar	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 11,250				X	
College of the Arts	Art	Oloshove,Angel	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 20,000				X	
College of the Arts	Art	Orto,Luisa	Lecturer	P	0%	100%	0%	100%	2	.	2	.	.	.	2	.	2	.	.	.	.	\$ 20,000				X	
College of the Arts	Art	Ramirez,Stephanie	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 7,500				X	
College of the Arts	Art	Richardo,Nicole	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Safaitakhtehfooladi,Farima	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Sawhney,Ashita	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 11,250				X	
College of the Arts	Art	Scott,Caitlin	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Shon,Jean	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 11,250				X	
College of the Arts	Art	Stern,Lindsey	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	1	1	1	.	.	.	.	\$ 15,000				X	
College of the Arts	Art	Stipeche,Cynthia	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Suryadi,Adry	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Suryadi,Adry	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Switzer,Christopher	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Taylor,Glenn	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Townsend,Justine	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Tuttle,Martha	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	1	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Veneman,Katherine	Teaching Overload	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 4,000				X	
College of the Arts	Art	Welsh,Douglas	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 8,700				X	
College of the Arts	Art	Williams,Celeste	Lecturer	P	0%	100%	0%	100%	6	1	.	.	.	.	5	.	.	.	.	.	.	\$ 22,500				X	
College of the Arts	Art	Williams,Matthew	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X	
College of the Arts	Art	Willis,William	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	CWM Center for the Arts	Harris,Jeanette	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750	X				
College of the Arts	CWM Center for the Arts	Lockett,KeyAira	Scholar-in-Residence	P	50%	50%	0%	100%	.	1	.	.	.	.	1	1	.	.	.	.	.	\$ 43,500	X				
College of the Arts	CWM Center for the Arts	Mitchell,Josephine	Scholar-in-Residence	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 43,500	X				
College of the Arts	Music	Averyt,Zachary	Affiliate Artist	P	0%	100%	0%	100%	1	4	.	.	.	.	.	3	.	.	.	.	.	\$ 11,660	X				
College of the Arts	Music	Barton,Mark	Active Faculty Retiree	P	0%	100%	0%	100%	.	4	.	.	.	.	.	4	.	.	.	.	.	\$ 33,710				X	
College of the Arts	Music	Bell,Priscilla	Affiliate Artist	P	0%	100%	0%	100%	4	.	.	.	.	.	4	1	.	.	.	.	.	\$ 16,000				X	
College of the Arts	Music	Bigwood,Cora	Active Faculty Retiree	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 12,500				X	
College of the Arts	Music	Block,Steven	Visiting Professor	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 94,250				X	
College of the Arts	Music	Brooks,Wayne	Affiliate Artist	P	0%	100%	0%	100%	.	3	.	5	.	.	.	5	.	6	.	.	.	\$ 32,910				X	
College of the Arts	Music	Caton,Kathryn	Adjunct Faculty	P	0%	100%	0%	100%	1	.	2	.	.	.	2	.	3	.	.	.	.	\$ 24,500				X	
College of the Arts	Music	Diehl,Alaina	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 15,000				X	
College of the Arts	Music	Dinitz,Adam	Affiliate Artist	P	0%	100%	0%	100%	.	3	.	.	.	.	.	2	.	.	.	.	.	\$ 18,210				X	
College of the Arts	Music	Dorough,Aralee	Affiliate Artist	P	0%	100%	0%	100%	.	1	.	4	.	.	.	3	.	4	.	.	.	\$ 14,360				X	
College of the Arts	Music	Fischer,Jonathan	Affiliate Artist	P	0%	100%	0%	100%	.	2	.	1	.	.	.	.	1	.	.	.	.	\$ 12,710				X	
College of the Arts	Music	Freeman,Phillip	Affiliate Artist	P	0%	100%	0%	100%	.	4	.	.	.	.	.	4	.	.	.	.	.	\$ 23,210				X	
College of the Arts	Music	Garza,Paul	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	3	.	.	.	.	.	.	\$ 16,000				X	
College of the Arts	Music	Griffin,Randall	Affiliate Artist	P	0%	100%	0%	100%	.	5	.	2	.	.	.	3	.	.	.	.	.	\$ 14,311				X	
College of the Arts	Music	Hubley,Robert	Affiliate Artist	P	0%	100%	0%	100%	.	2	.	.	.	.	1	2	.	.	.	.	.	\$ 11,004				X	
College of the Arts	Music	Hughes,Mark	Affiliate Artist	P	0%	100%	0%	100%	.	4	.	3	.	.	.	5	.	3	.	.	.	\$ 38,210				X	
College of the Arts	Music	Johnson,Robert	Affiliate Artist	P	0%	100%	0%	100%	.	3	.	3	.	.	.	6	.	2	.	.	.	\$ 20,210				X	
College of the Arts	Music	Kauk,Brian	Affiliate Artist	P	0%	100%	0%	100%	.	5	.	1	.	.	.	5	.	1	.	.	.	\$ 37,262				X	
College of the Arts	Music	Kitai,Anthony	Affiliate Artist	P	0%	100%	0%	100%	.	2	.	2	.	.	.	3	.	4	.	.	.	\$ 22,180				X	
College of the Arts	Music	Larson,Eric	Affiliate Artist	P	0%	100%	0%	100%	.	3	1	1	.	.	.	5	.	2	.	.	.	\$ 25,410				X	
College of the Arts	Music	Potiomkin,Alexander	Affiliate Artist	P	0%	100%	0%	100%	.	1	.	2	.	.	.	1	.	3	.	.	.	\$ 20,460				X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
College of the Arts	Music	Riddle,Mary	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 10,250			X	
College of the Arts	Music	Rowell,Chester	Active Faculty Retiree	P	0%	100%	0%	100%	.	4	.	.	.	.	.	5	.	.	.	.	\$ 11,761			X	
College of the Arts	Music	Russell,Peggy	Affiliate Artist	P	0%	100%	0%	100%	.	4	.	.	.	.	.	4	.	.	.	.	\$ 12,410			X	
College of the Arts	Music	Suhr,Melissa	Affiliate Artist	P	0%	100%	0%	100%	.	3	.	.	.	.	.	.	.	.	.	.	\$ 6,605			X	
College of the Arts	Music	Townsend,Jennifer	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	1	.	.	.	\$ 6,000			X	
College of the Arts	Music	Vassallo,Jim	Active Faculty Retiree	P	0%	100%	0%	100%	.	4	.	2	.	.	.	5	.	1	.	.	\$ 33,585			X	
College of the Arts	Music	Wagner,Elise	Affiliate Artist	P	0%	100%	0%	100%	.	7	.	3	.	.	.	4	.	4	.	.	\$ 39,060			X	
College of the Arts	Music	Welch,Carl	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
College of the Arts	Music	Wheeler,Mike	Affiliate Artist	P	0%	100%	0%	100%	.	1	.	.	.	.	.	1	.	.	.	.	\$ 4,210			X	
College of the Arts	Music	Witt,Woodrow	Affiliate Artist	P	0%	100%	0%	100%	.	4	.	1	.	.	.	4	.	1	.	.	\$ 19,072			X	
College of the Arts	Theatre	Bronfenbrenner,Skye	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 11,250				X
College of the Arts	Theatre	Chuter,Frank	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	\$ 11,250				X
College of the Arts	Theatre	Cooper,Charles	Adjunct Faculty	P	0%	50%	50%	100%	.	1	.	.	.	.	.	1	.	.	.	.	\$ 7,500				X
College of the Arts	Theatre	Damour,Lisa	Professor of Practice - NBE	P	0%	100%	0%	100%	.	.	.	.	.	.	1	1	.	.	.	.	\$ 45,000	X			
College of the Arts	Theatre	Davis,Lauren	Teaching Overload	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,750				X
College of the Arts	Theatre	Egging,Jon	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	4	.	.	.	.	.	\$ 22,500			X	
College of the Arts	Theatre	Gardecki,Samantha	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 7,500				X
College of the Arts	Theatre	Hinkel,Heidi	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	4	.	.	.	.	.	\$ 27,250			X	
College of the Arts	Theatre	Jackson,Tracie	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	\$ 3,250				X
College of the Arts	Theatre	Miller,Destyne	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X
College of the Arts	Theatre	Minor,Blake	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	\$ 7,500				X
College of the Arts	Theatre	Ozsoy,Firat	Adjunct Faculty	P	0%	100%	0%	100%	1	1	.	.	.	.	.	1	.	.	.	.	\$ 8,250				X
College of the Arts	Theatre	Scates,Leslie	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,250				X
College of the Arts	Theatre	Sommers,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,750				X
College of the Arts	Theatre	Troxler,Elizabeth	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	\$ 3,250				X
College of the Arts	Theatre	Watt,Sophia	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	1	.	.	.	.	\$ 11,250				X
College of the Arts	Theatre	Young,Courtney	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	3	.	.	.	.	.	\$ 26,250				X
Education	Curriculum & Instruction	Aguilar,Jacqueline	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Auzenne-Curl,Chestin	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	1	.	1	.	.	.	\$ 8,000			X	
Education	Curriculum & Instruction	Bailer,Jill	Lecturer	P	0%	100%	0%	100%	2	.	1	.	.	.	2	.	.	.	.	.	\$ 16,000			X	
Education	Curriculum & Instruction	Black,Misty	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Education	Curriculum & Instruction	Boyaki Wilson,Amanda	Lecturer	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Burren,Roni	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Dokes,Rosa	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 12,000			X	
Education	Curriculum & Instruction	Elshafie,Marwa	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	3	.	.	.	.	.	\$ 12,000			X	
Education	Curriculum & Instruction	Harris,Deborah	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Education	Curriculum & Instruction	Hebert,Waneta	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 7,400			X	
Education	Curriculum & Instruction	Henderson,Linda	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Hernandez,Berky	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000			X	
Education	Curriculum & Instruction	Khalidi,Rana	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 16,000			X	
Education	Curriculum & Instruction	Larry,Frederick	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 7,400			X	
Education	Curriculum & Instruction	Lee,Jhjh-yin	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	1	.	.	.	\$ 8,000			X	
Education	Curriculum & Instruction	Louis,Sarah	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 7,400			X	
Education	Curriculum & Instruction	Manchac,Samantha	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	1	.	.	.	\$ 3,700			X	
Education	Curriculum & Instruction	Morris,Alana	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Education	Curriculum & Instruction	Nguyen,Phuong Thi Mai	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	2	.	.	.	\$ 8,000			X	
Education	Curriculum & Instruction	Nurre,Irma	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Oliver,Patricia	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Ortiz,Liz	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,700			X	
Education	Curriculum & Instruction	Pauloski,Gwendolyn	Lecturer	P	0%	100%	0%	100%	1	.	1	.	.	.	2	.	.	.	.	.	\$ 16,000			X	
Education	Curriculum & Instruction	Phipps,Stephanie	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Russell,Glen	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	\$ 8,000			X	
Education	Curriculum & Instruction	Schorzman,Emma	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Siller Garcia,Claudia	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	4	.	.	.	.	.	\$ 44,500			X	
Education	Curriculum & Instruction	Siller Garcia,Claudia	Lecturer	P	0%	100%	0%	100%	1	.	2	\$ 44,500			X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Education	Curriculum & Instruction	Thompson,Alan	Lecturer	P	0%	100%	0%	100%	1	1	\$ 8,000			X	
Education	Curriculum & Instruction	Uzzell,Keela	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 4,000			X	
Education	Curriculum & Instruction	Varnado,Jakarda	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000			X	
Education	Curriculum & Instruction	Westfall,Dawn	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Dean, Education	Day,Susan	Active Faculty Retiree	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 15,667				X
Education	Dean, Education	Wimpelberg,Robert	Active Faculty Retiree	P	0%	0%	100%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 13,275		X	X	
Education	Ed Leadership & Policy Studies	Bird,Shawn	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	Brosnahan,Carla	Active Faculty Retiree	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 10,000			X	
Education	Ed Leadership & Policy Studies	Cantu,Faviola	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	Causey,Ashley	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	Christensen,Caroline	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000			X	
Education	Ed Leadership & Policy Studies	Cole,Jana	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	1	.	.	.	.	\$ 12,000			X	
Education	Ed Leadership & Policy Studies	Gillman-Rich,Lynn	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 10,000			X	
Education	Ed Leadership & Policy Studies	Goree,Tonya	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	Govan,Kordney	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 9,000			X	
Education	Ed Leadership & Policy Studies	Hernandez,Belkis	Lecturer	P	0%	80%	20%	100%	.	.	.	.	.	.	.	.	3	.	.	.	.	\$ 27,500				X
Education	Ed Leadership & Policy Studies	Horner,Glenda	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	2	.	.	.	.	\$ 20,000			X	
Education	Ed Leadership & Policy Studies	Malechuk,Brian	Active Faculty Retiree	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 40,000				X
Education	Ed Leadership & Policy Studies	Martinez,Roberto	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	McCormick,Marina	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	2	.	.	.	.	\$ 13,000			X	
Education	Ed Leadership & Policy Studies	McKee,Shannon	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000			X	
Education	Ed Leadership & Policy Studies	Messa,Emily	Teaching Overload	P	0%	100%	0%	100%	.	.	1	1	.	.	.	.	1	1	.	.	.	\$ 8,000			X	
Education	Ed Leadership & Policy Studies	Simpson,Susan	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	Stallworth,Lance	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	Ed Leadership & Policy Studies	Stewart,Cedric	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 4,000			X	
Education	Ed Leadership & Policy Studies	Turnquest,Krysti	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Education	Ed Leadership & Policy Studies	Ude,Audra	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 5,000			X	
Education	PHLS	Bennett,Kristin	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,800			X	
Education	PHLS	Bloom,Joel	Active Faculty Retiree	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,800			X	
Education	PHLS	Brown,Korey	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 10,200			X	
Education	PHLS	Burk,Kelly	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 7,400			X	
Education	PHLS	Dao,Tam	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000			X	
Education	PHLS	Fein,Rachel	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	1	.	.	.	\$ 8,000			X	
Education	PHLS	Fernandez,Elaine	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,300			X	
Education	PHLS	Fraser,Camille	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 9,600			X	
Education	PHLS	Garcia,Amy	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 4,000			X	
Education	PHLS	Haq,Arooba	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 10,800			X	
Education	PHLS	Kahn,David	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 8,000			X	
Education	PHLS	Kamdar-Sharif,Amber	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 22,200			X	
Education	PHLS	Lukingbeal,Patrick	Teaching Overload	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	2	.	.	.	.	\$ 6,600			X	
Education	PHLS	Markowitz,Eliz	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 17,500			X	
Education	PHLS	McCain,Morgan	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,200			X	
Education	PHLS	McCoy,Leah	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	2	.	.	.	.	\$ 12,600			X	
Education	PHLS	Monreal,Daniel	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,200			X	
Education	PHLS	Proctor,Robin	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 24,000			X	
Education	PHLS	Rafique,Kiran	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 14,400			X	
Education	PHLS	Reyna,Ronda	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 4,000			X	
Education	PHLS	Schoger,Kimberly	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	.	\$ 25,200			X	
Education	PHLS	Schroder,Kathleen	Lecturer	P	0%	100%	0%	100%	5	.	.	.	.	.	5	.	.	.	.	.	.	\$ 24,000			X	
Education	PHLS	Smedley,Diane	Lecturer	P	0%	100%	0%	100%	.	.	4	.	.	.	.	.	.	.	.	.	.	\$ 16,000			X	
Education	PHLS	Smith,Nathaniel	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 8,000			X	
Education	PHLS	Stinson,Jennifer	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 3,800			X	
Education	PHLS	Storch,Jill	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,300			X	
Education	PHLS	Wang,Jennifer	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 17,000			X	
Education	PHLS	Zatopek,Audrey	Lecturer	P	0%	100%	0%	100%	.	.	1	1	\$ 8,000			X	

**UH Annual Faculty Workload Report
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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						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	Biomedical Engineering	Schultz,Jerome	Professor	P	50%	30%	20%	100%	.	.	.	.	.	.	2	.	1	.	.	.	.	\$ 150,000			X	
Engineering	Biomedical Engineering	Yazdi,Iman	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 6,000			X	
Engineering	Chemical Engineering	Bhowmick,Anil	Research Professor	P	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 110,000	X		X	
Engineering	Chemical Engineering	Gopalakrishnan,Murali	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 16,000				X
Engineering	Chemical Engineering	Kaspar,Michael	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 20,000				X
Engineering	Chemical Engineering	Kaushik,Krishna	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 10,000				X
Engineering	Chemical Engineering	Lattner,James	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000				X
Engineering	Chemical Engineering	Malamataris,Nikolaos	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	5	.	.	.	.	.	.	\$ 40,000				X
Engineering	Chemical Engineering	Singhania,Ravi	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 10,000				X
Engineering	Chemical Engineering	Smith,Christopher	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	2	.	.	.	.	\$ 15,000				X
Engineering	Civil Engineering	Fiorenza,Stephanie	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	4	.	.	.	.	\$ 7,650			X	
Engineering	Civil Engineering	Joskowicz,Isaac	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 7,650			X	
Engineering	Civil Engineering	Keyvani,Ali	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 7,650			X	
Engineering	Civil Engineering	Kiaghadi,Amin	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 12,000			X	
Engineering	Civil Engineering	Mansour,Mohamad	Sr Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 15,300			X	
Engineering	Civil Engineering	Mantri,Vishakh	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	.	.	.	.	.	\$ 7,650			X	
Engineering	Civil Engineering	Mercan,Bulent	Sr Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	2	.	.	.	.	\$ 15,300			X	
Engineering	Civil Engineering	Pena Bahamonde,Janire	Teaching Overload	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	.	.	.	.	\$ 7,650			X	
Engineering	Composite Eng Applications Ctr	Miyase,Akira	Research Professor	P	90%	0%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 46,939	X			
Engineering	Electrical Engineering	Baker,Abu	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 5,000				X
Engineering	Electrical Engineering	Gokdere,Levent	Lecturer	P	100%	0%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 6,000				X
Engineering	Electrical Engineering	Huang,Hao	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 30,000			X	
Engineering	Electrical Engineering	Leigh,Kevin	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 14,000				X
Engineering	Electrical Engineering	Ortiz,James	Lecturer	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	.	.	.	.	\$ 8,000				X
Engineering	Electrical Engineering	Provence,Robert	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	2	.	1	.	.	.	.	\$ 28,000			X	
Engineering	Engr Undergraduate Programs	Contos,Ashlie	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	3	.	.	.	.	.	.	\$ 9,750			X	
Engineering	Engr Undergraduate Programs	Ellis,Kelly	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,250			X	
Engineering	Engr Undergraduate Programs	Estrada,Carl	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 13,000			X	
Engineering	Engr Undergraduate Programs	Salvo,Deborah	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,500			X	
Engineering	Industrial Engineering	Chang,Feng-Chang	Lecturer	P	0%	90%	10%	100%	1	.	1	.	.	.	.	.	1	.	.	.	.	\$ 24,500			X	
Engineering	Industrial Engineering	Irani,Shahrukh	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 12,000				X
Engineering	Industrial Engineering	Keady,Elias	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 13,000			X	
Engineering	Mechanical Engineering	Hallai,Julian	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	1	.	.	.	.	\$ 18,000			X	
Engineering	Mechanical Engineering	Kennedy,Kriss	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	.	\$ 16,000	X			
Engineering	Mechanical Engineering	Toups,Larry	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 10,000	X			
Engineering	Petroleum Engineering	Hale,Arthur	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 8,000			X	
Engineering	Petroleum Engineering	Hollo,Reuven	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 6,000			X	
Engineering	Petroleum Engineering	Mohamed,Mohamed	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 6,000			X	
Engineering	Petroleum Engineering	Rietz,Dean	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 6,000			X	
Engineering	Petroleum Engineering	Samuel,Robello	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	.	.	.	.	.	\$ 6,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Adams,Vera	Lecturer	P	0%	70%	30%	100%	1	.	1	.	.	.	2	.	1	.	.	.	.	\$ 43,146			X	X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Burrow,Robert	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 28,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chlebus,David	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Davis,Curtis	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 28,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fonseca,Sofia	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	2	.	.	.	.	\$ 26,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fox,Stephen	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	1	.	.	.	.	\$ 15,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Gaines,Preston	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 12,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Grimley,Chris	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 9,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hager,Jesse	Adjunct Faculty	P	0%	100%	0%	100%	2	.	2	.	.	.	.	.	2	.	.	.	.	\$ 30,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hilchey,Jacob	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hueppe,Robin	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Jamjoom,Zain	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 16,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	LaRose,Katherine	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 20,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Lee,Seo Hee	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 22,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Li,Leyuan	Adjunct Faculty	P	0%	100%	0%	100%	4	\$ 22,000			X	

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022				#) Classes Taught Spring 2023				Funding Source								
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Gerald D Hines Arch & Design	Dean, Architecture and Design	Louie,Jonathan	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	4	.	.	.	.	.	\$ 15,500			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Martinez,Marcus	Adjunct Faculty	P	0%	100%	0%	100%	1	1	4	.	.	.	.	.	2	.	.	.	\$ 29,400			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	McEuen,Aaron	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	5	2	1	.	.	.	\$ 49,600			X	X
Gerald D Hines Arch & Design	Dean, Architecture and Design	McIntosh,Nicole	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	4	.	.	.	.	.	\$ 22,100			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Medina Vilela,Mario	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	4	.	.	.	.	.	\$ 27,160			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Mehta,Ami	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Murray,Cara	Adjunct Faculty	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 40,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Noldt,Peter	Adjunct Faculty	P	0%	100%	0%	100%	3	1	.	.	.	.	10	2	1	1	.	.	\$ 53,987				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Olwi,Asmaa	Adjunct Faculty	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 40,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Plauche',Roya	Adjunct Faculty	P	0%	75%	25%	100%	.	.	4	.	.	.	2	.	2	.	.	.	\$ 60,206			X	X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Pope Westerman,Lisa	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	1	.	.	.	\$ 4,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Ramirez,Enrique	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	2	.	.	.	\$ 21,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rivers,Paul	Adjunct Faculty	P	0%	100%	0%	100%	.	.	2	.	.	.	2	.	.	.	.	.	\$ 16,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	ROLDAN CABALLERO,JOSE	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	4	.	.	.	.	.	\$ 20,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Schuster,Kristin	Adjunct Faculty	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	.	.	.	.	\$ 12,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Sen,Ozan	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 20,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Smith,Joshua	Adjunct Faculty	P	0%	80%	20%	100%	6	.	1	.	.	.	3	.	.	1	.	.	\$ 50,500			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Smith,Justin	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 5,400			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Story,Jon	Adjunct Faculty	P	0%	100%	0%	100%	4	.	.	.	.	.	5	.	.	.	.	.	\$ 60,822			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Taylor,Rives	Adjunct Faculty	P	0%	50%	50%	100%	4	1	.	.	.	.	3	.	1	.	.	.	\$ 62,170			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Thaddeus,David	Adjunct Faculty	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	2	.	.	.	\$ 32,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Thomas,James	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	1	.	.	.	\$ 12,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Turner,Drexel	Adjunct Faculty	P	0%	100%	0%	100%	2	.	1	.	.	.	2	.	2	.	.	.	\$ 41,495				X
Gerald D Hines Arch & Design	Dean, Architecture and Design	Vanlandingham,Joshua	Adjunct Faculty	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 3,500			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Vos,Gordon	Adjunct Faculty	P	0%	100%	0%	100%	2	.	1	.	.	.	1	.	2	.	.	.	\$ 20,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Woodfill,Celeste	Adjunct Faculty	P	0%	100%	0%	100%	2	.	2	.	.	.	2	.	.	.	.	.	\$ 24,000			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Yu,Maria	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000			X	
Grad College of Social Work	Ctr Drug & Social Policy Resrc	Wilson,Maria	Temporary Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 15,000			X	
Grad College of Social Work	Dean, Social Work	Arora,Anil	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Battle,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Brown,C	Research Professor	P	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 51,250			X	
Grad College of Social Work	Dean, Social Work	Burkley,Casondra	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Charles,Janea	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Cheung,Poi Ten Ada	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Crespo,Deysi	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Faulkner,Monica	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Fernandez,Jason	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Goss,Deshara	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Gracely,Jill	Adjunct Faculty	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	.	.	.	.	\$ 4,650			X	
Grad College of Social Work	Dean, Social Work	Guzman,Paola	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	2	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Helms,Kristen	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 1,550			X	
Grad College of Social Work	Dean, Social Work	Maldonado-Morales,Maria	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Mayer,Margaret	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	McMorris,Saralyn	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Ochoa,Ashley	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Olson,Lindamarie	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	O'Neal,Vaughn	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Ortiz,Lillian	Teaching Overload	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	3	.	.	.	\$ 9,300			X	
Grad College of Social Work	Dean, Social Work	Powell,Torey	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Rabo,Amber	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Rodgers,Beverly	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Rose,Alexis	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Shepherd,Donisha	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	\$ 6,200			X	
Grad College of Social Work	Dean, Social Work	Stagg,Helen	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 3,100			X	
Grad College of Social Work	Dean, Social Work	Vogel,Alicia	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	1	.	.	.	\$ 6,200			X	

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						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							
Grad College of Social Work	Dean, Social Work	Webb,Ann	Adjunct Faculty	P	0%	100%	0%	100%	.	.	2	\$ 6,200				X	
Grad College of Social Work	Dean, Social Work	Young,Kyee	Teaching Overload	P	0%	100%	0%	100%	1	\$ 3,100				X	
Hobby	Hobby School of Public Affairs	Murray,Richard	Active Faculty Retiree	P	50%	0%	50%	100%	\$ 62,500					X
Hobby	Hobby School of Public Affairs	Obregon,Alexander	Lecturer	P	0%	100%	0%	100%	.	.	1	\$ 4,000					X
Hobby	Hobby School of Public Affairs	Untermeyer,Charles (Chase)	Professor of Practice - NBE	P	0%	0%	100%	100%	\$ 7,500					X
Honors College	Dean, Honors College	Bettinger,Rikki	Teaching Overload	P	0%	100%	0%	100%	1	\$ 5,000				X	
Honors College	Dean, Honors College	Brown,Erika	Lecturer	P	0%	100%	0%	100%	4	3	\$ 20,000				X	X
Honors College	Dean, Honors College	Dawson,Cindy	Lecturer	P	0%	100%	0%	100%	5	1	\$ 15,000				X	
Honors College	Dean, Honors College	Dieterich,Michael	Lecturer	P	0%	100%	0%	100%	1	1	\$ 5,000				X	
Honors College	Dean, Honors College	Erwing,Douglas	Lecturer	P	0%	100%	0%	100%	1	1	\$ 5,000				X	
Honors College	Dean, Honors College	Guenther,Irene	Active Faculty Retiree	P	0%	20%	80%	100%	1	\$ 25,000				X	
Honors College	Dean, Honors College	Lambeth,Laurie	Lecturer	P	0%	100%	0%	100%	1	1	\$ 10,000				X	
Honors College	Dean, Honors College	Liddell,Robert	Lecturer	P	0%	100%	0%	100%	1	1	\$ 32,000				X	
Honors College	Dean, Honors College	Lunstroth,John	Lecturer	P	0%	100%	0%	100%	2	2	\$ 20,000				X	
Honors College	Dean, Honors College	Newman,Anna	Lecturer	P	0%	100%	0%	100%	2	\$ 10,000				X	
Honors College	Dean, Honors College	Sisman,Cengiz	Lecturer	P	0%	100%	0%	100%	5	5	\$ 24,000				X	
Honors College	Dean, Honors College	Stelzig,Donaji	Lecturer	P	50%	0%	50%	100%	1	2	1	\$ 6,000				X	
Honors College	Dean, Honors College	Vale,Timothy	Lecturer	P	0%	100%	0%	100%	1	\$ 5,000				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Corsi,Aaron	Lecturer	P	0%	70%	0%	70%	3	.	1	.	.	.	3	.	2	.	.	.	\$ 30,000				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	McCaslin,Glynn	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	1	.	.	.	\$ 10,000				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Ramirez,Arlene	Lecturer	P	0%	100%	0%	100%	3	.	1	.	.	.	.	.	.	.	.	.	\$ 10,100				X	
Hotel & Restaurant Management	Hotel & Restaurant Management	Rockett,Gregory	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Law	Dean, Law	Akers,Georgia	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 3,200					X
Law	Dean, Law	Alonso,Yocel	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	2	.	.	.	.	1	.	.	.	\$ 4,300					X
Law	Dean, Law	Areheart,Bradley	Visiting Professor	P	0%	100%	20%	120%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 30,000					X
Law	Dean, Law	Baldassano,Steven	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	1	.	.	\$ 3,400				X	
Law	Dean, Law	Barks,Justen	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	2	.	.	.	.	1	.	.	.	\$ 4,300					X
Law	Dean, Law	Baumann,Erik	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	1	.	.	\$ 3,400				X	
Law	Dean, Law	Beebe,James	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200					X
Law	Dean, Law	Benford Wilson,Myrlintha	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 5,000					X
Law	Dean, Law	Bergez,Craig	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200					X
Law	Dean, Law	Blanco,Ileana	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,700				X	
Law	Dean, Law	Booth,Kelly	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 2,200					X
Law	Dean, Law	Borrego,Theodore	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 2,200					X
Law	Dean, Law	Braley,Timothy	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	1	.	.	\$ 10,000					X
Law	Dean, Law	Bray,Peter	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	1	.	.	\$ 3,400				X	
Law	Dean, Law	Bray,Zachary	Visiting Assoc Professor	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 15,000					X
Law	Dean, Law	Brennan,Daniel	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 15,000					X
Law	Dean, Law	Briones,Lesley	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700				X	
Law	Dean, Law	Brown,Charles	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	2	.	.	.	.	.	.	.	.	\$ 1,100					X
Law	Dean, Law	Callan,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 3,400				X	
Law	Dean, Law	Campagna,Larry	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 2,200					X
Law	Dean, Law	Carson,Derrick	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,700				X	
Law	Dean, Law	Carter,Daragh	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700				X	
Law	Dean, Law	Cepeda Hendrickson,Grecia	Adjunct Faculty	P	0%	100%	30%	130%	.	.	.	2	.	.	.	.	2	.	.	.	\$ 2,500					X
Law	Dean, Law	Chung,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 2,800				X	
Law	Dean, Law	Cohen,Lisa	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	2	.	.	.	\$ 20,000					X
Law	Dean, Law	Cooper,Brian	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 2,200					X
Law	Dean, Law	Cordova,Laura	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200					X
Law	Dean, Law	Cororve,Brian	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 1,100					X
Law	Dean, Law	Cotrone,Carlo	Adjunct Faculty	P	0%	100%	60%	160%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 2,200					X
Law	Dean, Law	Daic,Megan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 13,400				X	
Law	Dean, Law	Dao,Andrew	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	1	.	.	.	\$ 3,400				X	
Law	Dean, Law	Davila,Ernest	Adjunct Faculty	P	0%	100%	20%	120%	1	.	.	.	\$ 5,000					X	
Law	Dean, Law	Daw,Willie	Adjunct Faculty	P	0%	100%	0%	100%	1	1	.	.	\$ 6,800				X		

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Law	Dean, Law	Devine, Corey	Adjunct Faculty	P	0%	100%	20%	120%	1	.	\$ 2,200				X
Law	Dean, Law	Dhanani, Ali	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,100				X
Law	Dean, Law	Dimitroff, Sashe	Adjunct Faculty	P	0%	100%	40%	140%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Dow, Mark	Adjunct Faculty	P	0%	100%	10%	110%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Draper, Genesis	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Duke, Brandon	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Ellis, Scott	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	1	.	.	.	.	.	1	.	\$ 3,400			X	
Law	Dean, Law	Epley, Erin	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Ewer, Michael	Professor of Practice - NBE	P	0%	100%	40%	140%	.	.	.	.	2	.	.	.	.	.	.	1	.	\$ 21,500			X	X
Law	Dean, Law	Fazal, Fermeen	Adjunct Faculty	P	0%	100%	30%	130%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 5,000				X
Law	Dean, Law	Fisher, Dena	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	2	.	.	.	.	.	.	2	.	\$ 2,200				X
Law	Dean, Law	Flores, Chad	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Foteh, Samir	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 4,400				X
Law	Dean, Law	Gallagher, Edward	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Gilchrist, Gregory	Visiting Professor	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 15,000				X
Law	Dean, Law	Ginsburg, Richard	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Goranson, Mark	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Grabowski, Paul	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Gradney, Kiara	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	1	.	\$ 3,400			X	
Law	Dean, Law	Gratz, Andrew	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Gray, Michelle	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Griffin, Michael	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Gupta, Ajay	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 4,400				X
Law	Dean, Law	Hancock, Amy	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Hanson, Lawrence	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 4,400				X
Law	Dean, Law	Harrell, David	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Hastings, Madison	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	2	.	\$ 5,000			X	X
Law	Dean, Law	Hawk, Amy	Teaching Overload	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 4,400			X	
Law	Dean, Law	Hedges, Kevin	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Heppard, Janet	Professor of Practice - NBE	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Hill, Belinda	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Hodge, Justin	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Horsey, Kandice	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 5,000				X
Law	Dean, Law	Huston, Penn	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Ingraham, Ryan	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Irvine, Charles	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Jackson, Craig	Visiting Professor	P	0%	100%	30%	130%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 15,000				X
Law	Dean, Law	Jackson, Dennis	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 3,400			X	
Law	Dean, Law	Janicke, Paul	Active Faculty Retiree	P	20%	60%	0%	80%	.	.	.	.	1	.	.	.	.	.	.	2	.	\$ 75,957				X
Law	Dean, Law	Jaramillo-Moreno, Jessica	Adjunct Faculty	P	0%	100%	30%	130%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 5,000				X
Law	Dean, Law	Kaleemullah, Tanweer	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Kalu, Vivian	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 3,200				X
Law	Dean, Law	Kasprzak, Daniel	Adjunct Faculty	P	0%	100%	30%	130%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 3,400			X	
Law	Dean, Law	Ketkar, Ajay	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Krasny, Frederick	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 15,000				X
Law	Dean, Law	Krolkowski, Kurt	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Kroll, Daniel	Adjunct Faculty	P	0%	100%	50%	150%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	LaPar, Kelly	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Laughton, Adam	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Lawrence, Jim	Teaching Overload	P	0%	100%	20%	120%	.	.	.	.	1	6	.	.	.	.	.	1	6	\$ 10,000			X	
Law	Dean, Law	Lawson, Emily	Teaching Overload	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	1	.	\$ 5,000				X
Law	Dean, Law	Locascio, Erik	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	1	.	\$ 6,400				X
Law	Dean, Law	Lowery, Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Lowy, Peter	Adjunct Faculty	P	0%	100%	0%	100%	1	.	\$ 1,100				X
Law	Dean, Law	Lukin, Karen	Adjunct Faculty	P	0%	100%	0%	100%	1	\$ 2,200			X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Law	Dean, Law	Marquez,Jason	Adjunct Faculty	P	0%	100%	20%	120%	4	2	.	.	\$ 6,400				X
Law	Dean, Law	Marrus,Ellen	Active Faculty Retiree	P	20%	60%	20%	100%	.	.	.	.	2	.	.	.	.	.	.	.	\$ 85,040				X
Law	Dean, Law	Martin,Scott	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	\$ 2,200				X
Law	Dean, Law	Martin,Walter	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	\$ 1,700			X	
Law	Dean, Law	Maselli,Jani	Adjunct Faculty	P	0%	100%	0%	100%	1	1	.	.	\$ 10,000				X
Law	Dean, Law	Mason,Jasper	Adjunct Faculty	P	0%	100%	20%	120%	1	1	.	.	\$ 4,400				X
Law	Dean, Law	Matlock,Gregory	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Maule,Charles	Adjunct Faculty	P	0%	100%	20%	120%	1	.	.	\$ 1,100				X
Law	Dean, Law	McStay,Robert	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	\$ 1,100				X
Law	Dean, Law	Morales,Christopher	Adjunct Faculty	P	0%	100%	50%	150%	1	.	\$ 1,700			X	
Law	Dean, Law	Morfey,Michael	Adjunct Faculty	P	0%	100%	50%	150%	1	.	\$ 2,200			X	
Law	Dean, Law	Moulton,Cynthia	Adjunct Faculty	P	0%	100%	20%	120%	1	.	.	\$ 3,200			X	
Law	Dean, Law	Murphy,George	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Murphy,Mary Ellen	Visiting Professor	P	0%	100%	20%	120%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 15,000				X
Law	Dean, Law	Nieuwveld,Lisa	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	1	.	\$ 10,000				X
Law	Dean, Law	O'Neill,Eileen	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Peebles,Julia	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	1	.	.	.	.	.	.	\$ 12,550			X	
Law	Dean, Law	Perez,Nicholas	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 5,000				X
Law	Dean, Law	Phillips,Kenneth	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	1	.	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Pinto-Leon,Ignacio	Adjunct Faculty	P	0%	100%	30%	130%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Raimer,Anna	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Ray,James	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Reed,Rebekah	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Renken,Brandon	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Rivero,Francisco	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 2,200				X
Law	Dean, Law	Robertson,Beverly Ann	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Romero,Reynaldo	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 7,500				X
Law	Dean, Law	Rushing,Janet	Adjunct Faculty	P	0%	100%	50%	150%	.	.	.	.	.	1	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Russell,William	Adjunct Faculty	P	0%	100%	40%	140%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Sanders,Pannal	Adjunct Faculty	P	0%	100%	50%	150%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Schrecengost,Brandon	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	1	.	\$ 3,400			X	
Law	Dean, Law	Schumacher,Amy	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	.	\$ 2,550			X	
Law	Dean, Law	Schwartz,Charles	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Schwartz,Richard	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Shadwick,Jeffrey	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	1	.	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Sharaf,Janan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Shea,Warren	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,100				X
Law	Dean, Law	Sheffrin,Steven	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 15,000				X
Law	Dean, Law	Sheldon,Sam	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Siegel,Martin	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	2	.	.	.	.	.	.	.	\$ 8,600				X
Law	Dean, Law	Storey,Linda	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 1,100				X
Law	Dean, Law	Tamborello,Gus	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	.	.	\$ 5,000				X
Law	Dean, Law	Taylor,Natasha	Adjunct Faculty	P	0%	100%	40%	140%	.	.	.	.	.	1	.	.	.	.	.	.	\$ 1,700			X	
Law	Dean, Law	Toedt,Dell	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	2	.	.	.	.	.	2	.	\$ 16,700				X
Law	Dean, Law	Touchstone,Stephen	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,600				X
Law	Dean, Law	Unger,John	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 2,200				X
Law	Dean, Law	Ungureauu,Razvan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	.	1	.	\$ 4,400				X
Law	Dean, Law	Vasquez,Juan	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 3,200				X
Law	Dean, Law	Vega,Rosemary	Lecturer	P	0%	60%	40%	100%	.	.	.	.	2	1	.	.	.	.	.	.	\$ 40,020	X			
Law	Dean, Law	Velasquez,Angela	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Vinson,Celena	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	1	.	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Ware,Natalie	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 1,700			X	
Law	Dean, Law	Warren,Jill	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	.	.	.	.	.	1	.	\$ 5,000				X
Law	Dean, Law	Weems,Christine	Adjunct Faculty	P	0%	100%	0%	100%	1	1	\$ 13,900			X		
Law	Dean, Law	Winston,David	Adjunct Faculty	P	0%	100%	0%	100%	1	.	\$ 1,100				X	

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COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022				#) Classes Taught Spring 2023				Funding Source								
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Law	Dean, Law	Wiseman,Hannah	Visiting Professor	P	0%	100%	20%	120%	1	.	\$ 15,000				X
Law	Dean, Law	Wright,Denney	Professor of Practice	P	20%	40%	0%	60%	.	.	1	.	1	.	.	.	.	1	.	\$ 58,500			X	
Law	Dean, Law	Wyly,Brad	Adjunct Faculty	P	0%	100%	20%	120%	.	.	.	.	.	1	.	.	.	.	1	\$ 3,400			X	
Law	Dean, Law	Zimmer,Sepinood	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	1	1	\$ 5,100			X	
Natural Sciences & Mathematics	Biology	Determeyer,Peggy	Adjunct Faculty	P	0%	100%	0%	100%	1	.	1	.	.	.	1	.	1	.	.	\$ 10,000			X		
Natural Sciences & Mathematics	Biology	Ogletree-Hughes,Monique	Instructional Professor	P	0%	75%	25%	100%	7	.	1	.	.	.	8	.	.	.	.	\$ 75,174			X	
Natural Sciences & Mathematics	Chemistry	Brookhart,Maurice	Professor	P	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 101,475			X	
Natural Sciences & Mathematics	Chemistry	St Hill,Lydia	Adjunct Faculty	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	\$ 18,000			X	
Natural Sciences & Mathematics	Chemistry	Young,Crystal	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	\$ 9,000				X
Natural Sciences & Mathematics	Computer Science	Biediger,Daniel	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	6	.	.	.	.	\$ 32,500				X
Natural Sciences & Mathematics	Computer Science	Long,Kevin	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	5	.	1	.	.	\$ 32,500				X
Natural Sciences & Mathematics	Computer Science	Mantini,Pranav	Lecturer	P	0%	100%	0%	100%	5	.	1	.	.	.	3	.	1	.	.	\$ 18,168				X	
Natural Sciences & Mathematics	Computer Science	Ramamurthy,Uma	Adjunct Faculty	P	0%	100%	0%	100%	3	.	1	.	.	.	2	.	.	.	.	\$ 26,000				X
Natural Sciences & Mathematics	Computer Science	Singh,Raj	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	2	.	.	.	.	\$ 32,500				X
Natural Sciences & Mathematics	Computer Science	Subramaniam,Venkat	Adjunct Professor	P	0%	100%	0%	100%	2	.	2	.	.	.	2	.	1	.	.	\$ 55,251				X	
Natural Sciences & Mathematics	Ctr for Nuclear Rec & Cell Sig	Gustafsson,Jan-Ake	Professor	P	90%	10%	0%	100%	.	.	.	2	.	.	.	.	1	.	.	\$ 247,329			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bird,Dale	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	\$ 60,000			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bissada,Kadry	Research Professor	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	3	.	.	\$ 15,737			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Han,De-Hua	Active Faculty Retiree	P	100%	0%	0%	100%	.	.	.	1	.	.	.	.	.	.	.	\$ 15,568			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Hiltermann,Fred	Distinguished Univ Professor	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 10,000				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Oostingh,Kornelia	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	.	.	.	\$ 8,400			X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wiley,Robert	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 4,200			X	
Natural Sciences & Mathematics	Mathematics	Arregoces,Luis	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	\$ 8,000			X	
Natural Sciences & Mathematics	Mathematics	George,Rebecca	Active Faculty Retiree	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	\$ 28,000				X
Natural Sciences & Mathematics	Mathematics	Hong,Yuqi	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	\$ 24,000			X	
Natural Sciences & Mathematics	Mathematics	Hoppe,Ronald	Research Professor	P	80%	0%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 33,759				X
Natural Sciences & Mathematics	Mathematics	Kwon,Junhyeon	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	1	.	.	\$ 12,000				X
Natural Sciences & Mathematics	Mathematics	Segura,Perri	Active Faculty Retiree	P	0%	80%	20%	100%	3	.	.	.	.	.	2	.	.	.	.	\$ 38,223				X
Natural Sciences & Mathematics	Mathematics	Shastri,Dvijesh	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	2	.	.	\$ 16,000			X	
Natural Sciences & Mathematics	Mathematics	Sherf,Nimrod	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	\$ 6,000			X	
Natural Sciences & Mathematics	Mathematics	Watkins,Katie	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 6,000			X	
Natural Sciences & Mathematics	Physics	Hungerford,Ed	Active Faculty Retiree	P	60%	20%	20%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 74,797				X
Natural Sciences & Mathematics	Physics	Lytvynchuk,Oleksandr	Research Associate Professor	P	100%	0%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 59,796				X
Natural Sciences & Mathematics	Physics	Muthupillai,Raja	Temporary Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 6,000		X		
Office of the Provost	Exploratory Studies	Howard,Nina	Teaching Overload	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 1,667			X	
Office of the Provost	Exploratory Studies	Jones,Tashemia	Teaching Overload	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 1,667			X	
Office of the Provost	Exploratory Studies	McKissic,Veronica	Teaching Overload	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 1,667			X	
Office of the Provost	Exploratory Studies	Moreno,Susan	Teaching Overload	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 1,667			X	
Office of the Provost	Exploratory Studies	Simpson,James	Teaching Overload	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	\$ 3,334			X	
Office of the Provost	Exploratory Studies	Vernon-Harrison,Miranda	Teaching Overload	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	\$ 1,667			X	
Optometry	Dean, Optometry	Applegate,Raymond	Active Faculty Retiree	P	50%	30%	20%	100%	.	.	.	.	.	.	.	.	.	1	.	\$ 78,402				X
Optometry	Dean, Optometry	Cass,Peter	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	\$ 15,000			X	
Optometry	Dean, Optometry	Cruz Wiley,Maria Cristina	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	1	.	.	.	.	1	.	\$ 13,200			X	
Optometry	Dean, Optometry	Davis,Mark	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	\$ 15,000			X	
Optometry	Dean, Optometry	Leach,Norman	Active Faculty Retiree	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 30,419			X	
Optometry	Dean, Optometry	Sorrenson,Laurie	Adjunct Faculty	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	\$ 15,000			X	
Optometry	Dean, Optometry	Tucker,Ashley	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	4	.	.	.	.	4	.	\$ 46,130			X	
Optometry	Dean, Optometry	Zambrano,Manuel	Adjunct Faculty	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 29,600			X	
Pharmacy	Dean, Pharmacy	Ordonez,Nancy	Clinical Professor	P	0%	75%	25%	100%	.	.	.	.	.	40	.	.	.	.	39	\$ 114,891				X
Pharmacy	Dean, Pharmacy	Stemley,Edward	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 10,000			X	
Pharmacy	Phar Health Outcomes & Policy	Smith,Allen	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	\$ 7,000				X
Engineering (Technology Division)	Construction Management	Al-Nahas,Amer	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	\$ 8,000			X	
Engineering (Technology Division)	Construction Management	Beadle,Dwight	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	3	1	.	.	.	\$ 50,000			X	
Engineering (Technology Division)	Construction Management	Beadle,Dwight	Lecturer	P	0%	100%	0%	100%	3	1	.	.	.	.	.	.	.	.	.	\$ 50,000			X	
Engineering (Technology Division)	Construction Management	Blount,James	Lecturer	P	0%	100%	0%	100%	1	\$ 4,500			X		

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE			
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON								
Engineering (Technology Division)	Construction Management	Bolander,Larry	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Bouhou,Nour-El Imane	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Chang,Chi Chung	Lecturer	P	0%	100%	0%	100%	1	.	2	.	.	.	1	.	2	.	.	.	.	.	\$ 18,000				X	
Engineering (Technology Division)	Construction Management	Chopra,Anuj	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 13,500				X	
Engineering (Technology Division)	Construction Management	Clark,Peter	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 12,000				X	
Engineering (Technology Division)	Construction Management	Coble,Lana	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	1	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Connors,Jayme	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 5,000				X	
Engineering (Technology Division)	Construction Management	Conover,Sharon	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	3	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Crockett,Brianne	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Ducran,Denis	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Elliott,Stephen	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Elzafraney,Mohamed	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Escobar,C	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Gadison,Paulette	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 5,000				X	
Engineering (Technology Division)	Construction Management	Glumac,Carmel	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Hart,Lee	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Construction Management	Hu,Minxiang	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 22,500				X	
Engineering (Technology Division)	Construction Management	Khan,Taimoor	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Liggin,Gregory	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 18,000				X	
Engineering (Technology Division)	Construction Management	Lupher,Jacob	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Menendez,Daniel	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Meyer,Joseph	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Construction Management	Moghaddam,Hassan	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Molina,Mariel	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Poisler,Marco	Lecturer	P	0%	100%	0%	100%	1	.	1	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Ponnusamy,Ravi	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Construction Management	Reyes,Jorge	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Ritchie,Earl	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Engineering (Technology Division)	Construction Management	Siddiqui,Muhammad	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Construction Management	Vecera,Robert	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Velarde,Jose	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Construction Management	Weintraub,Marvin	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Construction Management	Zaheri,Mohammad	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Construction Management	Zayas,Frederick	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Construction Management	Zerwas,Philip	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,500				X	
Engineering (Technology Division)	Engineering Technology	Abraham,Yonas	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Engineering Technology	Al-Jamal,Helmi	Lecturer	P	0%	100%	0%	100%	2	.	1	.	.	.	2	.	.	.	.	.	.	.	\$ 12,000				X	
Engineering (Technology Division)	Engineering Technology	Andampour,Iraj	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	1	.	1	.	.	.	.	.	\$ 14,000				X	
Engineering (Technology Division)	Engineering Technology	Gerwin,Ashley	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Engineering Technology	Hadi,Mahmoud	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Engineering Technology	Jafri,Syed	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Engineering Technology	Montero Hernandez,Samuel Antonio	Teaching Overload	P	0%	100%	0%	100%	2	.	2	.	.	.	.	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Engineering Technology	Parikh,Tina	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Engineering Technology	Ray,Kyle	Lecturer	P	0%	100%	0%	100%	6	.	.	.	.	.	5	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Engineering Technology	Rypien,David	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	4	.	.	.	.	.	\$ 13,000				X	
Engineering (Technology Division)	Engineering Technology	Rypien,David	Lecturer	P	0%	100%	0%	100%	2	.	2	.	.	.	.	.	.	.	.	.	.	.	\$ 13,000				X	
Engineering (Technology Division)	Engineering Technology	Small,Damon	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Engineering Technology	Soneja,Chandrayee	Lecturer	P	0%	100%	0%	100%	6	.	.	.	.	.	4	.	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Engineering Technology	Talusani,Pratap	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Engineering Technology	Tsegaye,Mikias	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Bennett,LaTasha	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	.	\$ 17,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Breaux,James	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Clancy,James	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 17,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Del Grande,Lisa	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Dick,Deanna	Lecturer	P	0%	100%	0%	100%	1	1	\$ 8,000				X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Engineering (Technology Division)	Human Develop & Consumer Sci	Doss, Tommy	Lecturer	P	0%	100%	0%	100%	.	.	1	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Egan, Toby	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	.	\$ 6,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Frewen-Wuellner, Cynthia	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Hampton, Elaine	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Hattier, Beth	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,500				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Hitchman, Cal	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	2	.	.	.	.	.	.	\$ 20,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Jacobs, Karen	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Kellough, James	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Larsen, Marilyn	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Lopez, Johana	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	McBride, Yasamina	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Nair, Maya	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Nery-Kjerfve, Tania	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	2	.	.	.	.	\$ 12,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Owens-Shepard, Toya	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Palmer, Kristin	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Pereira-Leon, Maura	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 17,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Rainbolt, Hilary	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	1	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Ramirez, Stefanie	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Roberts, Phyllis	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 15,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Roberts, Phyllis	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Salomon, Lauren	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Schultz, Wendy	Lecturer	P	0%	100%	0%	100%	.	.	2	.	.	.	.	.	1	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Shakir, Khalimah	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Stewart, Juliana	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Stewart, Quentin	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Sweeney, John	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 8,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Telles, John	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 16,000				X	
Engineering (Technology Division)	Human Develop & Consumer Sci	Vercher, Michelle	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Beyl, Charles	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	.	\$ 13,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Bravo, Gina	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 13,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Burke, Ross	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 11,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Dobretsberger, Otto	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	2	.	.	.	.	.	.	\$ 25,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Dozier, Devin	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 13,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Evans, Ruth	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Freedkin, Aaron	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 18,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Greenfield, Brandon	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 10,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Hargrove, Mark	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	5	.	.	.	.	.	.	\$ 18,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Johnson, Kelsey	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Lattier, Gregory	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Malik, Sarah	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Miertschin, Susan	Active Faculty Retiree	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 38,620				X	
Engineering (Technology Division)	Info & Logistics Technology	Moore, George	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Info & Logistics Technology	O'Kelley, Donna	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Pegram, Norman	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 9,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Pittman, Natalie	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Sadeghi, Abdi	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Soliz, Rudy	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Terrell, John	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 4,500				X	
Engineering (Technology Division)	Info & Logistics Technology	Venkataramani, Suresh	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Engineering (Technology Division)	Info & Logistics Technology	Visch, Mehran	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Liberal Arts & Social Sciences	African-American Studies	Boyce, Stephanie	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000				X	
Liberal Arts & Social Sciences	African-American Studies	Chiles, John	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000	X				
Liberal Arts & Social Sciences	African-American Studies	Edwards, Crystal	Lecturer	P	40%	40%	20%	100%	.	.	1	.	.	.	.	.	1	.	.	.	.	\$ 6,000	X			X	
Liberal Arts & Social Sciences	African-American Studies	Gary, Lindsay	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000	X				
Liberal Arts & Social Sciences	African-American Studies	Johnson, Alexander	Lecturer	P	0%	100%	0%	100%	2	\$ 3,000	X				

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	African-American Studies	Lyons, Da' Vonte	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 5,500	X		X	
Liberal Arts & Social Sciences	African-American Studies	Mitchell, Joshua	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	African-American Studies	Poindexter-Sylvers, Carole	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 5,500	X		X	
Liberal Arts & Social Sciences	African-American Studies	Putman, Eronn	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	African-American Studies	Raynor, Autumn	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	1	.	.	.	.	.	\$ 5,000			X	
Liberal Arts & Social Sciences	African-American Studies	Shinault, Carley	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	African-American Studies	Smith, Marlon	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	African-American Studies	Wiggins, Gretchen	Active Faculty Retiree	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Communication	Belton, Stephanie	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Bundage Juvane, Stephanie	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Butler, Bryan	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Dulin, Matt	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Economou-Clarke, Ann	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	\$ 24,000			X	
Liberal Arts & Social Sciences	Communication	Freedman, Michael	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Gifford, Kelli	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Gonzalez, David	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Graham, Catherine	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Hudson-Gillan, Gail	Lecturer	P	0%	100%	0%	100%	3	.	1	.	.	.	3	.	.	.	.	.	\$ 18,000			X	
Liberal Arts & Social Sciences	Communication	Kirkland, Steven	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Paisley, Kimberly	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Payne, Latosha Lewis	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Perez, Felicia	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Perin, Monica	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Rougeau, Rose	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Safinya, Nader	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Salisbury, Shelby	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Sewing, Joy	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Smith, Camilo	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Thorp, Charles	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Tinnel, Jason	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Tinnel, Jason	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Trigg, Katishia	Lecturer	P	0%	100%	0%	100%	3	1	.	.	.	.	2	.	.	.	.	.	\$ 15,000			X	
Liberal Arts & Social Sciences	Communication	Trupiano, Jerome	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Vaughn, Ginger	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Williams, Alexandria	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Bolling, Kenyetta	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	2	.	.	\$ 15,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Brittain, Robyn	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	\$ 14,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Cadauid, Kelsey	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 10,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Chapman, Amanda	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 7,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Degge, Mary	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	3	.	.	.	\$ 7,000	X		X	
Liberal Arts & Social Sciences	Communication Disorders	Devore, Danielle	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	3	.	.	.	\$ 21,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Eckert, Janet	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	3	.	.	.	\$ 2,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Figueroa, Brenda	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 5,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Guerra, Teresa	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	\$ 26,250	X		X	
Liberal Arts & Social Sciences	Communication Disorders	Hoppe, Martha	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 15,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Jacobson, Shannon	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	\$ 10,500			X	
Liberal Arts & Social Sciences	Communication Disorders	Kazhuro, Katsiaryna	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	4	.	.	.	\$ 24,500			X	
Liberal Arts & Social Sciences	Communication Disorders	Lantaco, Perla	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	1	.	.	.	\$ 5,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Marcelle, John	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	\$ 7,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Marcelle, John	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 7,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Roxburgh Wilson, Zoe	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	\$ 3,500			X	
Liberal Arts & Social Sciences	Communication Disorders	Schadt, Laura	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	\$ 3,500			X	
Liberal Arts & Social Sciences	Communication Disorders	Schaff, Carrie	Lecturer	P	0%	100%	0%	100%	2	.	.	1	.	.	2	.	.	.	.	.	\$ 49,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Sims, Frankie	Lecturer	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	.	.	.	.	\$ 8,750			X	
Liberal Arts & Social Sciences	Communication Disorders	Townsend, Alayna	Lecturer	P	0%	100%	0%	100%	2	.	.	1	.	.	2	.	.	1	.	.	\$ 31,500	X		X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Liberal Arts & Social Sciences	Communication Disorders	Trevino,Alexandra	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,500				X
Liberal Arts & Social Sciences	Communication Disorders	Walker,Dionne	Lecturer	P	0%	100%	0%	100%	.	.	.	2	1	.	.	.	\$ 40,500				X
Liberal Arts & Social Sciences	Communication Disorders	Warmack,Chris	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 10,500				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Allen,Paul	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	.	.	.	.	.	\$ 15,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Bytheway,Joan	Lecturer	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	1	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Clark,Laura	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	1	.	.	.	\$ 6,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Hag,Muhammad	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	2	.	.	.	.	\$ 9,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Higgs,Elizabeth	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	2	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Huynh,Trung	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	1	.	.	.	.	\$ 9,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Jones,Naamleela	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	1	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Langton,Karen	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	McElvaney,Katherine	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	2	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Mummert,Claire	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	3	1	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Ott,Aaron	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	2	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Said,Karem	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 6,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Smith,Nathan	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	1	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Tierney,Robert	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	4	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Ullrey,Aaron	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	2	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Weiss,Kenneth	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	3	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Yavuz,Matthew	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	Economics	Clarke,Christopher	Lecturer	P	0%	80%	20%	100%	4	.	.	.	.	.	.	.	4	.	.	.	.	\$ 24,000				X
Liberal Arts & Social Sciences	Economics	Dasari,Babu	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	2	.	.	.	.	\$ 24,000				X
Liberal Arts & Social Sciences	Economics	Gosselin,Richard	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	1	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	Economics	Hirs,Edward	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	1	.	.	.	.	\$ 12,750				X
Liberal Arts & Social Sciences	Economics	Melendez Lugo,Joel	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	.	.	.	.	.	\$ 13,150				X
Liberal Arts & Social Sciences	Economics	Melendez Lugo,Joel	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	4	.	.	.	.	\$ 13,150				X
Liberal Arts & Social Sciences	English	Alcorn,Charles	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	4	.	.	.	.	\$ 24,000				X
Liberal Arts & Social Sciences	English	Bachmann,Abbey	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	1	.	.	.	.	\$ 10,000				X
Liberal Arts & Social Sciences	English	Bass,Kasey	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 28,000				X
Liberal Arts & Social Sciences	English	Boswell,Robert	Professor	P	0%	100%	0%	100%	.	.	.	1	.	.	.	2	.	.	2	.	\$ 104,496				X		
Liberal Arts & Social Sciences	English	Box,Anthony	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	3	.	.	.	.	\$ 18,000				X
Liberal Arts & Social Sciences	English	Brandt,Rhianna	Research Scientist	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 42,500				X
Liberal Arts & Social Sciences	English	Braniger,Leslie	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	.	.	.	.	.	\$ 23,000				X
Liberal Arts & Social Sciences	English	Braniger,Leslie	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 23,000				X
Liberal Arts & Social Sciences	English	Brooks,Stuart	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	3	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	English	Campese,Kathleen	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	2	.	.	.	.	\$ 15,000				X
Liberal Arts & Social Sciences	English	Coleman,Quintin	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	6	.	.	.	.	\$ 24,000				X
Liberal Arts & Social Sciences	English	Cooper-Edwards,Jacquelyn	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	2	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	English	Cowan,Joshua	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	1	.	.	.	.	\$ 9,000				X
Liberal Arts & Social Sciences	English	Denton,Amy	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	4	.	.	.	.	\$ 18,000				X
Liberal Arts & Social Sciences	English	Divakaruni,Chitra	Professor	P	40%	40%	20%	100%	.	.	2	2	.	.	.	.	.	.	2	.	\$ 158,397				X	
Liberal Arts & Social Sciences	English	Dykes,Justin	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	.	3	.	.	.	.	\$ 18,000				X
Liberal Arts & Social Sciences	English	Edens,Jenifer	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 15,000				X
Liberal Arts & Social Sciences	English	Fletcher,Larry	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	4	.	.	.	.	\$ 15,000				X
Liberal Arts & Social Sciences	English	Flynn,Nicholas	Professor	P	40%	40%	20%	100%	.	.	.	1	.	.	.	1	.	1	3	.	\$ 77,086				X		
Liberal Arts & Social Sciences	English	Garcia,Serena	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	4	.	.	.	.	\$ 24,000				X
Liberal Arts & Social Sciences	English	Horton,Lara	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	.	.	.	.	.	\$ 27,000				X
Liberal Arts & Social Sciences	English	Howell,Robert	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	2	.	.	.	.	\$ 10,000				X
Liberal Arts & Social Sciences	English	Johnston,Leah	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	4	.	.	.	.	\$ 18,000				X
Liberal Arts & Social Sciences	English	Jones,Baylea	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	2	.	.	.	.	\$ 12,000				X
Liberal Arts & Social Sciences	English	Kozma,Andrew	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	4	.	.	.	.	\$ 24,000				X
Liberal Arts & Social Sciences	English	Krajniak,Matthew	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	1	.	.	.	.	\$ 17,000				X
Liberal Arts & Social Sciences	English	Lindah,Carl	Professor	P	40%	40%	20%	100%	.	.	.	.	.	.	.	.	1	.	1	.	\$ 62,879				X	
Liberal Arts & Social Sciences	English	Mansoor,Shaista	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000				X
Liberal Arts & Social Sciences	English	Martinez,Jorge	Lecturer	P	0%	100%	0%	100%	2	\$ 6,000				X	

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									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Liberal Arts & Social Sciences	English	McAlister,Susan	Lecturer	P	0%	100%	0%	100%	\$ 10,000				X	
Liberal Arts & Social Sciences	English	Moore,Kelly	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 36,000				X	X
Liberal Arts & Social Sciences	English	Nelson,Antonya	Professor	P	0%	100%	0%	100%	.	.	.	5	.	.	.	.	2	6	.	.	.	\$ 94,885					X
Liberal Arts & Social Sciences	English	O'Neal,Penny	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 6,000					X
Liberal Arts & Social Sciences	English	Penzien,Eugene	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	4	.	.	.	.	.	\$ 24,000					X
Liberal Arts & Social Sciences	English	Radtke,Jamie	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000					X
Liberal Arts & Social Sciences	English	Rajkumar,Nidhi	Lecturer	P	0%	0%	100%	100%	3	.	.	.	.	.	.	2	.	.	.	.	.	\$ 15,000					X
Liberal Arts & Social Sciences	English	Rizzo,Kaitlin	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	4	.	.	.	.	.	\$ 24,000					X
Liberal Arts & Social Sciences	English	Valcin,Mariot	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000					X
Liberal Arts & Social Sciences	English	Woleslagle,Julieta	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000					X
Liberal Arts & Social Sciences	English	Wolfe,Steven	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	.	.	.	.	.	\$ 24,000					X
Liberal Arts & Social Sciences	English	Wood,Wendy	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000					X
Liberal Arts & Social Sciences	English	Worley,Sharon	Lecturer	P	0%	100%	0%	100%	5	.	.	.	.	.	.	.	.	.	.	.	.	\$ 21,000				X	X
Liberal Arts & Social Sciences	English	Worley,Sharon	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	3	.	.	.	.	.	\$ 21,000				X	X
Liberal Arts & Social Sciences	English	Yates,Kaitlyn	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	3	.	.	.	.	.	\$ 21,000					X
Liberal Arts & Social Sciences	Health & Human Performance	Honig,Caryn	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,500				X	
Liberal Arts & Social Sciences	Health & Human Performance	Hughes,Lindsay	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 14,000				X	
Liberal Arts & Social Sciences	Health & Human Performance	Zderic,Theodore	Research Assistant Professor	P	90%	0%	10%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 41,653				X	
Liberal Arts & Social Sciences	Hispanic Studies	Ferrer,Tatiana	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	1	.	.	.	.	.	\$ 9,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Gonzalez,Viviannette	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Hernandez,Estela	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	2	.	.	1	.	.	\$ 5,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Hernandez,Stephanie	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Lumbierres,M Pilar	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Morales Utria,Yordanis	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Patron Rivera,Mauricio	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Perez Vigil De Mostaccero,Sylvia Rossana	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 5,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Reyes Ferrufino,Diana	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Romero Jurado,Neysi	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Ruffino,Maythe	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Sanchez,Deyanira	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Santos-Guevara,Criseida	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Serrano,Paloma	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Hispanic Studies	Torres-Calle,Maria	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,000				X	
Liberal Arts & Social Sciences	History	Amaral,Lindsay	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	2	.	.	.	.	.	\$ 9,000				X	
Liberal Arts & Social Sciences	History	Chakrabarti,Pratik	Professor	P	90%	0%	10%	100%	1	.	.	2	.	.	.	1	.	.	2	.	.	\$ 160,000					X
Liberal Arts & Social Sciences	History	Contreras,Ramiro	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000				X	
Liberal Arts & Social Sciences	History	McDonald,Eric	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	History	San Miguel Jr,Guadalupe	Active Faculty Retiree	P	40%	40%	20%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 62,934					X
Liberal Arts & Social Sciences	History	Wilson,Ezell	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000				X	
Liberal Arts & Social Sciences	Mexican-American Studies	Pino,Diana	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	3	.	.	.	.	.	\$ 18,000				X	
Liberal Arts & Social Sciences	Mexican-American Studies	Rodriguez,Andre	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Adkins,Alexander	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 6,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Chalhoub,Rania	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	4	.	.	.	.	.	\$ 17,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	DANG,THONG	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	3	.	.	.	.	.	\$ 16,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Frieden,Sandra	Active Faculty Retiree	P	0%	100%	0%	100%	1	.	1	.	.	.	.	1	.	.	.	.	.	\$ 6,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Gnanwo Hounfodji,Raymond	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	.	.	.	.	.	.	.	\$ 11,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Houlihan,James	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	.	3	.	.	.	.	.	\$ 18,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Luke-Dorn,Martina	Lecturer	P	0%	100%	0%	100%	1	.	1	.	.	.	.	.	.	.	.	.	.	\$ 6,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Nasef,Alaa	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 5,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Sayyid,Huda	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	2	.	.	.	.	.	\$ 9,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Zhang,Xincui	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	1	.	.	.	.	.	\$ 12,000				X	
Liberal Arts & Social Sciences	Philosophy	Aiman,Edwin	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 16,000				X	
Liberal Arts & Social Sciences	Philosophy	Ebert,Rainer	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	2	.	.	.	.	.	\$ 10,000					X
Liberal Arts & Social Sciences	Philosophy	Garson,James	Active Faculty Retiree	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	1	1	.	.	.	\$ 52,075					X
Liberal Arts & Social Sciences	Philosophy	Werner,Andrew	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	2	.	.	.	.	.	\$ 20,000				X	X

**UH Annual Faculty Workload Report
2022-2023**

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 22-23 PERCENT (%) EFFORT				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	GIFT	GRANT	LOCAL	STATE	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Liberal Arts & Social Sciences	Political Science	Colby,Cory	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Political Science	Davis,Sharon	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	.	\$ 21,000			X	
Liberal Arts & Social Sciences	Political Science	Jackson,Jerald	Active Faculty Retiree	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Political Science	Jefferies,Kevin	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Political Science	Karimov,Samad	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	2	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Political Science	Kharmats,Polina	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Political Science	Konak Unal,Saadet	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Political Science	Martinez,Elizabeth	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Political Science	McDonald,John	Lecturer	P	0%	100%	0%	100%	4	.	.	.	.	.	4	.	.	.	.	.	.	\$ 24,000			X	
Liberal Arts & Social Sciences	Political Science	Ouellette,Jordan	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Political Science	Shay,Cammy	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Political Science	Sims,Nancy	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Political Science	Vardy,Ronald	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Political Science	Wall,Kenneth	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Political Science	Zhou,Hui	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000			X	
Liberal Arts & Social Sciences	Psychology	Alonso,Nicole	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Psychology	Capuzzo,Kristen	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 14,000			X	
Liberal Arts & Social Sciences	Psychology	Haddad,Sana	Lecturer	P	100%	0%	0%	100%	.	.	.	.	.	.	3	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Psychology	Harris,Gerald	Active Faculty Retiree	P	0%	100%	0%	100%	.	.	.	1	.	.	.	.	1	.	.	.	.	\$ 1,500			X	
Liberal Arts & Social Sciences	Psychology	Inman,Tonya	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	2	.	.	.	.	.	.	\$ 9,000			X	
Liberal Arts & Social Sciences	Psychology	Keo-Meier,Colton	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 7,000			X	
Liberal Arts & Social Sciences	Psychology	Martin,Rebecca	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Psychology	Osika,Matylda	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Psychology	Osika,Matylda	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Psychology	Saiyed,Amna	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 19,000			X	
Liberal Arts & Social Sciences	Psychology	Szafranski,Derek	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 14,000			X	
Liberal Arts & Social Sciences	Psychology	Vincent,John	Professor	P	40%	35%	25%	100%	.	.	.	6	.	.	.	.	6	.	.	.	.	\$ 85,188			X	
Liberal Arts & Social Sciences	Psychology	Wang,Carol	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	4	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Psychology	Westmoreland,Kirsten	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Psychology	Westmoreland,Kirsten	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Public Administration Program	Hawes,David	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Liberal Arts & Social Sciences	Public Administration Program	Sanchez,Francisco	Lecturer	P	0%	100%	0%	100%	.	.	1	.	.	.	.	.	.	.	.	.	.	\$ 4,000			X	
Liberal Arts & Social Sciences	Public Administration Program	Thurmond,James	Active Faculty Retiree	P	0%	75%	25%	100%	.	.	.	.	.	.	.	.	1	1	.	.	.	\$ 44,759			X	
Liberal Arts & Social Sciences	Sociology	Brailey,Carla	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Sociology	Colbert,Sharla	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	4	.	.	.	.	.	.	\$ 15,000	X		X	
Liberal Arts & Social Sciences	Sociology	Cooper,Chelsey	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	5	.	.	.	.	.	.	\$ 15,000	X		X	
Liberal Arts & Social Sciences	Sociology	Davis,Mary	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	3	.	.	.	.	.	.	\$ 15,000	X		X	
Liberal Arts & Social Sciences	Sociology	Gallo,Joseph	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	2	.	.	.	.	.	.	\$ 12,000	X		X	
Liberal Arts & Social Sciences	Sociology	Haltom,Trenton	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Sociology	Menon-Chembottil,Sarath Kumar	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	.	.	.	.	.	.	.	\$ 6,000			X	
Liberal Arts & Social Sciences	Women's Studies Program	Boffone,Trevor	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Bustillo,Anneliese	Lecturer	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000	X			
Liberal Arts & Social Sciences	Women's Studies Program	Ford-McCartney,Devan	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 15,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Jagannathan,Meera	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Lakshmi,Aishwarya	Teaching Overload	P	0%	100%	0%	100%	1	.	.	.	.	.	.	.	.	.	.	.	.	\$ 3,000			X	
Liberal Arts & Social Sciences	Women's Studies Program	Martinez,Itzel	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Miller,Audrey	Teaching Overload	P	0%	100%	0%	100%	2	.	.	1	.	.	.	.	.	.	.	.	.	\$ 3,000	X			
Liberal Arts & Social Sciences	Women's Studies Program	Norquist,Grete	Lecturer	P	0%	100%	0%	100%	1	.	.	.	.	.	1	.	.	.	.	.	.	\$ 6,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Slatton,Brittany	Lecturer	P	0%	100%	0%	100%	2	.	.	.	.	.	3	.	.	.	.	.	.	\$ 15,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Stone,Lauren	Lecturer	P	0%	100%	0%	100%	3	.	.	.	.	.	2	.	.	.	.	.	.	\$ 15,000	X		X	
Liberal Arts & Social Sciences	Women's Studies Program	Villarroel,Carolina	Teaching Overload	P	0%	100%	0%	100%	.	.	.	.	.	.	1	.	.	.	.	.	.	\$ 3,000	X			

UNIVERSITY OF HOUSTON CLEAR LAKE FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2022-2023)

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 2022-2023)

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 2022-2023)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	71	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		112	
Tenure-Track	Ranked	Assistant Professor		64	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	6	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Lecturer, Program Director, Visiting Professor (All Ranks)	Full-Time	40	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	285	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 typically **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 typically **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 typical 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 2022-2023)

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 2022-2023).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2022-2023)

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	55	20%	59%	21%	\$127,428
Education	36	12%	72%	16%	\$82,730
Human Sciences and Humanities	86	23%	58%	19%	\$68,453
Science and Engineering	70	13%	70%	17%	\$96,556

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2022-2023)

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	0	0%	0%	0%	\$0
Education	3	1%	95%	4%	\$63,424
Human Sciences and Humanities	6	0%	75%	25%	\$60,432
Science and Engineering	4	0%	100%	0%	\$68,729

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2022-2023)

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	3	0%	60%	40%	\$104,667
Education	2	1%	93%	6%	\$55,600
Human Sciences and Humanities	10	0%	78%	23%	\$57,634
Science and Engineering	18	3%	77%	20%	\$65,671

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2022-2023 UH Clear Lake Faculty Workload Report** concerning average (%) workload effort distribution across the four (4) colleges for the major types of faculty appointments at UHCL provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **64%** of their effort in teaching and instructional activities, **18%** of their effort in research and scholarship activities and **18%** in service activities.
- Full-time, ranked (NTT) faculty expend **87%** of their effort in teaching and instructional activities, **0%** of their effort in research and scholarship activities and **13%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **77%** of their effort in teaching and instructional activities, **2%** of their effort in research and scholarship activities and **21%** in service activities.

UHCL 2022-2023 Faculty Workload Report

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	Grant	Local	State
						Research & Scholarshi	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 Business	Department of Management	Chambers, Silvana	Assistant Professor	Assistant Professor	FT	20	60	20	100	1	0	2	0	0	0	2	0	3	0	0	0	\$ 114,625			X	X
College of Business	Department of Management	Rolf, Skylar	Assistant Professor	Assistant Professor	FT	20	60	20	100	5	0	0	0	0	5	0	0	0	0	0	0	\$ 117,914			X	X
College of Business	Department of Management	Small, Danna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	0	\$ 2,700			X	
College of Business	Department of Management	Jancenelle, Vivien	Assistant Professor	Assistant Professor	FT	20	60	20	100	4	0	0	0	0	3	0	0	0	0	0	0	\$ 109,125				X
College of Business	Department of Management	Brierty, Nelly	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	1	0	0	4	0	0	0	0	0	0	\$ 13,950			X	
College of Business	Department of Management	Prim, Robert	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	0	\$ 7,594			X	
College of Business	Department of Management	Johnson, Roxane	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	2	0	0	0	0	0	0	\$ 2,700			X	
College of Business	Department of Management	Noghani Behambari, Farzaneh	Assistant Professor	Assistant Professor	FT	20	60	20	100	4	0	0	0	0	5	0	0	0	0	0	0	\$ 110,660			X	X
College of Business	Department of Management	Bradley, Deidre	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	1	0	0	0	0	\$ 2,700			X	
College of Business	Department of Management Information Systems	Steel, Douglas	Assoc Professor	Associate Professor	FT	20	60	20	100	1	0	2	0	0	1	0	3	0	0	0	0	\$ 118,164				X
College of Business	Department of Management Information Systems	Gercek, Gokhan	Professor	Professor	FT	20	60	20	100	0	0	4	0	0	0	0	3	0	0	0	0	\$ 60,507			X	X
College of Business	Department of Management Information Systems	Saleem, Naveed	Professor	Professor	FT	20	40	40	100	0	1	3	1	0	0	2	2	1	0	0	0	\$ 161,937			X	X
College of Business	Department of Management Information Systems	Sun, Nanfei	Assistant Professor	Assistant Professor	FT	20	60	20	100	3	0	3	0	0	2	0	3	0	0	0	0	\$ 111,735				X
College of Business	Department of Management Information Systems	Lin, Jian	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	3	0	0	1	0	2	0	0	0	0	\$ 116,676				X
College of Business	Department of Management Information Systems	Bowen, Millus	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	\$ 6,075			X	
College of Business	Department of Management Information Systems	Belwal, Chaitanya	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	1	0	0	1	0	0	0	0	0	0	\$ 7,594			X	
College of Business	Department of Management Information Systems	Athuru, Raja Rajeswari	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	\$ 6,075			X	
College of Business	Department of Management Information Systems	Wu, Michael	Asst Professor	Assistant Professor	FT	20	60	20	100	3	0	1	0	0	3	0	1	0	0	0	0	\$ 108,372				X
College of Business	Department of Management Information Systems	Hettiarachchi, Charitha	Assistant Professor	Assistant Professor	FT	20	60	20	100	3	0	1	0	0	3	0	1	0	0	0	0	\$ 105,660				X
College of Business	Department of Management Information Systems	Arthanayaka, Imali	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	0	\$ 9,450			X	
College of Education	Counseling Special Education and Diversity	McGough, Kimberly	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,431				X
College of Education	Counseling Special Education and Diversity	Capelo, Ismael	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	\$ 13,973				X
College of Education	Counseling Special Education and Diversity	Mizell, Staci	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	4	0	0	0	0	\$ 14,013				X
College of Education	Counseling Special Education and Diversity	Weaver, Laurie	Professor	Professor	FT	12.5	75	12.5	100	1	0	0	1	0	2	0	0	0	0	0	0	\$ 113,108				X
College of Education	Counseling Special Education and Diversity	McDaniel, Gay	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	0	\$ 11,856				X
College of Education	Counseling Special Education and Diversity	Seevers, Randy	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	0	0	0	3	0	0	1	0	0	0	\$ 92,388				X
College of Education	Counseling Special Education and Diversity	Ellis, Pamela	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,544				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	0	1	0	0	0	0	0	0	\$ 7,684				X
College of Education	Counseling Special Education and Diversity	Jones, Lisa	Professor	Professor	FT	10	60	30	100	0	0	3	1	0	0	0	4	1	0	0	0	\$ 88,404				X
College of Education	Counseling Special Education and Diversity	Marquez, Judith	Professor	Professor	FT	12.5	75	12.5	100	3	0	0	1	0	3	0	0	2	0	0	0	\$ 110,652				X
College of Education	Counseling Special Education and Diversity	Holub, Maria	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	0	\$ 11,750				X
College of Education	Counseling Special Education and Diversity	Coronado, Cynthia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	0	2	0	0	0	\$ 12,218				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	0	2	0	0	0	0	0	0	\$ 13,217				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	0	1	0	0	0	0	0	0	\$ 7,213				X
College of Education	Counseling Special Education and Diversity	Nicholson, Debbie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	2	0	0	1	0	0	0	0	0	0	\$ 11,498				X
College of Education	Counseling Special Education and Diversity	Lemons, Lisa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	0	\$ 2,374				X
College of Education	Counseling Special Education and Diversity	Jones, Kristen	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,544				X
College of Education	Counseling Special Education and Diversity	Gauna-Gago, Leslie	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	0	3	0	0	1	0	0	0	\$ 65,664				X
College of Education	Counseling Special Education and Diversity	Pace, Robert	Clinical Assoc Professor	Other Faculty	FT	2.5	85	12.5	100	0	0	3	2	0	0	0	2	3	0	0	0	\$ 66,636				X
College of Education	Counseling Special Education and Diversity	Merchan Morales, Rolando	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,431				X
College of Education	Counseling Special Education and Diversity	Gonzalez, Betsave	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	\$ 5,512				X
College of Education	Counseling Special Education and Diversity	Ribeiro, Angelica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	0	\$ 12,353				X
College of Education	Counseling Special Education and Diversity	Tello, Angelica	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	2	1	0	0	0	2	2	0	0	0	\$ 70,452				X
College of Education	Counseling Special Education and Diversity	Salazar, Diana	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,968				X
College of Education	Counseling Special Education and Diversity	Beavers, Elizabeth	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	0	2	0	5	0	0	3	0	0	0	\$ 75,696				X
College of Education	Counseling Special Education and Diversity	Ammar, Nadiyah	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,051				X
College of Education	Counseling Special Education and Diversity	Gomez, Maria Sol	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,062				X
College of Education	Counseling Special Education and Diversity	Davis, Randy	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	2	3	0	0	0	2	2	0	0	0	\$ 82,592				X
College of Education	Counseling Special Education and Diversity	Smedley, Diane	Visiting Lecturer	Other Faculty	FT	0	100	0	100	0	0	0	0	0	0	0	4	0	0	0	0	\$ 60,635				X
College of Education	Counseling Special Education and Diversity	Smith, Nathaniel	Adjunct - Non Ben	Other Faculty	PT	0	85	15	100	0	0	1	0	0	0	0	2	0	0	0	0	\$ 9,101				X
College of Education	Counseling Special Education and Diversity	Dunaway, Kristi	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,431				X
College of Education	Counseling Special Education and Diversity	Cathright, Tamekia	Visiting Asst Professor	Other Faculty	PT	0	85	15	100	0	0	5	0	0	0	0	4	0	0	0	0	\$ 31,500				X
College of Education	Counseling Special Education and Diversity	Wandix-White, Diana	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	2	0	0	0	0	2	0	2	0	0	0	0	\$ 63,549				X
College of Education	Counseling Special Education and Diversity	Horton, Emily	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	0	0	2	0	0	0	0	3	0	0	0	0	\$ 63,228				X
College of Education	Curriculum and Instruction	Sacco, Nicki	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	2	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Cano, Sondra	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	1	0	0	0	0	0	0	0	0	\$ 4,331				X
College of Education	Curriculum and Instruction	Smedley, Linda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	2	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Baker, Diana	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	2	0	0	0	0	0	\$ 2,790				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	\$ 15,998				X
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	\$ 6,022				X
College of Education	Curriculum and Instruction	Burchfield, Terri	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	0	\$ 7,189				X
College of Education	Curriculum and Instruction	Gupta, Pooja	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	2	0	0	0	0	0	0	\$ 9,101				X
College of Education	Curriculum and Instruction	Waters, Carol	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	0	2	0	2	0	0	0	0	\$ 66,156				X
College of Education	Curriculum and Instruction	Goudeau, Rita	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	3	2	0	0	0	3	2	0	0	0	0	0	\$ 13,827				X
College of Education	Curriculum and Instruction	Chapman, Susan	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	1														

UHCL 2022-2023 Faculty Workload Report

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	Grant	Local	State		
						Research & Scholarshi	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	Simancas, Emily	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	0	0	1	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Gaines, Catherine	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,879				X
College of Education	Curriculum and Instruction	Quick, Deani	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	2	0	0	0	0	1	1	0	1	0	0	0	0	\$ 4,250				X
College of Education	Curriculum and Instruction	Callahan, Christine	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	5	0	0	0	0	0	5	0	0	0	0	0	0	0	\$ 13,095				X
College of Education	Curriculum and Instruction	Mauldin, Joan	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	2	0	0	0	0	1	2	0	0	0	0	0	0	\$ 19,006				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	0	1	0	0	0	0	0	0	non-paid				
College of Education	Curriculum and Instruction	Duke, Donna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	0	1	0	0	0	0	0	0	non-paid				
College of Education	Curriculum and Instruction	Bell, Sandra	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	1	2	0	0	0	0	0	0	\$ 7,178				X
College of Education	Curriculum and Instruction	Sawyer, Cheryl	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 9,788				X
College of Education	Curriculum and Instruction	Ward, Janet	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Wisnoski, Dawn	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 11,453				X
College of Education	Curriculum and Instruction	Segura, Nancy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Maxson, Michelle	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,062				X
College of Education	Curriculum and Instruction	Constantine, Terri	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,488				X
College of Education	Curriculum and Instruction	Tajani, Neelofer	Clinical Assistant Professor	Other Faculty	FT	0	100	0	100	3	1	0	0	0	0	3	0	4	0	0	0	0	0	\$ 63,000				X
College of Education	Curriculum and Instruction	Love, Gail	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	1	2	0	0	0	0	0	0	\$ 7,178				X
College of Education	Curriculum and Instruction	Wright, Stephanie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Williams-Duncan, Omah	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	0	1	0	0	1	0	2	2	0	0	0	0	\$ 77,216				X
College of Education	Curriculum and Instruction	Perrin, Janice	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 12,758				X
College of Education	Curriculum and Instruction	Cox, Lee	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 13,703				X
College of Education	Curriculum and Instruction	Teichelman, Nancy	Instructor	Other Faculty	PT	2.5	85	12.5	100	0	1	0	0	0	0	0	1	0	0	0	0	0	0	non-paid				
College of Education	Curriculum and Instruction	Huss-Keeler, Rebecca	Professor	Professor	FT	12.5	75	12.5	100	1	0	2	2	0	0	2	1	0	2	0	0	0	\$ 98,532				X	
College of Education	Curriculum and Instruction	Brown, Suzanne	Associate Professor	Associate Professor	FT	10	60	30	100	1	0	1	1	0	0	1	0	0	1	0	0	0	\$ 123,416				X	
College of Education	Curriculum and Instruction	Sipes, Kellye	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 7,867				X
College of Education	Curriculum and Instruction	Dickey, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,379				X
College of Education	Curriculum and Instruction	Vela, Viola	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	1	0	0	0	2	0	0	0	0	0	0	0	\$ 16,808				X
College of Education	Curriculum and Instruction	Kershner, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,043				X
College of Education	Curriculum and Instruction	Schatzke, Sheila	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 11,441				X
College of Education	Curriculum and Instruction	Wood, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 12,939				X
College of Education	Curriculum and Instruction	Hutchins, Patricia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	1	2	0	0	0	0	0	0	\$ 7,178				X
College of Education	Curriculum and Instruction	Shulsky, Debra	Assoc Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	2	0	0	0	3	0	0	1	0	0	0	\$ 70,920				X	
College of Education	Curriculum and Instruction	Jain, Preeti	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	0	0	0	0	3	0	2	0	0	0	0	\$ 70,336				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	0	0	0	0	0	0	0	0	non-paid				
College of Education	Curriculum and Instruction	Roble, Gelyn	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 2,745				X
College of Education	Curriculum and Instruction	Kula, Ashley	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 5,682				X
College of Education	Curriculum and Instruction	Rodriguez, Ruben	Adjunct	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 2,790				X
College of Education	Curriculum and Instruction	Garza, Ofelia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	1	0	0	0	0	1	1	0	0	0	0	0	0	\$ 5,850				X
College of Education	Curriculum and Instruction	Bolden-Gastile, Takisha	Lecturer	Other Faculty	FT	2.5	85	12.5	100	3	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 59,772	X			
College of Education	Curriculum and Instruction	Coughran, Jennifer	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 2,745				X
College of Education	Curriculum and Instruction	Chapman, Jacinth	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 8,839				X
College of Education	Curriculum and Instruction	Stiles, Ann	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 9,506				X
College of Education	Curriculum and Instruction	Johnson, Monique	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 9,698				X
College of Education	Curriculum and Instruction	Lewis, Anita	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,544				X
College of Education	Curriculum and Instruction	Graves, Shanna	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	1	0	1	0	0	2	0	0	0	0	0	0	0	\$ 78,876				X
College of Education	Curriculum and Instruction	Verhofstad, Selene	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 2,745				X
College of Education	Curriculum and Instruction	Chvala, Terry	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 14,766				X
College of Education	Curriculum and Instruction	Divoll, Kent	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	1	3	0	0	4	0	1	1	0	0	0	\$ 81,108				X	
College of Education	Curriculum and Instruction	Tilley, Terry	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 6,278				X
College of Education	Curriculum and Instruction	Thomas, Shalyse	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 5,342				X
College of Education	Curriculum and Instruction	George, Betty	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,379				X
College of Education	Curriculum and Instruction	Friedman, Meagan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 2,450				X
College of Education	Curriculum and Instruction	Applegate, Michele	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 2,374				X
College of Education	Curriculum and Instruction	Brown, Amber	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	3	4	0	0	1	0	3	4	0	0	0	\$ 84,344				X	
College of Education	Educational Leadership and Policy Analysis	Miller, Queninnise	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	0	0	4	0	0	0	0	0	3	2	0	0	0	\$ 69,311				X	
College of Education	Educational Leadership and Policy Analysis	Mustin, Denise	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	1	0	0	0	0	\$ 2,745				X	
College of Education	Educational Leadership and Policy Analysis	Smith, Amanda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	3	0	0	0	0	0	0	0	0	0	0	\$ 6,863				X
College of Education	Educational Leadership and Policy Analysis	Rasberry, Marva	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	1	0	0	0	0	0	0	0	0	0	0	\$ 3,656				X
College of Education	Educational Leadership and Policy Analysis	Perry, Lakenya	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	1	0	0	0	0	\$ 2,745				X	
College of Education	Educational Leadership and Policy Analysis	McCall, Demetrius	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	2	0	0	0	0	\$ 5,490				X	
College of Education	Educational Leadership and Policy Analysis	Martin, Akilah	Adjunct/Retiree	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 2,745				X	
College of Education	Educational Leadership and Policy Analysis	Conklin, Sandy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	1	0	0	0	0	\$ 6,379				X	
College of Education	Leadership and Policy Analysis	Simieou, Felix	Associate Professor	Associate Professor	FT	10	20	70	100	0																		

UHCL 2022-2023 Faculty Workload Report

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	Grant	Local	State
						Research & Scholarshi	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 Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Wilson, Maria	Assistant Professor	Assistant Professor	FT	30	60	10	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 60,120				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Crocker, Charles	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	1	0	0	0	0	\$ 8,775			X	X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kusters, Isabelle	Associate Professor	Associate Professor	FT	20	60	20	100	1	0	1	1	0	0	2	1	0	1	0	0	\$ 73,024				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Jenkins, Sandra	Visiting Asst Professor	Other Faculty	FT	0	80	20	100	3	1	0	0	0	0	4	2	0	0	0	0	\$ 75,258				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Leal, Roberta	Assistant Professor	Assistant Professor	FT	30	60	10	100	0	2	0	0	0	0	0	2	0	0	0	0	\$ 63,552				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Abedi, Syeda Ammara	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Fritz, Jennifer	Professor	Professor	FT	20	60	20	100	1	0	1	1	0	0	1	0	2	1	0	0	\$ 100,197				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Su Kubricht, LiPing	Assistant Professor	Assistant Professor	FT	20	60	20	100	0	0	3	0	0	0	0	0	3	0	0	0	\$ 64,500				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Mathews, Nisha	Assistant Professor	Assistant Professor	FT	20	60	20	100	4	0	0	0	0	5	0	0	0	0	0	\$ 72,000				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Sublett, Lisa	Assistant Professor	Assistant Professor	FT	30	60	10	100	1	0	1	2	0	0	0	0	3	0	0	0	\$ 75,024				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Ranton, Katherine	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	1	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Fullmer, Paul	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	2	0	0	0	0	0	\$ 11,880			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Amonette, Jenny	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	1	0	0	0	\$ 7,965			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Morrison, Charles	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Tsami, Loukia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Bentley, Jason	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	0	0	1	0	2	0	0	0	\$ 63,500				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Yuvarajan, Eili	Dir, Psychology Clinic	Other Faculty	PT	0	50	50	100	0	0	3	1	0	0	0	2	1	0	0	\$ 69,000				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Dean, Julianna	Assistant Professor	Assistant Professor	FT	30	60	10	100	1	0	1	0	0	2	0	1	0	0	0	\$ 68,004				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Alexander, Karen	Associate Professor	Associate Professor	FT	20	20	60	100	2	0	0	0	0	1	0	0	0	0	0	\$ 103,732				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Elkins, Sara	Associate Professor	Associate Professor	FT	20	60	20	100	0	0	3	4	0	0	0	1	2	0	0	\$ 84,324				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Fletcher, Victoria	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Watts, Olympia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	\$ 7,020			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Morgan, Valerie	Assistant Professor	Assistant Professor	FT	30	60	10	100	0	0	3	2	0	0	0	2	3	0	0	\$ 76,260				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Nowalk, Daniel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 9,720			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Radomski, Allison	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	\$ 2,160			X		
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Griffin, Sarah	Assistant Professor	Assistant Professor	FT	30	60	10	100	0	0	0	3	0	0	0	1	1	0	0	\$ 72,816				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Reinbergs, Erik	Assistant Professor	Assistant Professor	FT	30	60	10	100	0	0	4	0	0	0	0	3	2	0	0	\$ 72,816				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kritikos, Tessa	Assistant Professor	Assistant Professor	FT	30	60	10	100	0	0	1	2	0	0	0	2	2	0	0	\$ 72,816				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Roberson, Anthony	Assistant Professor	Assistant Professor	FT	30	60	10	100	0	0	4	0	0	0	0	3	0	0	0	\$ 72,816			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Wells, Teresa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 14,400			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kayaalp, Alper	Assistant Professor	Assistant Professor	FT	20	60	20	100	0	0	3	0	0	0	0	2	1	0	0	\$ 72,500				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Georgiadou, Sofia	Assistant Professor	Assistant Professor	FT	20	60	20	100	0	0	4	0	0	0	0	2	1	0	0	\$ 64,500			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kanter, Laura	Lecturer	Other Faculty	FT	0	75	25	100	4	0	0	0	0	4	0	0	0	0	0	\$ 54,000				X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Appenzeller, Zachary	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	2	0	0	0	\$ 5,265			X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Wohlford, Lindsey	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	\$ 2,160			X		
College of Human Sciences and Humanities	Communication & Studio Arts	Trevathan, Monica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	\$ 2,700				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Brittain, Kara	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 5,850			X	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	0	2	0	0	0	0	0	\$ 10,620			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Hammett, Elizabeth	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	\$ 3,600			X		
College of Human Sciences and Humanities	Communication and Studio Arts	Paben, Marjorie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	0	4	0	0	0	0	0	\$ 10,440			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Henry, Anne	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	2	1	0	0	1	0	1	0	0	\$ 9,900			X	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	0	1	0	0	0	0	0	\$ 5,580			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Williams, Victoria	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Frase, Lisa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 9,720			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Makepeace, Jason	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	1	0	0	2	2	1	2	0	0	\$ 71,196				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Suchon, Donnetta	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 12,240			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Diepenbrock, Clotilde	Associate Professor	Associate Professor	FT	20	40	40	100	3	0	0	0	0	1	0	0	0	0	0	\$ 38,057			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Frierson, Kelley	Adjunct - Non Ben	Other Faculty	PT	0	80	20	100	4	0	0	0	0	2	0	0	0	0	0	\$ 60,354				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Peterson, Kathryn	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 11,813			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Brims, Michael	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	1	0	0	3	0	2	0	0	0	\$ 73,125				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Larson, Stuart	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	1	0	0	0	3	0	1	0	0	\$ 79,920				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Worley, Sharon	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 5,400				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Bethany, Janice	Visiting Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	0	4	0	0	0	0	0	\$ 55,620				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Faxel, Brenda	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	1	0	0	0	0	0	\$ 2,700				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Clark, Debra	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	1	0	0	3	0	0	0	0	0	\$ 71,772				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Stephenson, Hunter	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	0	0	0	3	0	0	0	0	0	\$ 71,532				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Chan, Tak Shing	Associate Professor	Associate Professor	FT	20	60	20	100	1	1	1	1	0	0	1	1	0	3	0	\$ 79,776				X	
College of Human Sciences and Humanities	Communication and Studio Arts	Jones, Philip	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	2	0	0	0	0	0	\$ 10,530			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Akingbade, Babatunde	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Darragh, Henry	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	1	0	0	0	0	0	\$ 5,265			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Villarreal, Monica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	\$ 2,160			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	0	2	0	0	0	0	0	\$ 10,800			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Greenwalt, Mark	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	1	0	0	0	0	0	\$ 7,830			X	X	
College of Human Sciences and Humanities	Communication and Studio Arts	Castillo, Roberto	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	\$ 4,320			X		
College of Human Sciences and Humanities	Communication and Studio Arts	Yandell, Lauren	Senior Lecturer	Other Faculty	FT	0	80	20	100	6	0	1	0	0	6	0	1	0	0	0	\$ 58,560				X	

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College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	Grant	Local	State
						Research & Scholarshi	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 Human Sciences and Humanities	Communication and Studio Arts	Sasser, Amy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 9,720			X	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	0	0	2	0	0	0	0	0	\$ 11,160			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Gray, Caroline	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,565			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Djordjevic, Dragana	Senior Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 61,032				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	0	0	1	0	0	0	0	0	\$ 5,580			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Seahorn, Christal	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	0	0	0	0	3	0	0	0	0	0	\$ 73,224				X
College of Human Sciences and Humanities	Communication and Studio Arts	Edwards, Monica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Communication and Studio Arts	Reynolds, Janet	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	3	0	0	0	0	0	\$ 9,720			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Moya, David	Clinical Assistant Professor	Other Faculty	FT	0	50	50	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 37,416				X
College of Human Sciences and Humanities	Communication and Studio Arts	Carson, Michael	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 5,265			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Russell, Adrian	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Klyueva, Anna	Associate Professor	Associate Professor	FT	20	60	20	100	0	0	0	0	0	0	2	0	1	0	0	0	\$ 73,125				X
College of Human Sciences and Humanities	Communication and Studio Arts	Murphy, Justin	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 4,860			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Fessler, Emily	Associate Professor	Associate Professor	FT	20	60	20	100	0	0	0	0	0	0	0	0	3	0	0	0	\$ 70,548				X
College of Human Sciences and Humanities	Communication and Studio Arts	Jacobs, Lorie	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 66,792				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	0	0	2	0	0	0	0	0	\$ 7,560			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Neely, Sylvia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 9,720			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Cedillo, Christina	Associate Professor	Associate Professor	FT	20	60	20	100	0	0	0	0	0	0	3	0	0	0	0	0	\$ 66,840				X
College of Human Sciences and Humanities	Communication and Studio Arts	Kice, Brent	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	0	0	0	0	2	0	0	0	0	0	\$ 74,652				X
College of Human Sciences and Humanities	Communication and Studio Arts	Leonard, Clay	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	1	0	0	0	3	2	1	0	0	0	\$ 64,680				X
College of Human Sciences and Humanities	Communication and Studio Arts	Baldwin, Andrea	Senior Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 66,240				X
College of Human Sciences and Humanities	Communication and Studio Arts	Hedengren, Mary	Lecturer	Other Faculty	FT	0	80	20	100	8	0	0	0	0	0	8	0	0	0	0	0	\$ 61,476				X
College of Human Sciences and Humanities	Communication and Studio Arts	Strait, Gerald	Associate Professor	Associate Professor	FT	20	60	20	100	0	0	2	1	0	0	0	0	2	2	0	0	\$ 54,324			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Kusro, Lauren	Assistant Professor	Assistant Professor	FT	30	60	10	100	5	0	1	0	0	0	4	0	1	1	0	0	\$ 60,204				X
College of Human Sciences and Humanities	Communication and Studio Arts	Hatley, Alana	Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 53,556				X
College of Human Sciences and Humanities	Communication and Studio Arts	Despard, Eric	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Communication and Studio Arts	Harris, Brandon	Assistant Professor	Assistant Professor	FT	30	60	10	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 62,000				X
College of Human Sciences and Humanities	Communication and Studio Arts	Vargas, Nohelia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Communication and Studio Arts	Kraus, Daniel	Assistant Professor	Assistant Professor	FT	30	60	10	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 58,000				X
College of Human Sciences and Humanities	Liberal Arts	Poindexter-Sylvers, Carole	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$ 2,700			X	
College of Human Sciences and Humanities	Liberal Arts	Stromberg, Joseph	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 10,530			X	
College of Human Sciences and Humanities	Liberal Arts	Parsons, Keith	Adjunct - Non Ben	Professor	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 7,200			X	
College of Human Sciences and Humanities	Liberal Arts	Kovic, Christine	Professor	Professor	FT	20	60	20	100	4	0	0	0	0	0	2	0	1	2	0	0	\$ 84,564			X	
College of Human Sciences and Humanities	Liberal Arts	Powers, William	Dir, TDC Program	Other Faculty	FT	0	60	40	100	1	0	1	0	0	0	1	0	1	0	0	0	\$ 73,584			X	
College of Human Sciences and Humanities	Liberal Arts	Day, David	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 7,200			X	
College of Human Sciences and Humanities	Liberal Arts	Wolfe, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 5,265			X	
College of Human Sciences and Humanities	Liberal Arts	Hales, Barbara	Professor	Professor	FT	20	60	20	100	3	0	1	2	0	0	3	0	2	1	0	0	\$ 84,500			X	
College of Human Sciences and Humanities	Liberal Arts	Hodges, Adam	Professor	Professor	FT	20	60	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 85,500			X	
College of Human Sciences and Humanities	Liberal Arts	Klett, Elizabeth	Professor	Professor	FT	20	60	20	100	1	0	1	1	0	0	2	0	1	1	0	0	\$ 87,744			X	
College of Human Sciences and Humanities	Liberal Arts	Silvermintz, Daniel	Professor	Professor	FT	20	60	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 59,691			X	
College of Human Sciences and Humanities	Liberal Arts	Costello, Sarah	Associate Professor	Associate Professor	FT	20	60	20	100	4	0	1	1	0	0	5	0	1	0	0	0	\$ 68,736			X	
College of Human Sciences and Humanities	Liberal Arts	Weller, Cecil	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,790			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	0	0	0	0	0	0	0	0	\$ 2,760			X	
College of Human Sciences and Humanities	Liberal Arts	Lowe, Jennifer	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	\$ 7,830			X	
College of Human Sciences and Humanities	Liberal Arts	Subramanian, Shreerekh	Professor	Professor	FT	20	60	20	100	0	0	3	0	0	0	0	0	0	0	0	0	\$ 82,812			X	
College of Human Sciences and Humanities	Liberal Arts	Clody, Michael	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	1	0	0	0	2	0	1	0	0	0	\$ 74,124			X	
College of Human Sciences and Humanities	Liberal Arts	Etoria, Brianna	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	1	0	0	0	0	0	\$ 7,020			X	
College of Human Sciences and Humanities	Liberal Arts	Kubala, Jessica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	3	0	0	0	0	0	\$ 5,400			X	
College of Human Sciences and Humanities	Liberal Arts	Marcoline, Anne	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	1	0	0	0	0	0	0	0	0	0	\$ 71,664			X	
College of Human Sciences and Humanities	Liberal Arts	Tate, Taylor	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 5,400			X	
College of Human Sciences and Humanities	Liberal Arts	Merfish, Beth	Associate Professor	Associate Professor	FT	20	30	50	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 31,249			X	
College of Human Sciences and Humanities	Liberal Arts	Dugre, Neal	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	1	1	0	0	2	0	0	1	0	0	\$ 56,761			X	
College of Human Sciences and Humanities	Liberal Arts	Romero, Wanalee	Clinical Assoc Professor	Other Faculty	FT	0	80	20	100	3	0	0	0	0	0	0	0	0	0	0	0	\$ 67,032			X	
College of Human Sciences and Humanities	Liberal Arts	Gessler, Anne	Clinical Assoc Professor	Other Faculty	FT	0	80	20	100	4	0	0	0	0	0	2	0	0	0	0	0	\$ 60,072			X	
College of Human Sciences and Humanities	Liberal Arts	Sisman, Cengiz	Professor	Professor	FT	20	60	10	100	1	0	1	0	0	0	2	0	1	0	0	0	\$ 85,584			X	
College of Human Sciences and Humanities	Liberal Arts	Piercy, Jeremy	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	0	0	0	3	0	0	0	0	0	\$ 60,120			X	
College of Human Sciences and Humanities	Liberal Arts	McCauley, Jennifer	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	0	0	0	2	0	1	1	0	0	\$ 55,449			X	
College of Human Sciences and Humanities	Liberal Arts	Young, Pearl	Assistant Professor	Assistant Professor	FT	30	60	10	100	4	0	0	0	0	0	2	1	1	0	0	0	\$ 60,120			X	
College of Human Sciences and Humanities	Liberal Arts	Coscolluela, Lydia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 5,130			X	
College of Human Sciences and Humanities	Liberal Arts	Jones, Arlandis	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,008			X	
College of Human Sciences and Humanities	Liberal Arts	Novakov-Ritchey, Christina	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	0	0	0	0	1	0	2	0	0	0	\$ 59,000			X	
College of Human Sciences and Humanities	Liberal Arts	Rezende Da Silva De Sant'Ana, Thais	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	0	0	0	5	0	0	0	0	0	\$ 55,000			X	
College of Human Sciences and Humanities	Liberal Arts	Covarrubias-Cabeza, Julio	Assistant Professor	Assistant Professor	FT	30	60	10	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 60,000			X	
College of Human Sciences and Humanities	Liberal Arts	Cook, Nina	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$ 12,000			X	
College of Human Sciences and Humanities	Psychology	Goyarzu, Pilar	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0													

UHCL 2022-2023 Faculty Workload Report

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	Grant	Local	State
						Research & Scholarshi	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 Human Sciences and Humanities	Psychology	Travis, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 13,770				X
College of Human Sciences and Humanities	Psychology	Hentges, Beth	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	3	0	0	0	3	0	1	0	0	0	\$ 75,344				X
College of Human Sciences and Humanities	Psychology	McLain, Steven	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	\$ 9,585				X
College of Human Sciences and Humanities	Psychology	Bartsch, Robert	Professor	Professor	FT	20	60	20	100	0	0	2	0	0	0	0	0	2	0	0	0	\$ 3,375				X
College of Human Sciences and Humanities	Psychology	Hensley, Rachel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 9,720				X
College of Human Sciences and Humanities	Psychology	Sensat, Rachel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	1	0	0	0	0	0	0	0	0	0	0	\$ 2,160				X
College of Human Sciences and Humanities	Psychology	Moreno, Georgina	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	1	0	0	3	0	1	2	0	0	\$ 68,004				X
College of Human Sciences and Humanities	Psychology	Ward, Christopher	Professor	Professor	FT	20	40	40	100	1	0	1	0	0	0	2	1	1	0	0	0	\$ 90,312				X
College of Human Sciences and Humanities	Psychology	Zajack-Garcia, Kaitlyn	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,565				X
College of Human Sciences and Humanities	Psychology	Meers, Jessica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	0	0	0	0	\$ 2,160				X
College of Human Sciences and Humanities	Psychology	Johnston, Amanda	Associate Professor	Associate Professor	FT	20	60	20	100	1	0	1	3	0	0	2	0	1	2	0	0	\$ 64,241				X
College of Human Sciences and Humanities	Psychology	Berdeaux, Kally	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	\$ 7,560			X	X
College of Human Sciences and Humanities	Psychology	Walther, Christine	Associate Professor	Associate Professor	FT	20	60	20	100	0	0	2	7	0	0	2	0	0	9	0	0	\$ 72,846				X
College of Human Sciences and Humanities	Psychology	Kelling, Nicholas	Associate Professor	Associate Professor	FT	20	60	20	100	1	0	2	2	0	0	1	0	1	4	0	0	\$ 72,846				X
College of Human Sciences and Humanities	Psychology	Kelling, Angela	Associate Professor	Associate Professor	FT	20	60	20	100	3	0	1	1	0	0	1	0	0	0	0	0	\$ 42,906				X
College of Human Sciences and Humanities	Psychology	Leadingham, Kelsey	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 5,160				X
College of Human Sciences and Humanities	Psychology	Turner, Jennalee	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	1	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Psychology	Lansford, Haley	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,160				X
College of Human Sciences and Humanities	Psychology	Sutherland, Steven	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	1	0	0	0	2	0	0	0	0	0	\$ 70,000				X
College of Human Sciences and Humanities	Psychology	Blake, Ira	Professor	Professor	FT	20	60	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 94,658				X
College of Human Sciences and Humanities	Psychology	Shaman, Nicholas	Assistant Professor	Assistant Professor	FT	30	60	10	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 66,996				X
College of Human Sciences and Humanities	Psychology	Enciso Dominguez, Giazu	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	0	0	0	2	0	1	0	0	0	\$ 62,316				X
College of Human Sciences and Humanities	Psychology	James, Kelsey	Assistant Professor	Assistant Professor	FT	30	60	10	100	2	0	1	0	0	0	1	0	2	0	0	0	\$ 60,000				X
College of Human Sciences and Humanities	Psychology	Daniels, Jaxenne	Lecturer	Other Faculty	FT	0	80	20	100	6	0	0	0	0	0	6	0	1	0	0	0	\$ 55,000				X
College of Human Sciences and Humanities	Psychology	Westmoreland, Kirsten	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,565				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Cherry, Stephen	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	1	1	0	0	2	0	1	0	0	0	\$ 76,716				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Swank, Annie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	1	0	0	0	0	0	\$ 7,020				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Syers, Julie	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,250				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Gravelly, Cindy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	2	0	0	0	0	0	\$ 7,560				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Linsley, Ann	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 4,860				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	0	0	2	0	0	0	0	0	\$ 14,783				X
College of Human Sciences and Humanities	Social and Cultural Sciences	McMullen, John	Professor	Professor	FT	20	60	20	100	3	0	1	0	0	0	5	0	2	1	0	0	\$ 98,127				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Reddy, Deepa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	0	0	5	0	0	0	0	0	\$ 14,760				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Lash, Jeffrey	Professor	Professor	FT	20	60	20	100	4	1	2	0	0	0	5	0	2	0	0	0	\$ 82,099				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Reine, Gena	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	2	0	0	0	0	0	0	0	0	0	\$ 5,130				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Kilgore, William	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 10,440				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Segovia, Veronica	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	\$ 7,020				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Forde, Alicia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,355				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Penn, Everette	Professor	Professor	FT	20	60	20	100	5	0	0	0	0	0	5	0	0	0	0	0	\$ 100,818				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Yassin, Dawlat	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	1	0	0	0	\$ 5,805				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Anderson Diaz, Comeka	Clinical Assoc Professor	Other Faculty	FT	0	80	20	100	4	0	0	0	0	0	4	0	0	0	0	0	\$ 67,194				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Vandezande, Zachary	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 10,530				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Thomas, Rita	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 5,265				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Curtis, Maria	Associate Professor	Associate Professor	FT	20	60	20	100	3	1	1	1	0	0	5	0	3	0	0	0	\$ 75,420				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Melchor, Pedro	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$ 2,160				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	0	0	1	0	0	0	0	0	\$ 4,860				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Patino, Alicia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 4,860				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Arney Cuevas, Jennifer	Assoc Professor	Associate Professor	FT	38	50	12	100	5	0	3	0	0	0	4	0	3	0	0	0	\$ 36,315		X		X
College of Human Sciences and Humanities	Social and Cultural Sciences	Lucas, Amy	Associate Professor	Associate Professor	FT	20	40	40	100	2	0	1	0	0	0	0	0	1	0	0	0	\$ 16,680				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Ewer, Audrey	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 10,530				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Belden, Nancy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	4	0	0	0	0	0	\$ 7,560				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Woldu, Dawit	Associate Professor	Associate Professor	FT	20	60	20	100	4	0	1	0	0	0	7	0	0	0	0	0	\$ 67,653				X
College of Human Sciences and Humanities	Social and Cultural Sciences	French, Leticia	Senior Lecturer	Other Faculty	FT	0	80	20	100	5	0	0	0	0	0	4	0	0	0	0	0	\$ 28,690				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Paris, Melissa	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	0	0	0	0	0	0	0	0	\$ 5,490				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Fox-Johnson, Courtney	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	2	0	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Glenn, Susann	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	2	0	0	0	0	0	\$ 2,700				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Hsu, Henda	Associate Professor	Associate Professor	FT	20	60	20	100	4	0	1	1	0	0	2	0	2	0	0	0	\$ 52,256				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Yi, Se-Hyoung	Associate Professor	Associate Professor	FT	20	60	20	100	2	0	0	0	0	0	4	0	0	0	0	0	\$ 54,054				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Sisman, Ozlem	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 7,875				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Dodson, Kimberly	Associate Professor	Associate Professor	FT	20	60	20	100	1	0	2	0	0	0	3	0	1	0	0	0	\$ 79,032				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Jin, Hae	Assistant Professor	Assistant Professor	FT	20	60	20	100	3	0	1	0	0	0	6	0	0	0	0	0	\$ 60,180				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Stubbs, Quentin	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 5,265				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Moore, Scotty	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 4,860				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Ortiz, Julio	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	4	0	0	0	0	0	3	0	0	0	0	0	\$ 10,530				X
College of Science and Engineering	Biology and Biotechnology	Buckel, Scott	Assistant Professor	Other Faculty	FT	0	100	0	100	3	0	1	0	0	0	3										

UHCL 2022-2023 Faculty Workload Report

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	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	Biology and Biotechnology	Stephens, Brian	Associate Professor	Associate Professor	FT	17.5	62.5	20	100	3	3	0	1	0	0	3	4	0	2	0	0	\$ 78,201				X
College of Science and Engineering	Biology and Biotechnology	Rogers, Kathy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,035				X
College of Science and Engineering	Biology and Biotechnology	Obrien, Catherine	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 16,103				X
College of Science and Engineering	Biology and Biotechnology	Puzdrowski, Richard	Associate Professor	Associate Professor	FT	6.25	75	18.75	100	1	0	1	0	0	0	3	1	0	0	0	0	\$ 87,494				X
College of Science and Engineering	Biology and Biotechnology	Mills, William	Professor	Professor	FT	12.5	75	12.5	100	3	0	2	0	0	0	4	0	2	0	0	0	\$ 117,387				X
College of Science and Engineering	Biology and Biotechnology	Rohde, Larry	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	3	1	0	0	0	0	3	1	0	0	0	0	\$ 88,410				X
College of Science and Engineering	Biology and Biotechnology	Gruber, Stephen	Lecturer	Other Faculty	FT	0	80	20	100	7	0	0	0	0	0	6	0	0	0	0	0	\$ 72,245				X
College of Science and Engineering	Biology and Biotechnology	Rashid, Mohammad	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	2	2	0	0	3	0	0	2	0	0	\$ 85,385				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	0	0	1	0	0	0	0	0	\$ 2,916				X
College of Science and Engineering	Biology and Biotechnology	Giblin, Leonard	Visiting Asst Professor	Other Faculty	FT	0	100	0	100	4	0	0	0	0	0	2	0	2	0	0	0	\$ 66,521				X
College of Science and Engineering	Biology and Biotechnology	Santiago-Vazquez, Lory	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	1	0	3	3	0	0	1	0	1	2	0	0	\$ 80,700				X
College of Science and Engineering	Biology and Biotechnology	Oakley, Jenny	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	1	0	0	0	\$ 2,916				X
College of Science and Engineering	Biology and Biotechnology	Choate, Luke	Lecturer	Other Faculty	FT	0	100	0	100	5	0	0	0	0	0	5	0	0	0	0	0	\$ 50,000				X
College of Science and Engineering	Biology and Biotechnology	Trubl, Patricia	Senior Lecturer	Other Faculty	FT	0	80	20	100	8	1	0	0	0	0	7	1	0	0	0	0	\$ 70,563				X
College of Science and Engineering	Biology and Biotechnology	Ariza, Martha	Lecturer	Other Faculty	FT	0	80	20	100	0	0	6	1	0	0	0	0	5	1	0	0	\$ 69,500				X
College of Science and Engineering	Biology and Biotechnology	McNaspy, Jennifer	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	\$ 9,072				X
College of Science and Engineering	Biology and Biotechnology	LaMontagne, Michael	Assistant Professor	Assistant Professor	FT	0	80	20	100	4	3	0	0	0	0	3	7	1	0	0	0	\$ 74,790				X
College of Science and Engineering	Computing Sciences	Abeysekera, Krishani	Senior Lecturer	Other Faculty	FT	0	80	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 83,529				X
College of Science and Engineering	Computing Sciences	Boetticher, Gary	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	0	0	3	0	0	0	0	0	4	0	0	0	\$ 105,144				X
College of Science and Engineering	Computing Sciences	Davari, Sadegh	Professor	Professor	FT	26.5	37.5	36	100	1	1	0	2	0	0	1	1	0	2	0	0	\$ 123,921				X
College of Science and Engineering	Computing Sciences	Feagin, Terry	Professor	Professor	FT	12.5	75	12.5	100	1	0	2	0	0	0	1	0	2	0	0	0	\$ 123,060				X
College of Science and Engineering	Computing Sciences	Yue, Kwok-Bun	Professor	Professor	FT	12.5	75	12.5	100	2	0	1	3	0	0	2	0	2	1	0	0	\$ 121,752				X
College of Science and Engineering	Computing Sciences	Perez-Davila, Alfredo	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	8	0	0	0	0	0	7	0	0	0	0	0	\$ 100,926				X
College of Science and Engineering	Computing Sciences	Al-Mubaid, Hisham	Professor	Professor	FT	12.5	75	12.5	100	0	0	4	0	0	0	1	0	3	0	0	0	\$ 111,732				X
College of Science and Engineering	Computing Sciences	Yang, Toneluh	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	2	0	0	0	0	0	3	0	0	0	\$ 109,212				X
College of Science and Engineering	Computing Sciences	Bettayeb, Said	Professor	Professor	FT	12.5	75	12.5	100	1	0	2	0	0	0	1	0	2	0	0	0	\$ 116,541				X
College of Science and Engineering	Computing Sciences	Buddharaju, Pradeep	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	4	0	1	0	0	0	2	0	2	0	0	0	\$ 99,288				X
College of Science and Engineering	Computing Sciences	Perez, Arturo	Lecturer	Other Faculty	FT	0	80	20	100	3	0	0	0	0	0	4	0	0	0	0	0	\$ 60,216				X
College of Science and Engineering	Computing Sciences	Banawan, Sayed	Visiting Asst Professor	Other Faculty	FT	0	100	0	100	4	0	0	0	0	0	3	0	1	0	0	0	\$ 79,000				X
College of Science and Engineering	Computing Sciences	Baker, Joshua	Lecturer	Other Faculty	FT	0	80	20	100	6	1	0	0	0	0	4	0	0	0	0	0	\$ 64,464				X
College of Science and Engineering	Computing Sciences	Abukmail, Ahmed	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	3	0	1	0	0	0	3	0	0	0	0	0	\$ 98,172				X
College of Science and Engineering	Computing Sciences	Wei, Wei	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	0	0	2	0	0	0	1	0	2	0	0	0	\$ 93,690				X
College of Science and Engineering	Computing Sciences	Phillips, Charles	Senior Lecturer	Other Faculty	FT	0	80	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 77,532				X
College of Science and Engineering	Computing Sciences	Lacher, Lisa	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	4	1	0	0	0	0	3	1	0	0	0	0	\$ 95,028				X
College of Science and Engineering	Computing Sciences	Liu, Xinying	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	0	0	0	0	3	0	0	0	0	0	\$ 89,220				X
College of Science and Engineering	Computing Sciences	Sha, Kewei	Associate Professor	Associate Professor	FT	0	100	0	100	1	0	2	1	0	0	1	2	5	4	0	0	\$ 93,744				X
College of Science and Engineering	Computing Sciences	Hasan, Khondker	Associate Professor	Associate Professor	FT	15.5	75	9.5	100	1	0	2	1	0	0	1	0	2	0	0	0	\$ 96,696				X
College of Science and Engineering	Computing Sciences	Wu, Yalong	Assistant Professor	Assistant Professor	FT	40	40	20	100	0	0	3	0	0	0	0	0	3	1	0	0	\$ 86,000				X
College of Science and Engineering	Computing Sciences	Niswanger, Ross	Assistant Professor	Assistant Professor	FT	40	40	20	100	2	0	1	0	0	0	2	0	1	0	0	0	\$ 89,000				X
College of Science and Engineering	Engineering	Dunnivant, Todd	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	1	0	0	0	0	0	2	0	0	0	\$ 13,122				X
College of Science and Engineering	Engineering	Dabney, James	Professor	Professor	FT	15	62.5	22.5	100	1	0	3	0	0	0	1	0	2	0	0	0	\$ 125,955				X
College of Science and Engineering	Engineering	Drew, Daniel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	3	0	0	0	0	0	\$ 18,559				X
College of Science and Engineering	Engineering	Nguyen, Luong	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	1	0	0	0	1	1	1	0	0	0	\$ 92,892				X
College of Science and Engineering	Engineering	Harman, Thomas	Professor	Professor	FT	12.5	62.5	25	100	1	0	2	0	0	0	1	0	1	0	0	0	\$ 133,896				X
College of Science and Engineering	Engineering	Shih, Liwen	Professor	Professor	FT	12.5	75	12.5	100	0	0	3	0	0	0	1	0	3	0	0	0	\$ 125,397				X
College of Science and Engineering	Engineering	Andrews, Sharon	Professor	Professor	FT	12.5	68.75	18.75	100	0	0	0	1	0	0	0	0	3	0	0	0	\$ 117,999				X
College of Science and Engineering	Engineering	Helm, James	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	1	0	2	0	0	0	2	0	1	0	0	0	\$ 107,376				X
College of Science and Engineering	Engineering	Dodig, Marko	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	3	0	0	0	\$ 3,645				X
College of Science and Engineering	Engineering	Ungar, Eugene	Visiting Asst Professor	Other Faculty	FT	0	100	0	100	5	0	0	0	0	0	3	0	0	0	0	0	\$ 64,904				X
College of Science and Engineering	Engineering	Jeong, Ki Young	Professor	Professor	FT	12.5	75	12.5	100	0	0	5	0	0	0	0	0	9	0	0	0	\$ 108,936				X
College of Science and Engineering	Engineering	Koc, Hakduran	Associate Professor	Professor	FT	12.5	75	12.5	100	3	0	1	0	0	0	4	0	2	1	0	0	\$ 115,326				X
College of Science and Engineering	Engineering	Bozkurt, Ipek	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	0	0	6	0	0	0	0	0	6	0	0	0	\$ 91,416				X
College of Science and Engineering	Engineering	Unwala, Ishaq	Associate Professor	Associate Professor	FT	12.5	50	37.5	100	4	0	0	1	0	0	3	0	1	1	0	0	\$ 95,100				X
College of Science and Engineering	Engineering	Pagan-Santiago, Miguel	Lecturer	Other Faculty	FT	0	80	20	100	5	0	0	0	0	0	5	0	0	0	0	0	\$ 65,000				X
College of Science and Engineering	Engineering	Kmieciak, Caroline	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	\$ 2,592				X
College of Science and Engineering	Engineering	Datta, Soma	Associate Professor	Associate Professor	FT	15	62.5	22.5	100	0	0	3	0	0	0	1	0	4	0	0	0	\$ 92,880				X
College of Science and Engineering	Engineering	Lu, Jiang	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	4	0	1	0	0	0	4	0	1	0	0	0	\$ 96,180				X
College of Science and Engineering	Engineering	Shan, Xiaojun	Associate Professor	Associate Professor	FT	0	80	20	100	0	0	3	2	0	0	0	0	6	1	0	0	\$ 89,068				X
College of Science and Engineering	Engineering	Yang, Xiaokun	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	4	0	1	1	0	0	2	1	1	1	0	0	\$ 91,192				X
College of Science and Engineering	Engineering	Sakoglu, Unal	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	4	0	1	0	0	0	4	0	0	0	0	0	\$ 91,485				X
College of Science and Engineering	Engineering	Mountain, Jeffrey	Professor	Professor	FT	12.5	75	12.5	100	6	0	0	0	0	0	5	1	0	0	0	0	\$ 119,124				X
College of Science and Engineering	Engineering	Alaoui Hamidi, Youssef	Associate Professor	Associate Professor	FT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$ 99,232				X
College of Science and Engineering	Engineering	Daghooghi, Mohsen	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	0	0	4	0	0	0	0	0	\$ 93,042				X
College of Science and Engineering	Engineering	Bhadane, Minal	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	0	0	2	0	0	0	\$ 5,832				X
College of Science and Engineering	Engineering	Bhuiyan, Ariful	Assistant Professor	Assistant Professor	FT	12.5	75	1																		

UHCL 2022-2023 Faculty Workload Report

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						Salary	Gift	Grant	Local	State	
						Research & Scholarshi	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 Science and Engineering	Engineering	Billah, Kazi Md Masum	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	3	0	0	0	0	0	3	0	0	0	0	0	\$	84,726				X
College of Science and Engineering	Engineering	Alvarez-Hernandez, Angel	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$	14,256				X
College of Science and Engineering	Environmental Science	Guillen, George	Professor	Professor	PT	20	25	55	100	0	0	0	1	0	0	0	0	2	0	0	0	\$	76,884				X
College of Science and Engineering	Environmental Science	Zhang, Chunlong	Professor	Professor	FT	12.5	75	12.5	100	1	0	4	1	0	0	2	0	1	0	0	0	\$	109,485				X
College of Science and Engineering	Environmental Science	Howard, Cynthia	Professor	Professor	FT	12.5	62.5	25	100	4	3	5	2	0	0	3	4	0	3	0	0	\$	118,032				X
College of Science and Engineering	Environmental Science	Pitts, David	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$	5,164				X
College of Science and Engineering	Environmental Science	Muirhead, Dean	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$	3,924				X
College of Science and Engineering	Environmental Science	Sun, Dongmin	Professor	Professor	FT	12.5	75	12.5	100	3	1	2	0	0	0	4	1	0	0	0	0	\$	88,416				X
College of Science and Engineering	Environmental Science	Imrecke, Daniel	Associate Professor	Associate Professor	FT	18.75	75	6.25	100	5	0	0	1	0	0	4	0	4	0	0	0	\$	77,928				X
College of Science and Engineering	Environmental Science	Mokrech, Marc	Geo Info Sciences Analyst	Other Faculty	FT	0	25	75	100	2	0	0	0	0	0	2	0	0	1	0	0	\$	60,385				X
College of Science and Engineering	Environmental Science	Zhang, YuHui	Adjunct - Non Ben	Other Faculty	PT	12.5	75	12.5	100	1	0	0	0	0	0	1	0	0	0	0	0	\$	6,865				X
College of Science and Engineering	Environmental Science	Mukherji, Sachio	Lecturer	Other Faculty	FT	12.5	75	12.5	100	4	1	1	0	0	0	4	0	2	0	0	0	\$	65,358				X
College of Science and Engineering	Mathematics and Statistics	Weerasinghe, Sadhana	Lecturer	Other Faculty	FT	0	80	20	100	0	0	0	0	0	0	4	0	0	0	0	0	\$	61,830				X
College of Science and Engineering	Mathematics and Statistics	Shiau, LieJune	Professor	Professor	FT	22.5	62.5	15	100	2	0	1	0	0	0	2	0	1	0	0	0	\$	100,521				X
College of Science and Engineering	Mathematics and Statistics	Boler, James	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	2	0	0	0	0	0	0	0	0	0	\$	10,935				X
College of Science and Engineering	Mathematics and Statistics	Fox, Thomas	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	0	0	0	0	2	0	0	0	0	0	\$	80,976				X
College of Science and Engineering	Mathematics and Statistics	Ma, Jingjing	Professor	Professor	FT	12.5	62.5	25	100	2	0	1	0	0	0	2	0	0	2	0	0	\$	92,079				X
College of Science and Engineering	Mathematics and Statistics	Li, Yingfu	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	3	0	1	1	0	0	3	0	2	0	0	0	\$	85,788				X
College of Science and Engineering	Mathematics and Statistics	Dillon, Thomas	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	1	0	0	0	0	0	1	0	0	0	\$	19,519				X
College of Science and Engineering	Mathematics and Statistics	Mustafaev, Zokhrab	Associate Professor	Associate Professor	FT	12.5	68.75	18.75	100	1	1	0	0	0	0	1	2	0	0	0	0	\$	80,385				X
College of Science and Engineering	Mathematics and Statistics	Schafer, Eric	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$	8,640				X
College of Science and Engineering	Mathematics and Statistics	Carter, Nelson	Senior Lecturer	Other Faculty	FT	0	80	20	100	4	0	0	0	0	0	2	0	1	0	0	0	\$	70,320				X
College of Science and Engineering	Mathematics and Statistics	Jayalath, Kalanka	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	3	0	1	0	0	0	1	0	1	1	0	0	\$	81,382				X
College of Science and Engineering	Mathematics and Statistics	Cho, Manki	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	2	0	0	2	0	0	3	0	0	0	0	0	\$	72,048				X
College of Science and Engineering	Mathematics and Statistics	Arend, Nicholas	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	1	0	0	0	0	0	\$	9,009				X
College of Science and Engineering	Mathematics and Statistics	Perido, Jonathan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	0	0	0	0	0	0	\$	4,320				X
College of Science and Engineering	Mathematics and Statistics	Ramirez, Nancy	Lecturer	Other Faculty	FT	0	80	20	100	5	0	0	0	0	0	4	0	0	0	0	0	\$	51,237				X
College of Science and Engineering	Mathematics and Statistics	Yang, Yipeng	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	2	0	0	0	0	0	3	0	0	0	0	0	\$	77,268				X
College of Science and Engineering	Mathematics and Statistics	Rivas, Teresa	Senior Lecturer	Other Faculty	FT	12.5	75	12.5	100	3	0	0	0	0	0	2	0	0	0	0	0	\$	68,656				X
College of Science and Engineering	Mathematics and Statistics	Heerey, Michael	Lecturer	Other Faculty	FT	12.5	75	12.5	100	4	0	0	0	0	0	4	0	0	0	0	0	\$	65,496				X
College of Science and Engineering	Mathematics and Statistics	Kim, Soomin	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	0	0	0	0	0	0	\$	8,899				X
College of Science and Engineering	Physical and Applied Science	MacDermott, Alexandra	Associate Professor	Associate Professor	FT	12.5	75	12.5	100	3	1	0	0	0	0	4	0	0	0	0	0	\$	88,862				X
College of Science and Engineering	Physical and Applied Science	Lu, Jack	Professor	Professor	FT	12.5	75	12.5	100	3	0	0	0	0	0	2	0	1	0	0	0	\$	102,012				X
College of Science and Engineering	Physical and Applied Science	Casserly, Dennis	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	4	0	0	0	0	0	0	0	0	0	\$	5,850				X
College of Science and Engineering	Physical and Applied Science	Young, William	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$	2,970				X
College of Science and Engineering	Physical and Applied Science	Garrison, David	Assoc Dean, Col of CSE	Professor	FT	12.5	12.5	75	100	0	1	4	0	0	0	1	0	0	0	0	0	\$	136,848				X
College of Science and Engineering	Physical and Applied Science	Wang, Zerong	Professor	Professor	FT	12.5	75	12.5	100	4	0	3	0	0	0	3	0	2	1	0	0	\$	111,276				X
College of Science and Engineering	Physical and Applied Science	Akladios, Magdy	Professor	Professor	FT	12.5	62.5	25	100	2	1	2	1	0	0	1	0	4	0	0	0	\$	102,564				X
College of Science and Engineering	Physical and Applied Science	Masood, Samina	Professor	Professor	FT	12.5	75	12.5	100	3	0	3	2	0	0	4	1	4	1	0	0	\$	97,199				X
College of Science and Engineering	Physical and Applied Science	Thompson, Walter	Adjunct - Non Ben	Other Faculty	PT	0	80	20	100	3	0	0	0	0	0	3	0	0	0	0	0	\$	19,683				X
College of Science and Engineering	Physical and Applied Science	Reilly, Anne	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$	6,865				X
College of Science and Engineering	Physical and Applied Science	Withey, Paul	Associate Professor	Associate Professor	FT	15	62.5	22.5	100	3	0	0	0	0	0	2	0	0	0	0	0	\$	86,625				X
College of Science and Engineering	Physical and Applied Science	Smith, Derek	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	1	0	0	0	0	0	1	0	0	0	0	0	\$	5,832				X
College of Science and Engineering	Physical and Applied Science	Sharma, Nawal	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	3	0	0	0	0	0	\$	8,748				X
College of Science and Engineering	Physical and Applied Science	Dubrovskiy, Anton	Associate Professor	Associate Professor	FT	15	62.5	22.5	100	1	0	1	0	0	0	0	0	0	0	0	0	\$	81,684				X
College of Science and Engineering	Physical and Applied Science	Phalen, Robert	Professor	Professor	FT	15.5	75	9.5	100	2	0	3	0	0	0	1	0	3	0	0	0	\$	99,462				X
College of Science and Engineering	Physical and Applied Science	Su, Yi	Assistant Professor	Assistant Professor	FT	0	100	0	100	4	2	0	0	0	0	3	0	1	0	0	0	\$	75,983				X
College of Science and Engineering	Physical and Applied Science	Richards, Evan	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$	13,527				X
College of Science and Engineering	Physical and Applied Science	Markina, Nataliya	Lecturer	Other Faculty	FT	12.5	75	12.5	100	5	1	0	0	0	0	5	1	0	0	0	0	\$	60,750				X
College of Science and Engineering	Physical and Applied Science	Kelly, Wesley	Adjunct - Non Ben	Other Faculty	PT	12.5	75	12.5	100	1	0	0	0	0	0	2	0	0	0	0	0	\$	8,717				X
College of Science and Engineering	Physical and Applied Science	Khural, Monica	Lecturer	Other Faculty	PT	0	80	20	100	6	1	0	0	0	0	5	1	0	0	0	0	\$	50,892				X
College of Science and Engineering	Physical and Applied Science	Caliskan, Serkan	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	3	1	0	1	0	0	2	0	2	0	0	0	\$	67,151				X
College of Science and Engineering	Physical and Applied Science	Limbu, Tej	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	4	0	0	0	0	0	3	0	0	1	0	0	\$	69,284				X
College of Science and Engineering	Physical and Applied Science	Walgama, Charuksha	Assistant Professor	Assistant Professor	FT	12.5	75	12.5	100	4	1	0	0	0	0	4	1	2	0	0	0	\$	67,908				X
College of Science and Engineering	Physical and Applied Science	Pham, Linhduong	Lecturer	Other Faculty	FT	0	80	20	100	5	0	0	0	0	0	5	0	0	0	0	0	\$	65,000				X
College of Science and Engineering	Physical and Applied Science	Abanda, Peter	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	3	0	0	0	0	0	2	0	0	0	0	0	\$	20,412				X
College of Science and Engineering	Physical and Applied Science	Kulasekharan, Revathy	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	2	0	0	0	0	0	2	0	0	0	0	0	\$	13,122				X
College of Science and Engineering	Physical and Applied Science	Reed, Patricia	Adjunct - Non Ben	Other Faculty	PT	0	100	0	100	0	0	0	0	0	0	1	0	0	0	0	0	\$	2,916				X

UNIVERSITY OF HOUSTON-DOWNTOWN
ANNUAL FACULTY WORKLOAD REPORT COVERSHEET
(ACADEMIC YEAR: 2022-2023)

The following report on annual faculty workload at the University of Houston-Downtown during the academic 2022-2023 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).

Under the University of Houston-Downtown Faculty Workload Policy (PS. 10.A.04 – Faculty Teaching Workload), the department chairs have been designated as the institutional officials responsible for monitoring individual faculty workloads and preparing an annual faculty workload report. This report is reviewed and approved by the Senior Vice President for Academic Affairs and Provost for subsequent certification by the President in preparation for submission to the UH System Board of Regents through 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-Downtown during the fall and spring semesters of the academic **2022-2023** year:

- a. Faculty member name
- b. Faculty title/appointment(s)
- c. Faculty rank
- d. Full-time (FT) or part-time (PT) status
- e. Percent (%) effort expended in each applicable work-load domain based on type of faculty appointment held
- f. Number and type of classes taught during the 9-month academic year (i.e. undergraduate, graduate and/or special professional classes, organized versus non-organized classes)
- g. Pro-rated 9-month academic base salary for full-time faculty members (or total salary for part-time employees), and
- h. Funding source 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 - DOWNTOWN FACULTY WORKLOAD REPORT SUMMARY
(ACADEMIC YEAR: 2022-2023)

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 2022-2023)

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 2022-2023)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Headcount	General Professional Responsibilities
Tenured/ Tenure-Track	Ranked	Professor	Full-Time	76	Research and Scholarship, Student Teaching/Instruction and Service
Tenured/ Tenure-Track	Ranked	Associate Professor		95	
Tenure-Track	Ranked	Assistant Professor/Instructor		84	
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	430	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 typically 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 typically 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 typical 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 WORKLOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2022-2023)

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 2022-2023).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members by College (AY 2022-2023)

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	59	25%	50%	25%	\$125,279
Humanities and Social Sciences	98	25%	50%	25%	\$78,320
Public Service	41	25%	50%	25%	\$78,377
Sciences and Technology	57	25%	50%	25%	\$82,217

Table 3 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members by College (AY 2022-2023)

College	Number of Non-ranked NTT faculty	Average Non-Ranked Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research / Scholarship	Teaching / Instruction	Service	
Business	26	14%	72%	14%	\$71,425
Humanities and Social Sciences	32	0%	100%	0%	\$50,241
Public Service	13	0%	100%	0%	\$57,533
Sciences and Technology	34	0%	100%	0%	\$56,285

SECTION 4: KEY FINDINGS

Analysis of data contained in the 2022-2023 UHD Faculty Workload Report concerning average (%) workload effort distribution across all four (4) colleges for the three major types of faculty appointments at UH Downtown provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **50%** of their effort in teaching and instructional activities, **25%** of their effort in research and scholarship activities and **25%** in service activities.
- Full-time, Non-ranked, non-tenure track (NTT) faculty expend **93%** of their effort in teaching and instructional activities, **3%** of their effort in research and scholarship activities and **3%** in service activities.
- Part-time, Non-ranked, non-tenure track (NTT) faculty expend **100%** of their effort in teaching and instructional activities, **0%** of their effort in research and scholarship activities and **0%** in service activities.

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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

College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall	(#) Classes taught Spring															
Business, Marilyn Davies College of	Accounting & International Business	Williams,Marvin J	Professor	Full-Time	25	50	25	100	1		3		3			\$ 131,856	X		X	X	
Business, Marilyn Davies College of	Accounting & International Business	Lloyd,Cynthia Beatrice	Assistant Professor	Full-Time	25	50	25	100	4		1		3			\$ 151,487			X	X	
Business, Marilyn Davies College of	Accounting & International Business	Venugopalan,Raghnathan	Associate Professor	Full-Time	25	50	25	100			3			2		\$ 156,892			X	X	
Business, Marilyn Davies College of	Accounting & International Business	Wang,Yiding	Assistant Professor	Full-Time	25	50	25	100			2			3		\$ 137,194			X	X	
Business, Marilyn Davies College of	Accounting & International Business	Zhang,Lanyi	Assistant Professor	Full-Time	25	50	25	100	3					3		\$ 134,070				X	
Business, Marilyn Davies College of	Accounting & International Business	Hu,Jingxin	Assistant Professor	Full-Time	25	50	25	100	4				3			\$ 133,000				X	
Business, Marilyn Davies College of	Accounting & International Business	Moeini Chaghervand,Amirali	Assistant Professor	Full-Time	25	50	25	100			2		3			\$ 133,000				X	
Business, Marilyn Davies College of	Accounting & International Business	Pence,Diana K	Associate Professor	Full-Time	25	50	25	100	3				3			\$ 125,032				X	
Business, Marilyn Davies College of	Accounting & International Business	Shroff,Arpita	Assistant Professor	Full-Time	25	50	25	100	2		4		1	4		\$ 141,545				X	
Business, Marilyn Davies College of	Accounting & International Business	Wadhwa,Darshan	Professor	Full-Time	25	50	25	100	3				3			\$ 129,298				X	
Business, Marilyn Davies College of	Accounting & International Business	Yu,Zhimin	Assistant Professor	Full-Time	25	50	25	100	3				2			\$ 131,383				X	
Business, Marilyn Davies College of	Accounting & International Business	Liu,Zishang Cathy	Professor	Full-Time	25	50	25	100		3		1		4		\$ 174,109	X		X	X	
Business, Marilyn Davies College of	Accounting & International Business	Cedeno,Luis Rafael	Lecturer	Full-Time	10	80	10	100	7				7			\$ 81,298			X	X	
Business, Marilyn Davies College of	Accounting & International Business	Jackson,Thomas A.	Lecturer	Full-Time	10	80	10	100	7				5			\$ 73,854			X	X	
Business, Marilyn Davies College of	Accounting & International Business	Holmes,Don Abbott	Lecturer	Full-Time	10	80	10	100	5				4	1		\$ 69,162				X	
Business, Marilyn Davies College of	Accounting & International Business	Richards,Dorothy L.	Lecturer	Full-Time	10	80	10	100	6				5			\$ 68,347				X	
Business, Marilyn Davies College of	Accounting & International Business	Watkins,Timothy Ray	Lecturer	Full-Time	10	80	10	100	3		2		5			\$ 70,648			X		
Business, Marilyn Davies College of	Accounting & International Business	Grau,Marina	Adjunct Faculty	Part-Time	0	100	0	100			3			4		\$ 21,600			X		
Business, Marilyn Davies College of	Accounting & International Business	Amezcu,Jesus Juan	Adjunct Faculty	Part-Time	0	100	0	100	4				2			\$ 16,583			X		
Business, Marilyn Davies College of	Accounting & International Business	Hilman,Glenn Wayne	Adjunct Faculty	Part-Time	0	100	0	100			1		2		2	\$ 44,758			X	X	
Business, Marilyn Davies College of	Accounting & International Business	George,Jessie	Adjunct Faculty	Part-Time	0	100	0	100	4							\$ 114,551			X	X	
Business, Marilyn Davies College of	Accounting & International Business	Harden Jr,Ernest James	Adjunct Faculty	Part-Time	0	100	0	100	2				2			\$ 9,450			X		
Business, Marilyn Davies College of	Accounting & International Business	Lewis,Charles L	Adjunct Faculty	Part-Time	0	100	0	100	1				2			\$ 9,450			X		
Business, Marilyn Davies College of	Accounting & International Business	Mohan,A S Ram	Adjunct Faculty	Part-Time	0	100	0	100	1				2			\$ 9,450			X		
Business, Marilyn Davies College of	Accounting & International Business	Miller,Stephen M	Adjunct Faculty	Part-Time	0	100	0	100					1	1		\$ 15,750			X		
Business, Marilyn Davies College of	Accounting & International Business	Odom,Christopher	Adjunct Faculty	Part-Time	0	100	0	100	1				1			\$ 6,075			X		
Business, Marilyn Davies College of	Accounting & International Business	Saad Mohammadi,Kasra	Adjunct Faculty	Part-Time	0	100	0	100	2				1			\$ 8,730			X		
Business, Marilyn Davies College of	Finance & Information Systems	Perez,Daniel Rafael	Assistant Professor	Full-Time	25	50	25	100	1		2		2	2		\$ 127,200			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Hashemi,Shohreh	Associate Professor	Full-Time	25	50	25	100	3				5			\$ 128,409	X		X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Zhou,Zehai	Associate Professor	Full-Time	25	50	25	100	4				4			\$ 119,875			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Castro,Esther Eunice	Associate Professor	Full-Time	25	50	25	100	2		2		1	3		\$ 133,131			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Penkar,Samuel H	Professor	Full-Time	25	50	25	100	3				4			\$ 128,759				X	
Business, Marilyn Davies College of	Finance & Information Systems	Dejan,Austin Joseph	Assistant Professor	Full-Time	25	50	25	100			4			2		\$ 118,763				X	
Business, Marilyn Davies College of	Finance & Information Systems	Bose,Utpal	Professor	Full-Time	25	50	25	100	3					3		\$ 129,075				X	
Business, Marilyn Davies College of	Finance & Information Systems	Deo,Prakash S	Professor	Full-Time	25	50	25	100	3				3			\$ 135,828				X	
Business, Marilyn Davies College of	Finance & Information Systems	Kim,Jinho	Assistant Professor	Full-Time	25	50	25	100	3				3			\$ 125,000				X	
Business, Marilyn Davies College of	Finance & Information Systems	Lin,Shuaifu	Assistant Professor	Full-Time	25	50	25	100	3				3			\$ 124,391				X	
Business, Marilyn Davies College of	Finance & Information Systems	Smith,Charles Alden	Professor	Full-Time	25	50	25	100	3				3			\$ 131,027				X	
Business, Marilyn Davies College of	Finance & Information Systems	Ahmed,Zafor	Assistant Professor	Full-Time	25	50	25	100	4		1			1		\$ 122,437			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Paskelian,Ohaness G	Professor	Full-Time	25	50	25	100	4				3			\$ 141,457			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Devries,Peter	Professor	Full-Time	25	50	25	100	3				2			\$ 164,338			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Pelaez,Rolando F	Professor	Full-Time	25	50	25	100	2				3			\$ 130,112			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Robbins,Ruth R	Professor	Full-Time	25	50	25	100	2				3			\$ 129,436				X	
Business, Marilyn Davies College of	Finance & Information Systems	Verma,Rahul	Professor	Full-Time	25	50	25	100				1		5		\$ 119,170	X			X	
Business, Marilyn Davies College of	Finance & Information Systems	Islam,Anisul	Professor	Full-Time	25	50	25	100	4							\$ 132,572			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Jones,Kevin	Associate Professor	Full-Time	25	50	25	100					2	1		\$ 140,222	X			X	
Business, Marilyn Davies College of	Finance & Information Systems	Bennett,Sylvia Kathleen	Lecturer	Full-Time	10	80	10	100	4		1		5	3		\$ 69,286			X		
Business, Marilyn Davies College of	Finance & Information Systems	Ali,Syed	Lecturer	Full-Time	10	80	10	100	6				7			\$ 46,670			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Jafari,Tahereh T	Lecturer	Full-Time	10	80	10	100	6				5	1		\$ 71,947			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Javed,Adnan	Lecturer	Full-Time	10	80	10	100	5				6			\$ 25,855			X	X	
Business, Marilyn Davies College of	Finance & Information Systems	Ren,Peter	Visiting Faculty	Full-Time	25	50	25	100	4				6			\$ 102,700				X	

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall	(#) Classes taught Spring															
Business, Marilyn Davies College of	Finance & Information Systems	Nguyen,Thai Duy	Adjunct Faculty	Part-Time	0	100	0	100	3				3		1		\$ 19,440				X
Business, Marilyn Davies College of	Finance & Information Systems	Xu,Shuang	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,850				X
Business, Marilyn Davies College of	Finance & Information Systems	Bui,Minh Quang	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X
Business, Marilyn Davies College of	Finance & Information Systems	Fomukong,Joe	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 13,568				X
Business, Marilyn Davies College of	Finance & Information Systems	Georges,Georgina Y	Adjunct Faculty	Part-Time	0	100	0	100			2				2		\$ 3,600				X
Business, Marilyn Davies College of	Finance & Information Systems	Olcay Guner,Nadide Banu	Adjunct Faculty	Part-Time	0	100	0	100	3				1				\$ 13,928				X
Business, Marilyn Davies College of	Finance & Information Systems	Putnam,Kyle James	Adjunct Faculty	Part-Time	0	100	0	100			2				2		\$ 3,600				X
Business, Marilyn Davies College of	Finance & Information Systems	Saleh,Mohamad	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 15,863				X
Business, Marilyn Davies College of	Finance & Information Systems	Smith,Daniel Joseph	Adjunct Faculty	Part-Time	0	100	0	100			2				2		\$ 9,000				X
Business, Marilyn Davies College of	Finance & Information Systems	Abou-Saad,Ibrahim Mostafa	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 11,430				X
Business, Marilyn Davies College of	Finance & Information Systems	Bui,Dung	Adjunct Faculty	Part-Time	0	100	0	100					3				\$ 10,125				X
Business, Marilyn Davies College of	Finance & Information Systems	Zareian,Mahin	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 11,138				X
Business, Marilyn Davies College of	Finance & Information Systems	Dixit,Kartik	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 6,750				X
Business, Marilyn Davies College of	Finance & Information Systems	Kirkconnell,Honie Lee	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 5,400				X
Business, Marilyn Davies College of	Finance & Information Systems	Mineman,Edward	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 6,750				X
Business, Marilyn Davies College of	Finance & Information Systems	Rebhun,Herbert	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 3,600				X
Business, Marilyn Davies College of	Finance & Information Systems	Bentley,Joseph	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 26,100				X
Business, Marilyn Davies College of	Finance & Information Systems	Hackner,Charles	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 10,463				X
Business, Marilyn Davies College of	Finance & Information Systems	Nishi,Irin Ferdous	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,375				X
Business, Marilyn Davies College of	Finance & Information Systems	Wood,Ruena Sajor	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600				X
Business, Marilyn Davies College of	Finance & Information Systems	Wright,Martin K.	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Von Biedefeld,Dietrich Matthew	Assistant Professor	Full-Time	25	50	25	100	3		2		1		3		\$ 122,045			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Davis,Scott Williams	Assistant Professor	Full-Time	25	50	25	100	1		4		2		2		\$ 114,737				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Pointer,Lucille	Professor	Full-Time	25	50	25	100	3				4				\$ 133,077			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Hu,Xinxin	Associate Professor	Full-Time	25	50	25	100	2				1		4		\$ 124,095				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Stanberry,Kurt	Professor	Full-Time	25	50	25	100			2		2		2		\$ 116,598			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Rauniar,Rupak	Associate Professor	Full-Time	25	50	25	100	3				2		1		\$ 117,317				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Conde,Richard	Assistant Professor	Full-Time	25	50	25	100			4				4		\$ 112,079				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Tian,Zhili	Associate Professor	Full-Time	25	50	25	100			2				3		\$ 115,000				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Dillard Jr.,John E	Associate Professor	Full-Time	25	50	25	100	1		2		1		2		\$ 116,339				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Usnick,Lee	Professor	Full-Time	25	50	25	100	3				3				\$ 113,138				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Cao,Qing (Ray)	Professor	Full-Time	25	50	25	100			4				2		\$ 7,199			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Cohen,Dinah A	Assistant Professor	Full-Time	25	50	25	100	2				3				\$ 117,975				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Fulbright,Paul Walton	Assistant Professor	Full-Time	25	50	25	100	2				3				\$ 92,301				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Nealy,Chynette	Professor	Full-Time	25	50	25	100	3				2				\$ 129,247				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Elking,Isaac	Assistant Professor	Full-Time	25	50	25	100	2						2		\$ 114,885				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Zhou,Steve B.	Professor	Full-Time	25	50	25	100	2						2		\$ 144,843			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Daigle,Jamie	Lecturer	Full-Time	10	80	10	100	4		6		4		6		\$ 76,642				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Gleason,Kimberly R.	Lecturer	Full-Time	10	80	10	100	6				6				\$ 88,349			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Kessler,Robin	Lecturer	Full-Time	10	80	10	100	6		1		5		1		\$ 75,935				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Pettiette,Michael	Lecturer	Full-Time	10	80	10	100	4		2		5				\$ 76,616			X	X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Jayasankar,Priya	Lecturer	Full-Time	10	80	10	100	5				5				\$ 68,968				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Kohlhausen,Donna P.	Lecturer	Full-Time	10	80	10	100	4				6				\$ 73,918				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Maldonado,David Jaime	Visiting Faculty	Full-Time	25	50	25	100	1		2		4		2		\$ 82,431				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Dudley Jr.,William	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 24,300				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Martin,Katharine Anne	Adjunct Faculty	Part-Time	0	100	0	100	2		2		2		2		\$ 19,080				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Crimi,Thomas A	Adjunct Faculty	Part-Time	0	100	0	100	1		3		2		2		\$ 19,575				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Berry,Joshua J	Adjunct Faculty	Part-Time	0	100	0	100	4				3				\$ 23,760				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Ford,Tamara	Adjunct Faculty	Part-Time	0	100	0	100	4				3				\$ 24,300				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Khan,Keziah C	Adjunct Faculty	Part-Time	0	100	0	100	3				4				\$ 25,650				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Lozano,Miguel Angel	Adjunct Faculty	Part-Time	0	100	0	100			2				3		\$ 30,375				X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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

College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State	
					(#) Classes taught Fall	(#) Classes taught Spring																
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Carson,Gary Kent	Adjunct Faculty	Part-Time	0	100	0	100	3					3				\$ 18,225				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Pham,Cindy B	Adjunct Faculty	Part-Time	0	100	0	100	4					2				\$ 18,720				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Quander,Erin	Adjunct Faculty	Part-Time	0	100	0	100	4					2				\$ 18,720				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Wales,Steven Douglas	Adjunct Faculty	Part-Time	0	100	0	100	4					2				\$ 15,840				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Johnson,Brianna	Adjunct Faculty	Part-Time	0	100	0	100	4					1				\$ 18,225				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Ashe,Carolyn	Special Faculty	Part-Time	0	100	0	100	2					2				\$ 53,488				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Bruner,Terry Christopher	Adjunct Faculty	Part-Time	0	100	0	100			2				2			\$ 14,400				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Friday - Black,Athena Mary	Adjunct Faculty	Part-Time	0	100	0	100	2					2				\$ 8,775				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Kennebrew,Daniel Earl	Adjunct Faculty	Part-Time	0	100	0	100	2					2				\$ 12,150				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Laws,Kira M	Adjunct Faculty	Part-Time	0	100	0	100	1					3				\$ 9,360				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Sharp,Karen Beth	Adjunct Faculty	Part-Time	0	100	0	100	2					2				\$ 9,450				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Smith,Donna J.	Adjunct Faculty	Part-Time	0	100	0	100	2					2				\$ 20,250				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Whitmarsh,Jonathan Andrew	Adjunct Faculty	Part-Time	0	100	0	100	2					2				\$ 19,575				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Biedenfeld,Alexis Kristina-Marie	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 5,400				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Canady,Byron	Adjunct Faculty	Part-Time	0	100	0	100	3									\$ 16,200				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Guillory,Andrea Marie	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 8,775				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Mccooy,Lashawn D	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 9,450				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Nguyen,Bryan Thehoai	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 8,775				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Smith,Terri Lynn	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 2,880				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Strachan,Thomas	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 9,360				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Wicmandy,Michelle M.	Adjunct Faculty	Part-Time	0	100	0	100	2					1				\$ 9,360				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Brace,Carol Barclay	Adjunct Faculty	Part-Time	0	100	0	100	2									\$ 6,000				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Coronado,Victor Daniel	Adjunct Faculty	Part-Time	0	100	0	100	1					1				\$ 6,075				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Fly,Jane Mueller	Adjunct Faculty	Part-Time	0	100	0	100	1					1				\$ 6,480				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Gracia,Leira Moreno	Adjunct Faculty	Part-Time	0	100	0	100	1					1				\$ 6,480				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Simmons,Toye Michelle	Adjunct Faculty	Part-Time	0	100	0	100	2									\$ 9,450				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Smith,Jacqueline L	Adjunct Faculty	Part-Time	0	100	0	100	1					1				\$ 6,075				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Ta,Kenneth	Adjunct Faculty	Part-Time	0	100	0	100	1					1				\$ 6,075				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Wagner,Deborah Marie	Adjunct Faculty	Part-Time	0	100	0	100	2									\$ 10,080				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Glover,Jamila N	Adjunct Faculty	Part-Time	0	100	0	100	1									\$ 2,880				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Mcbayne,Melisa Amoy	Adjunct Faculty	Part-Time	0	100	0	100						1				\$ 3,375				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Ocampo Esq,Nelson Mauricio	Adjunct Faculty	Part-Time	0	100	0	100	1									\$ 7,200				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Wilkins,Bridgette	Adjunct Faculty	Part-Time	0	100	0	100	1									\$ 2,700				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Yan,Ruiliang	Adjunct Faculty	Part-Time	0	100	0	100						1				\$ 3,200				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Yemitan,Olaolu	Adjunct Faculty	Part-Time	0	100	0	100	1									\$ 2,700				X
Business, Marilyn Davies College of	General Bus, Marketing & Supply Chain Mgt	Young,Patricia Ann Gardner	Adjunct Faculty	Part-Time	0	100	0	100						1				\$ 3,200				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Hurley,Pamela Rachel	Associate Professor	Full-Time	25	50	25	100	4	1				4				\$ 130,003				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Canedo,Julio	Associate Professor	Full-Time	25	50	25	100	1		4			2		2		\$ 130,194				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Askarzadeh,Fatemeh	Assistant Professor	Full-Time	25	50	25	100	1		2			3				\$ 110,135				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Epstein,David	Associate Professor	Full-Time	25	50	25	100	3					3				\$ 116,158				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Latheef,Zahir	Associate Professor	Full-Time	25	50	25	100	1		2			1		2		\$ 122,307				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Wang,Yingchun	Associate Professor	Full-Time	25	50	25	100	1		2			1		2		\$ 116,663				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Dinh,Julie	Assistant Professor	Full-Time	25	50	25	100	2					3				\$ 108,000				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Mckee,Rob Austin	Associate Professor	Full-Time	25	50	25	100			3					2		\$ 76,807				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Neale,Nathan Robert	Associate Professor	Full-Time	25	50	25	100	1	1				3	1			\$ 133,667				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Gupta,Omprakash	Professor	Full-Time	25	50	25	100	1		1			2				\$ 128,879				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Tenbrink,Candace	Associate Professor	Full-Time	25	50	25	100			4			1		1		\$ 128,574				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Morgan,Whitney Botsford	Professor	Full-Time	25	50	25	100	2					1				\$ 139,158				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Tannous,Steven S	Lecturer	Full-Time	10	80	10	100	6					5				\$ 71,818				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Ramirez,Lori Ann	Lecturer	Full-Time	10	80	10	100	4					5				\$ 90,000				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Oehlert,Priscilla Faye	Lecturer	Full-Time	10	80	10	100	1					1				\$ 35,811				X X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall	(#) Classes taught Spring															
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Nayebpour,Mohamad R	Visiting Faculty	Full-Time	25	50	25	100	2		5		1		4		\$ 12,880			X	X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Robinson Jr,Robert Mc Collum	Visiting Faculty	Full-Time	25	50	25	100	3		2		4				\$ 93,600				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Li,Xiaoying	Adjunct Faculty	Part-Time	0	100	0	100	2		2		4	1			\$ 34,560				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Saad,Sal	Visiting Faculty	Full-Time	25	50	25	100	2		3		3		2		\$ 93,600				X X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Clark,Taj Middle	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 25,920				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Angert,Cory	Visiting Faculty	Full-Time	25	50	25	100	4				4				\$ 83,428				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Cedillos Jr,Cesar M.	Adjunct Faculty	Part-Time	0	100	0	100			4				4		\$ 54,900				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Siddiqi,Muddassir	Adjunct Faculty	Part-Time	0	100	0	100			4				3		\$ 21,600				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Berg,Matthew R.	Adjunct Faculty	Part-Time	0	100	0	100	3				4				\$ 21,600				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Gadd,Silas Sanford	Adjunct Faculty	Part-Time	0	100	0	100			3				3		\$ 16,200				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Keedy,Elias	Adjunct Faculty	Part-Time	0	100	0	100	1		2				3		\$ 24,480				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Lee,Lori Michele	Adjunct Faculty	Part-Time	0	100	0	100	4				2				\$ 17,550				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Wilson,Jemal Muhammad	Adjunct Faculty	Part-Time	0	100	0	100	3				1		2		\$ 12,240				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Cox,Roxanne Renee	Adjunct Faculty	Part-Time	0	100	0	100			3				1		\$ 39,600				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Curran,Kathleen A.	Adjunct Faculty	Part-Time	0	100	0	100			3				4		\$ 22,500				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Khaleghian,Farzin	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 18,900				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Javidinejad,Mehdi	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 20,925				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Robinson,Demetria	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Dickson,Angela Renee	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 10,080				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Eaden,Shanta Lashan	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Goodwin,Latrisha F.	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Halterman,Steve L	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 9,450				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Massey,Maqueba Lencoya	Adjunct Faculty	Part-Time	0	100	0	100					3				\$ 10,125				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Mattazzi,Kareem	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Mier,Artemio	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 6,750				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Smith,Caroline Marie	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Waples,Ethan Paul	Adjunct Faculty	Part-Time	0	100	0	100	3								\$ 8,640				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Alexander,Raven J	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 9,450				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Drake,Brian Jeffrey	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 10,125				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Lopez,Thomas Jason	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 5,400				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Luna,Carlos R	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Yang,Jinxin	Visiting Faculty	Full-Time	25	50	25	100	4				4				\$ 90,000				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Sherif,Dalia M	Adjunct Faculty	Part-Time	0	100	0	100			1				1		\$ 7,200				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Gallardo,Rachel Lynne	Adjunct Faculty	Part-Time	0	100	0	100							2		\$ 11,138				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Jolivette,Tamara Nicole	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 2,700				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Dibia,Nkem J	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Latheef,Iqbal	Adjunct Faculty	Part-Time	0	100	0	100			1						\$ 3,200				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Rogers,Tolulope Abimbola	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Starosta,Kathryn Lynn	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,375				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Yazdi,Faraz	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,375				X
Business, Marilyn Davies College of	Management & Insurance Risk Mgt	Khadimally,R	Adjunct Faculty	Part-Time	0	100	0	100									\$ 5,400				X
Business, Marilyn Davies College of	Security Management	Ejiobi,Jude	Lecturer	Full-Time	10	80	10	100			3				7		\$ 63,300				X
Business, Marilyn Davies College of	Security Management	Berryman,Paul Erick	Adjunct Faculty	Part-Time	0	100	0	100							3		\$ 14,400				X
Business, Marilyn Davies College of	Security Management	Mathews,Mark R	Adjunct Faculty	Part-Time	0	100	0	100			1				2		\$ 21,600				X
Business, Marilyn Davies College of	Security Management	Ferguson,Eddie J.	Adjunct Faculty	Part-Time	0	100	0	100			1				1		\$ 11,571				X
Business, Marilyn Davies College of	Security Management	Parham,Charles Nicholas	Adjunct Faculty	Part-Time	0	100	0	100			1						\$ 4,800				X
Humanities & Social Sciences, College of	Arts & Communication	Lee li,El Franco	Adjunct Faculty	Part-Time	0	100	0	100	6				5				\$ 25,920				X
Humanities & Social Sciences, College of	Arts & Communication	Pennington,Mary Anne	Adjunct Faculty	Part-Time	0	100	0	100	3				4				\$ 19,170				X
Humanities & Social Sciences, College of	Arts & Communication	Rankin,Mason	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 24,720				X
Humanities & Social Sciences, College of	Arts & Communication	Fedell,Luke	Lecturer	Full-Time	0	100	0	100	5				5				\$ 54,409				X X
Humanities & Social Sciences, College of	Arts & Communication	French,Charles B	Lecturer	Full-Time	0	100	0	100	5				5				\$ 52,571				X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
									(#) Classes taught Fall		(#) Classes taught Spring										
Humanities & Social Sciences, College of	Arts & Communication	Jackson,Larisa	Lecturer	Full-Time	0	100	0	100	5				5				\$ 51,266				X
Humanities & Social Sciences, College of	Arts & Communication	Kennedy,Amanda Kae	Lecturer	Full-Time	0	100	0	100	5				5				\$ 52,375				X
Humanities & Social Sciences, College of	Arts & Communication	Mitha,Zeenat Kassam	Lecturer	Full-Time	0	100	0	100	5				5				\$ 54,025				X
Humanities & Social Sciences, College of	Arts & Communication	Secor,Beth	Lecturer	Full-Time	0	100	0	100	4				5				\$ 51,281				X
Humanities & Social Sciences, College of	Arts & Communication	Mueller,Bridget H	Lecturer	Full-Time	0	100	0	100	5				4				\$ 54,587				X
Humanities & Social Sciences, College of	Arts & Communication	Blanchard,Walter Louis	Adjunct Faculty	Part-Time	0	100	0	100	3				5				\$ 32,198			X	X
Humanities & Social Sciences, College of	Arts & Communication	Hernandez,Patricia	Adjunct Faculty	Part-Time	0	100	0	100	3				5				\$ 21,840			X	
Humanities & Social Sciences, College of	Arts & Communication	Shivers,Candice M.	Lecturer	Full-Time	0	100	0	100	4				4				\$ 52,375			X	
Humanities & Social Sciences, College of	Arts & Communication	Hatfield,Elizabeth Fish	Associate Professor	Full-Time	25	50	25	100	3				3		1		\$ 76,380			X	X
Humanities & Social Sciences, College of	Arts & Communication	Logan,Lucas	Associate Professor	Full-Time	25	50	25	100	3		1		3				\$ 80,704			X	X
Humanities & Social Sciences, College of	Arts & Communication	Winkler,Kara Leeann	Assistant Professor	Full-Time	25	50	25	100	4				2		1		\$ 64,650			X	X
Humanities & Social Sciences, College of	Arts & Communication	Adler,Ayden	Assistant Professor	Full-Time	25	50	25	100	7		1		6		1		\$ 67,474				X
Humanities & Social Sciences, College of	Arts & Communication	Hoang,Toni Siriko	Associate Professor	Full-Time	25	50	25	100	2	1			2	2			\$ 77,100			X	X
Humanities & Social Sciences, College of	Arts & Communication	Newsom,Floyd E	Professor	Full-Time	25	50	25	100	4				2				\$ 100,168				X
Humanities & Social Sciences, College of	Arts & Communication	Sloan,Dennis Vaughn	Assistant Professor	Full-Time	25	50	25	100	4				4				\$ 62,696				X
Humanities & Social Sciences, College of	Arts & Communication	Gan,Ivan	Assistant Professor	Full-Time	25	50	25	100	2		1		3				\$ 72,334			X	X
Humanities & Social Sciences, College of	Arts & Communication	Baker,Susan J.	Professor	Full-Time	25	50	25	100	4				5				\$ 86,751				X
Humanities & Social Sciences, College of	Arts & Communication	Engerrand,Anne Walts	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 18,225			X	
Humanities & Social Sciences, College of	Arts & Communication	Hodgins,Danielle Aldea	Lecturer	Full-Time	0	100	0	100	3				3				\$ 51,266				X
Humanities & Social Sciences, College of	Arts & Communication	Keown,Emily L	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 19,440			X	
Humanities & Social Sciences, College of	Arts & Communication	Kress,Lisa M	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 19,440			X	
Humanities & Social Sciences, College of	Arts & Communication	Kubala,Jessica T	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 18,225			X	
Humanities & Social Sciences, College of	Arts & Communication	Ramirez,Anthony Robert	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 65,000				X
Humanities & Social Sciences, College of	Arts & Communication	Rountree,John Christopher	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 63,277				X
Humanities & Social Sciences, College of	Arts & Communication	Matveeva,Natalya Vasilyevna	Professor	Full-Time	25	50	25	100	3				1		1		\$ 90,820			X	X
Humanities & Social Sciences, College of	Arts & Communication	Lawrence,Windy Yvonne	Professor	Full-Time	25	50	25	100	2	1			3				\$ 90,363			X	X
Humanities & Social Sciences, College of	Arts & Communication	Archiopoli,Ashley Marie	Associate Professor	Full-Time	25	50	25	100	2	2			2	1			\$ 77,960			X	X
Humanities & Social Sciences, College of	Arts & Communication	Benton,Darius Mccullough	Assistant Professor	Full-Time	25	50	25	100	3				2				\$ 67,966				X
Humanities & Social Sciences, College of	Arts & Communication	Ahern,Philip F	Adjunct Faculty	Part-Time	0	100	0	100	3				1				\$ 11,475			X	
Humanities & Social Sciences, College of	Arts & Communication	Klein,Timothy Patrick	Associate Professor	Full-Time	25	50	25	100	2				2				\$ 77,350				X
Humanities & Social Sciences, College of	Arts & Communication	Marmolejo,Noe J	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 12,150			X	
Humanities & Social Sciences, College of	Arts & Communication	Osterberg,Susan	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Humanities & Social Sciences, College of	Arts & Communication	Rejaie,Azar M.	Associate Professor	Full-Time	25	50	25	100	1	1			2	1			\$ 82,467			X	X
Humanities & Social Sciences, College of	Arts & Communication	Rudin,Skye Alexandra	Adjunct Faculty	Part-Time	0	100	0	100	3				1				\$ 12,240			X	
Humanities & Social Sciences, College of	Arts & Communication	Cervenka,Mark William	Professor	Full-Time	25	50	25	100	1	1			1	1			\$ 46,098			X	X
Humanities & Social Sciences, College of	Arts & Communication	Harris,Felicia Lynne	Associate Professor	Full-Time	25	50	25	100	2				1				\$ 77,859		X		X
Humanities & Social Sciences, College of	Arts & Communication	Wawee,Robert William	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 9,450			X	
Humanities & Social Sciences, College of	Arts & Communication	Cunningham,Lily Ann	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 6,480			X	
Humanities & Social Sciences, College of	Arts & Communication	Hargrove,Arquilla Winnie	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Humanities & Social Sciences, College of	Arts & Communication	Tunuguntla,Rama Murthy	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Humanities & Social Sciences, College of	Arts & Communication	Aayani,Afsaneh	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600			X	
Humanities & Social Sciences, College of	Arts & Communication	Roubicek,Hank	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,880			X	
Humanities & Social Sciences, College of	Arts & Communication	Poggio,N	Assistant Professor	Full-Time	25	50	25	100									\$ 62,452				X
Humanities & Social Sciences, College of	English	Bridges,Dawn	Lecturer	Full-Time	0	100	0	100	5				5				\$ 49,239				X
Humanities & Social Sciences, College of	English	Casteel,Jessie R.	Lecturer	Full-Time	0	100	0	100	5				5				\$ 47,909				X
Humanities & Social Sciences, College of	English	Feliciano,Olga	Lecturer	Full-Time	0	100	0	100	5				5				\$ 50,338				X
Humanities & Social Sciences, College of	English	Lourence,Benjamin C	Lecturer	Full-Time	0	100	0	100	5				5				\$ 50,832				X
Humanities & Social Sciences, College of	English	Seratt,Heather E	Lecturer	Full-Time	0	100	0	100	5				5				\$ 51,088				X
Humanities & Social Sciences, College of	English	Smith,Claudia	Lecturer	Full-Time	0	100	0	100	5				5				\$ 49,368				X
Humanities & Social Sciences, College of	English	Wedes,Joan Blackwell	Lecturer	Full-Time	0	100	0	100	5				5				\$ 49,368				X
Humanities & Social Sciences, College of	English	Duncan,Michael Gary	Professor	Full-Time	25	50	25	100	2		2		2		2		\$ 90,076			X	X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
Humanities & Social Sciences, College of	English	Agboka,Godwin Yaw	Professor	Full-Time	25	50	25	100	2		1		3		1		\$ 13,020			X	X
Humanities & Social Sciences, College of	English	Farris-Clayton,Cheryl	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 25,920			X	
Humanities & Social Sciences, College of	English	Waters,William Joseph Condon	Associate Professor	Full-Time	25	50	25	100	3				3		1		\$ 72,579			X	X
Humanities & Social Sciences, College of	English	Bjork,Olin R.	Associate Professor	Full-Time	25	50	25	100	3	1			3	1	1		\$ 73,369			X	X
Humanities & Social Sciences, College of	English	Carpenter,Blake Parrish	Adjunct Faculty	Part-Time	0	100	0	100	4				3				\$ 22,320			X	
Humanities & Social Sciences, College of	English	Farris,Sara	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 78,564				X
Humanities & Social Sciences, College of	English	Fortunato,Paul L.	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 70,790				X
Humanities & Social Sciences, College of	English	Lund,Giuliana E.	Associate Professor	Full-Time	25	50	25	100	3				4				\$ 70,902				X
Humanities & Social Sciences, College of	English	Mata,Margaret Robinson	Adjunct Faculty	Part-Time	0	100	0	100	4				3				\$ 22,275			X	
Humanities & Social Sciences, College of	English	Petts,Ashleigh Ryann	Assistant Professor	Full-Time	25	50	25	100	4				4				\$ 65,601				X
Humanities & Social Sciences, College of	English	Schmertz,Johanna	Professor	Full-Time	25	50	25	100	3				4				\$ 88,081				X
Humanities & Social Sciences, College of	English	Ellwanger,Adam T	Professor	Full-Time	25	50	25	100	2		1		4				\$ 88,050				X
Humanities & Social Sciences, College of	English	Veeramoothoo,Saveena	Assistant Professor	Full-Time	25	50	25	100	3				2		1		\$ 63,637				X
Humanities & Social Sciences, College of	English	Hilbig,Michael Gerard	Adjunct Faculty	Part-Time	0	100	0	100	4				2				\$ 18,720			X	
Humanities & Social Sciences, College of	English	Jager,Katharine Woodason	Professor	Full-Time	25	50	25	100	3				3				\$ 88,269				X
Humanities & Social Sciences, College of	English	Jennings,Lisa Gay	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 62,700				X
Humanities & Social Sciences, College of	English	Schmadeka,Wayne	Adjunct Faculty	Part-Time	0	100	0	100	4				2				\$ 18,720			X	
Humanities & Social Sciences, College of	English	Sullivan,Nell	Professor	Full-Time	25	50	25	100	3				3				\$ 89,559				X
Humanities & Social Sciences, College of	English	Villareal,Stalina	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 64,953				X
Humanities & Social Sciences, College of	English	Sample,Joseph C	Associate Professor	Full-Time	25	50	25	100	1	2	1	1	1		1	2	\$ 74,813			X	X
Humanities & Social Sciences, College of	English	Bugg Jr,Robert Milton	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,850			X	
Humanities & Social Sciences, College of	English	Choudhuri,Sucheta Mallick	Associate Professor	Full-Time	25	50	25	100	3				2				\$ 71,397				X
Humanities & Social Sciences, College of	English	Flowers,Selena R	Adjunct Faculty	Part-Time	0	100	0	100	2				3				\$ 16,560			X	
Humanities & Social Sciences, College of	English	Merlos,Daniela Beatriz	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,850			X	
Humanities & Social Sciences, College of	English	Raychawdhuri,Anita Hillary	Assistant Professor	Full-Time	25	50	25	100	3				2				\$ 62,700				X
Humanities & Social Sciences, College of	English	Thomas,Tammis E.	Professor	Full-Time	25	50	25	100	4				2				\$ 88,345				X
Humanities & Social Sciences, College of	English	Hill,Jillian Averi	Associate Professor	Full-Time	25	50	25	100			2				1	1	\$ 76,012			X	X
Humanities & Social Sciences, College of	English	Jackson,Chuck	Professor	Full-Time	25	50	25	100	3	1			1				\$ 88,309				X
Humanities & Social Sciences, College of	English	Dimmick,Michael Edward	Associate Professor	Full-Time	25	50	25	100			1	1			1	2	\$ 74,511			X	X
Humanities & Social Sciences, College of	English	Dahlberg,Sandra	Professor	Full-Time	25	50	25	100	4				1				\$ 91,881				X
Humanities & Social Sciences, College of	English	Davidson,Robin	Special Faculty	Part-Time	0	100	0	100	2				2				\$ 38,966			X	
Humanities & Social Sciences, College of	English	Dolan,Cody Edward	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 13,500			X	
Humanities & Social Sciences, College of	English	Dyles,Nicole	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Humanities & Social Sciences, College of	English	Pavletich,Joann	Special Faculty	Part-Time	0	100	0	100	2				2				\$ 37,961			X	
Humanities & Social Sciences, College of	English	Sanchez,Yvonne Wade	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 13,500			X	
Humanities & Social Sciences, College of	English	Walker,Faye Elaine	Adjunct Faculty	Part-Time	0	100	0	100	4								\$ 11,520			X	
Humanities & Social Sciences, College of	English	Cesarco Eglin,Laura	Assistant Professor	Full-Time	25	50	25	100	1	1			2	1			\$ 66,050				X
Humanities & Social Sciences, College of	English	Aroopala,Amy S	Adjunct Faculty	Part-Time	0	100	0	100	3								\$ 8,640			X	
Humanities & Social Sciences, College of	English	Creighton,Jane M	Special Faculty	Part-Time	0	100	0	100	1				2				\$ 33,467			X	
Humanities & Social Sciences, College of	English	Dodd,Patricia Maria	Adjunct Faculty	Part-Time	0	100	0	100	3								\$ 8,640			X	
Humanities & Social Sciences, College of	English	Young,David Lamar	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 10,080			X	
Humanities & Social Sciences, College of	English	Scharold,Dagmar	Associate Professor	Full-Time	25	50	25	100	1		1						\$ 77,818				X
Humanities & Social Sciences, College of	English	Daniels,Kevin Paul	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Humanities & Social Sciences, College of	English	Joachim,Doug	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Humanities & Social Sciences, College of	English	Morehead,Charles Anthony	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Davey,Joseph Miles	Lecturer	Full-Time	0	100	0	100	5				5				\$ 49,479				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Lopez,Nancy	Lecturer	Full-Time	0	100	0	100	5				5				\$ 55,644				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Rodriguez,Melanie Lorie	Lecturer	Full-Time	0	100	0	100	5				5				\$ 47,909				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Snider,Ashton R	Lecturer	Full-Time	0	100	0	100	5				5				\$ 48,508				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Whitman,Norman Lee	Lecturer	Full-Time	0	100	0	100	5				5				\$ 49,479				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Dejesus,Albert	Lecturer	Full-Time	0	100	0	100	4				3		1		\$ 49,479				X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall	(#) Classes taught Spring															
Humanities & Social Sciences, College of	History, Humanities, & Languages	Romero Jr,Reynaldo	Associate Professor	Full-Time	25	50	25	100	3		1		4	1			\$ 74,581			X	X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Case,Theresa Ann	Professor	Full-Time	25	50	25	100	3		1		4	1			\$ 89,706				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Preuss,Gene	Associate Professor	Full-Time	25	50	25	100	4				3		1		\$ 75,169			X	X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Wrobel-Best,Jolanta	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 25,920			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Gascoigne,Carolyn E.	Professor	Full-Time	25	50	25	100	4				3				\$ 88,531				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Chiquillo,Raquel	Associate Professor	Full-Time	25	50	25	100	3				3	1			\$ 71,952				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Allen,Austin L	Associate Professor	Full-Time	25	50	25	100	4				2		1		\$ 75,591			X	X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Bielakowski,Alexander Magnus	Assistant Professor	Full-Time	25	50	25	100	3				4				\$ 66,238				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Elkholy,Sharin	Associate Professor	Full-Time	25	50	25	100	3				4				\$ 71,788				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Gillette,Aaron Kenneth	Associate Professor	Full-Time	25	50	25	100	3				4				\$ 72,475				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Hagen,L Kirk	Professor	Full-Time	25	50	25	100	3				4				\$ 89,066				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Nowak,William	Associate Professor	Full-Time	25	50	25	100	3	1			2		1		\$ 73,656			X	X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Torres,Cristina	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,400			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Chism,Jonathan Langston	Assistant Professor	Full-Time	25	50	25	100	2		1		2				\$ 65,971				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Tsai,Chu Chao	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 17,280			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Alvarez,Jose' E.	Professor	Full-Time	25	50	25	100	2				3				\$ 88,945				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Bohorquez,Carlos E	Adjunct Faculty	Part-Time	0	100	0	100	4				1				\$ 15,120			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Buie,David K	Adjunct Faculty	Part-Time	0	100	0	100	2				3				\$ 15,525			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Bunin,Matthew Jacob	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 15,525			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Burleson,Stacey Michelle	Adjunct Faculty	Part-Time	0	100	0	100	2				3				\$ 15,525			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Mandell,Paul B	Associate Professor	Full-Time	25	50	25	100	2				2				\$ 71,148				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Simper,Calvin	Adjunct Faculty	Part-Time	0	100	0	100	2				3				\$ 15,525			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Tierney,Robert Barkley	Lecturer	Full-Time	0	100	0	100	3				2				\$ 15,840			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Pavelich,Andrew	Professor	Full-Time	25	50	25	100	2	1			2				\$ 90,986				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Cueva,Edmund Paul	Professor	Full-Time	25	50	25	100	6								\$ 98,797				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Olivares,Jaime	Adjunct Faculty	Part-Time	0	100	0	100	3				1				\$ 12,240			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Ross,James Travis	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Tharp,Angela Gail	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 9,360			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Reyna,Sergio	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 11,520			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Robertson,Vida	Associate Professor	Full-Time	25	50	25	100	2	2				2	1		\$ 78,372			X	X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Jackson,Jeffrey M.	Professor	Full-Time	25	50	25	100	2				1				\$ 97,596				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Jimenez-Pabon,Fernell Gonzalo	Adjunct Faculty	Part-Time	0	100	0	100	4				2				\$ 9,360			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Paluka,April	Adjunct Faculty	Part-Time	0	100	0	100					3				\$ 10,800			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Postigo,Angela Marie	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 8,640			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Hovsepian,Melissa	Lecturer	Full-Time	0	100	0	100	1	2							\$ 66,629				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Cantu,Carlos L	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 7,200			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Mcdonald,Eric J	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 2,880			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Mcdonnough,Birdie C	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Pacious,Daniel Martin	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600			X	
Humanities & Social Sciences, College of	History, Humanities, & Languages	Ryden,David Beck	Professor	Full-Time	25	50	25	100	1								\$ 89,370				X
Humanities & Social Sciences, College of	History, Humanities, & Languages	Westfall,Joseph	Professor	Full-Time	25	50	25	100					1				\$ 91,150				X
Humanities & Social Sciences, College of	Social Sciences	Wilson,Julie R	Lecturer	Full-Time	0	100	0	100	7	1			5	1			\$ 54,530			X	X
Humanities & Social Sciences, College of	Social Sciences	Capuzzo,Kristen Irene	Lecturer	Full-Time	0	100	0	100	5	1			5	1			\$ 54,776			X	X
Humanities & Social Sciences, College of	Social Sciences	Colon,Edgardo Emmanuel	Lecturer	Full-Time	0	100	0	100	4		1		4		1		\$ 55,271				X
Humanities & Social Sciences, College of	Social Sciences	Emeka,F.	Lecturer	Full-Time	0	100	0	100	5	1			5	1			\$ 53,493			X	X
Humanities & Social Sciences, College of	Social Sciences	Branham,David P	Professor	Full-Time	25	50	25	100	1	2	1	1	3	1	1	1	\$ 117,685			X	X
Humanities & Social Sciences, College of	Social Sciences	Elsayegh,Nisreen	Lecturer	Full-Time	0	100	0	100	5				5				\$ 42,000				X
Humanities & Social Sciences, College of	Social Sciences	Phelan,Catherine C	Lecturer	Full-Time	0	100	0	100	5				5				\$ 42,000				X
Humanities & Social Sciences, College of	Social Sciences	Raymundo,Melissa	Lecturer	Full-Time	0	100	0	100	5				5				\$ 52,379				X
Humanities & Social Sciences, College of	Social Sciences	Henney,Susan Meredith	Professor	Full-Time	25	50	25	100	2	2			3	3			\$ 117,887			X	X
Humanities & Social Sciences, College of	Social Sciences	Manh,Kim	Lecturer	Full-Time	0	100	0	100	5				4				\$ 48,000				X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall	(#) Classes taught Spring		ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG		NON	ORG	NON	
Humanities & Social Sciences, College of	Social Sciences	Mohammadi,Pantea	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 28,350				X
Humanities & Social Sciences, College of	Social Sciences	Roncancio,Angelica	Assistant Professor	Full-Time	25	50	25	100	3	2			4	2			\$ 80,473				X
Humanities & Social Sciences, College of	Social Sciences	Hughes,Christina N	Assistant Professor	Full-Time	25	50	25	100	4	1	1		3	1			\$ 70,804				X
Humanities & Social Sciences, College of	Social Sciences	Stewart,Cindy	Associate Professor	Full-Time	25	50	25	100	5	2			3	1			\$ 89,688				X
Humanities & Social Sciences, College of	Social Sciences	Bachman,Christine	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 25,920				X
Humanities & Social Sciences, College of	Social Sciences	Hackett,Justin David	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 30,240				X
Humanities & Social Sciences, College of	Social Sciences	Henceroth,Mallori Michelle	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 24,300				X
Humanities & Social Sciences, College of	Social Sciences	Lemke,Michael K	Assistant Professor	Full-Time	25	50	25	100	3	1			4	1			\$ 78,236				X
Humanities & Social Sciences, College of	Social Sciences	Livesey,Laura	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 21,600				X
Humanities & Social Sciences, College of	Social Sciences	Rufino,Katrina Anne	Associate Professor	Full-Time	25	50	25	100	4	1			2	1			\$ 89,360				X
Humanities & Social Sciences, College of	Social Sciences	Stevens,Genevieve Dee	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 23,760				X
Humanities & Social Sciences, College of	Social Sciences	Wilson,Antoinette Rina	Assistant Professor	Full-Time	25	50	25	100	3	1			4	1			\$ 68,460				X
Humanities & Social Sciences, College of	Social Sciences	Flores,Bill	Professor	Full-Time	25	50	25	100	1		2				1	1	\$ 102,826				X
Humanities & Social Sciences, College of	Social Sciences	Eliassen,Arthur Henry	Associate Professor	Full-Time	25	50	25	100	3	1			4	1			\$ 79,456				X
Humanities & Social Sciences, College of	Social Sciences	Mobasher,Mohsen	Associate Professor	Full-Time	25	50	25	100	3	1			4	1			\$ 77,823				X
Humanities & Social Sciences, College of	Social Sciences	Crone,Travis	Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 96,297				X
Humanities & Social Sciences, College of	Social Sciences	Babb,Stephanie Jean	Associate Professor	Full-Time	25	50	25	100	4	1			1	1			\$ 161,525				X
Humanities & Social Sciences, College of	Social Sciences	Caro,Jason	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 76,936				X
Humanities & Social Sciences, College of	Social Sciences	Chadha,Anita	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 77,326				X
Humanities & Social Sciences, College of	Social Sciences	Li,Peter Jianqiang	Associate Professor	Full-Time	25	50	25	100	3				4				\$ 77,298				X
Humanities & Social Sciences, College of	Social Sciences	Mao,Hanjin	Assistant Professor	Full-Time	25	50	25	100	2		1		2		1		\$ 3,240				X
Humanities & Social Sciences, College of	Social Sciences	Williams,Patrick	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 98,902				X
Humanities & Social Sciences, College of	Social Sciences	Parker,Laura Ruth Murry	Assistant Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 59,703				X
Humanities & Social Sciences, College of	Social Sciences	Anderson,Kristin J.	Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 93,097				X
Humanities & Social Sciences, College of	Social Sciences	Ceciliano-Navarro,Yajaira	Assistant Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 65,506				X
Humanities & Social Sciences, College of	Social Sciences	Foster,Anthony Miles	Assistant Professor	Full-Time	25	50	25	100	3				3	1			\$ 68,043				X
Humanities & Social Sciences, College of	Social Sciences	Linantud,John	Professor	Full-Time	25	50	25	100	2	1			3	1			\$ 97,187				X
Humanities & Social Sciences, College of	Social Sciences	Altamirano,Janet L.	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 18,225				X
Humanities & Social Sciences, College of	Social Sciences	Baugh,Courtney	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 65,000				X
Humanities & Social Sciences, College of	Social Sciences	Chatman,Timberlin Monique	Adjunct Faculty	Part-Time	0	100	0	100	2				4				\$ 20,160				X
Humanities & Social Sciences, College of	Social Sciences	Connors,Shahnjaya Khrishida	Assistant Professor	Full-Time	25	50	25	100	2				4				\$ 75,068				X
Humanities & Social Sciences, College of	Social Sciences	Hiebeler,Diana Lee Henney	Adjunct Faculty	Part-Time	0	100	0	100	4				2				\$ 22,275				X
Humanities & Social Sciences, College of	Social Sciences	Ivey,Andrew David	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 66,290				X
Humanities & Social Sciences, College of	Social Sciences	Johnson,Ruth Marie	Associate Professor	Full-Time	25	50	25	100	2	1			2	1			\$ 80,993				X
Humanities & Social Sciences, College of	Social Sciences	Kumar,Leena Thacker	Professor	Full-Time	25	50	25	100	3				3				\$ 93,401				X
Humanities & Social Sciences, College of	Social Sciences	Maldonado,V. Arrow	Adjunct Faculty	Part-Time	0	100	0	100	4				2				\$ 17,550				X
Humanities & Social Sciences, College of	Social Sciences	Mallams,Sarah Arlene	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 18,900				X
Humanities & Social Sciences, College of	Social Sciences	Osterman,John Muth	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 14,850				X
Humanities & Social Sciences, College of	Social Sciences	Tengler,Mark W	Adjunct Faculty	Part-Time	0	100	0	100	2				4				\$ 12,150				X
Humanities & Social Sciences, College of	Social Sciences	Kaftan,Joanna Urszula	Associate Professor	Full-Time	25	50	25	100	3	1			2	1			\$ 80,599				X
Humanities & Social Sciences, College of	Social Sciences	Rubinson,Claude James	Associate Professor	Full-Time	25	50	25	100	2	1			3	1			\$ 77,297				X
Humanities & Social Sciences, College of	Social Sciences	Serrano,Danya M	Assistant Professor	Full-Time	25	50	25	100	2				3	1			\$ 67,438				X
Humanities & Social Sciences, College of	Social Sciences	Antenangeli,Leonardo	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 20,160				X
Humanities & Social Sciences, College of	Social Sciences	Rocha,Darla Ann	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 22,950				X
Humanities & Social Sciences, College of	Social Sciences	Thomas,Joy	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 15,840				X
Humanities & Social Sciences, College of	Social Sciences	Auburn,Pamela	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X
Humanities & Social Sciences, College of	Social Sciences	Montgomery,Jennifer K	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X
Humanities & Social Sciences, College of	Social Sciences	Mougouris,Tina	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Humanities & Social Sciences, College of	Social Sciences	Murphy,Randall Wade	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X
Humanities & Social Sciences, College of	Social Sciences	Thomason,Tommy	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Humanities & Social Sciences, College of	Social Sciences	Travis,Steven	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
									(#) Classes taught Fall		(#) Classes taught Spring										
Humanities & Social Sciences, College of	Social Sciences	Vallejo,Arthur	Adjunct Faculty	Part-Time	0	100	0	100	2					2			\$ 12,150				X
Humanities & Social Sciences, College of	Social Sciences	Watson,Carol La Faye	Adjunct Faculty	Part-Time	0	100	0	100	2					2			\$ 12,960				X
Humanities & Social Sciences, College of	Social Sciences	Coleman,Stephanie L.	Associate Professor	Full-Time	25	50	25	100					3	1			\$ 82,078				X X
Humanities & Social Sciences, College of	Social Sciences	Scherer,Rhonda	Adjunct Faculty	Part-Time	0	100	0	100	3					1			\$ 7,440				X
Humanities & Social Sciences, College of	Social Sciences	Azubuike,Eric E.	Adjunct Faculty	Part-Time	0	100	0	100	2					1			\$ 9,360				X
Humanities & Social Sciences, College of	Social Sciences	Boveland,Pamela Jae	Adjunct Faculty	Part-Time	0	100	0	100	2					1			\$ 9,360				X
Humanities & Social Sciences, College of	Social Sciences	Colbert,Cynthia Nunes	Adjunct Faculty	Part-Time	0	100	0	100			1					1	\$ 9,720				X
Humanities & Social Sciences, College of	Social Sciences	Colbert-Dunbar,Sharla	Adjunct Faculty	Part-Time	0	100	0	100	2					1			\$ 9,360				X
Humanities & Social Sciences, College of	Social Sciences	Greene,Brian	Adjunct Faculty	Part-Time	0	100	0	100			1					1	\$ 9,113				X
Humanities & Social Sciences, College of	Social Sciences	Sanborn,Robert David	Adjunct Faculty	Part-Time	0	100	0	100								1	\$ 9,720				X
Humanities & Social Sciences, College of	Social Sciences	Cho,Kit Wing	Associate Professor	Full-Time	25	50	25	100	2	1							\$ 76,455				X X
Humanities & Social Sciences, College of	Social Sciences	Adossi,Nancy	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 5,400				X
Humanities & Social Sciences, College of	Social Sciences	Baly,Jacqueline Joyce	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,075				X
Humanities & Social Sciences, College of	Social Sciences	Bowie,Treshon	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,075				X
Humanities & Social Sciences, College of	Social Sciences	Cummings,Tawana	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,480				X
Humanities & Social Sciences, College of	Social Sciences	Fonge,Michael	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,480				X
Humanities & Social Sciences, College of	Social Sciences	Goldberg,Ruth Ellen	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,075				X
Humanities & Social Sciences, College of	Social Sciences	Haltom,Trenton M	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,480				X
Humanities & Social Sciences, College of	Social Sciences	Heinrich,Sarah V.	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,075				X
Humanities & Social Sciences, College of	Social Sciences	Thompson Wright,Reba M	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 2,880				X
Humanities & Social Sciences, College of	Social Sciences	Vennard,Kimberly Jean	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,075				X
Humanities & Social Sciences, College of	Social Sciences	Wathen,Alexander B.	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 5,760				X
Humanities & Social Sciences, College of	Social Sciences	Adams,Jennifer Lauren	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 3,000				X
Humanities & Social Sciences, College of	Social Sciences	Bryerton,William S	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,880				X
Humanities & Social Sciences, College of	Social Sciences	Finch,Charlie B.	Adjunct Faculty	Part-Time	0	100	0	100						1			\$ 3,600				X
Humanities & Social Sciences, College of	Social Sciences	Whitmire,Whitney Lynn	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700				X
Humanities & Social Sciences, College of	Social Sciences	Trevino,R	Adjunct Faculty	Part-Time	0	100	0	100									\$ 2,700				X
Public Service, College of	Criminal Justice & Social Work	Pelz,Charles Terry	Lecturer	Full-Time	0	100	0	100	7					8			\$ 60,750				X X
Public Service, College of	Criminal Justice & Social Work	Gurley,Dayna N.	Lecturer	Full-Time	0	100	0	100	4	1				5	1		\$ 26,896				X
Public Service, College of	Criminal Justice & Social Work	Rodriguez,Karina	Lecturer	Full-Time	0	100	0	100	6					5			\$ 57,600				X X
Public Service, College of	Criminal Justice & Social Work	Cortez,Damaris Guadalupe	Lecturer	Full-Time	0	100	0	100	6					3			\$ 65,182				X X
Public Service, College of	Criminal Justice & Social Work	Bryant,Pearl Rashawn	Lecturer	Full-Time	0	100	0	100	2	2				2	3		\$ 54,000				X
Public Service, College of	Criminal Justice & Social Work	Cavanaugh Jr,Michael Redmond	Associate Professor	Full-Time	25	50	25	100	2	1	1	2	2		1	2	\$ 78,488				X
Public Service, College of	Criminal Justice & Social Work	Snell,Clete	Professor	Full-Time	25	50	25	100	3			1	3		1	1	\$ 99,387				X X
Public Service, College of	Criminal Justice & Social Work	Fowler,Shannon Keith	Associate Professor	Full-Time	25	50	25	100	2		1		3		1		\$ 78,819				X
Public Service, College of	Criminal Justice & Social Work	Wang,Hsiao-Ming	Professor	Full-Time	25	50	25	100	2		1		3		1		\$ 97,701				X X
Public Service, College of	Criminal Justice & Social Work	Barbieri,Nina A	Associate Professor	Full-Time	25	50	25	100	1		2	1	3			2	\$ 85,688				X X
Public Service, College of	Criminal Justice & Social Work	Marshall,Ethan Ambrose	Assistant Professor	Full-Time	25	50	25	100	2		1		2		1	1	\$ 68,097				X
Public Service, College of	Criminal Justice & Social Work	Harris,Judith A	Associate Professor	Full-Time	25	50	25	100	4	1			3				\$ 78,450				X
Public Service, College of	Criminal Justice & Social Work	Powers Jr,Richard C	Lecturer	Full-Time	0	100	0	100	3				3	2			\$ 59,253				X
Public Service, College of	Criminal Justice & Social Work	Goins,Angela M	Assistant Professor	Full-Time	25	50	25	100		2	1		1	2			\$ 8,657				X X
Public Service, College of	Criminal Justice & Social Work	Magidson,Mark D.	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 66,000				X
Public Service, College of	Criminal Justice & Social Work	Smith,Dana S.	Associate Professor	Full-Time	25	50	25	100	1	2			1	2			\$ 79,870				X
Public Service, College of	Criminal Justice & Social Work	Yang,Fei	Assistant Professor	Full-Time	25	50	25	100	1		1	1	2				\$ 72,155				X X
Public Service, College of	Criminal Justice & Social Work	Belisle,Linsey Ann	Assistant Professor	Full-Time	25	50	25	100	2		1		1		1		\$ 67,981				X
Public Service, College of	Criminal Justice & Social Work	Martin,Roderick Douglas	Adjunct Faculty	Part-Time	0	100	0	100	3					2			\$ 14,850				X
Public Service, College of	Criminal Justice & Social Work	Donohue-Dioh,Jessica James	Adjunct Faculty	Part-Time	0	100	0	100	4								\$ 8,100				X
Public Service, College of	Criminal Justice & Social Work	Mena,Kristin	Adjunct Faculty	Part-Time	0	100	0	100	3					1			\$ 11,700				X
Public Service, College of	Criminal Justice & Social Work	Morrison,Stephen Lee	Adjunct Faculty	Part-Time	0	100	0	100	2					2			\$ 12,960				X
Public Service, College of	Criminal Justice & Social Work	Payne,Raymie	Adjunct Faculty	Part-Time	0	100	0	100	2					2			\$ 12,150				X
Public Service, College of	Criminal Justice & Social Work	Pelz,Beth E	Associate Professor	Full-Time	25	50	25	100	4								\$ 103,635				X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
Public Service, College of	Criminal Justice & Social Work	Pereira,Gloria	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Public Service, College of	Criminal Justice & Social Work	Simonds,Richard Michael	Adjunct Faculty	Part-Time	0	100	0	100	3				1				\$ 8,775			X	
Public Service, College of	Criminal Justice & Social Work	Sirrianni,Leslie W	Adjunct Faculty	Part-Time	0	100	0	100		2				2			\$ 12,150			X	
Public Service, College of	Criminal Justice & Social Work	Ugwu,Joseph	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Public Service, College of	Criminal Justice & Social Work	Wille,Richard A	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Criminal Justice & Social Work	Wojcik Jr,Joseph Paul	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Criminal Justice & Social Work	Buckler,Kevin G	Professor	Full-Time	25	50	25	100	3			1			1		\$ 102,034			X	X
Public Service, College of	Criminal Justice & Social Work	Gilmore,Elizabeth Lenore	Assistant Professor	Full-Time	25	50	25	100	2	2				2			\$ 69,677				X
Public Service, College of	Criminal Justice & Social Work	Belbot,Barbara	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 9,360			X	
Public Service, College of	Criminal Justice & Social Work	Chavez-Berry,Maria D	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 9,450			X	
Public Service, College of	Criminal Justice & Social Work	Chiotti,Jennifer M	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 9,360			X	
Public Service, College of	Criminal Justice & Social Work	Emeka,Traqina	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 9,360			X	
Public Service, College of	Criminal Justice & Social Work	Saavedra,Pakeithe D.	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 10,080			X	
Public Service, College of	Criminal Justice & Social Work	Savani,Shahnaz	Assistant Professor	Full-Time	25	50	25	100					3				\$ 68,026				X
Public Service, College of	Criminal Justice & Social Work	Wallace,Shane L	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 9,450			X	
Public Service, College of	Criminal Justice & Social Work	Mccarty,Dawn Aldava	Professor	Full-Time	25	50	25	100	2	1				1			\$ 99,074			X	X
Public Service, College of	Criminal Justice & Social Work	Gehring,Krista	Associate Professor	Full-Time	25	50	25	100			1				1		\$ 78,659				X
Public Service, College of	Criminal Justice & Social Work	Karson,Lawrence	Adjunct Faculty	Part-Time	0	100	0	100	1						1		\$ 8,280			X	
Public Service, College of	Criminal Justice & Social Work	Lane,Liza Barros	Assistant Professor	Full-Time	25	50	25	100	1	1			1	1			\$ 69,500				X
Public Service, College of	Criminal Justice & Social Work	Andrews,Bobbie Stacy	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Baldazo,Edward	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Burton,Justin Darrell	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 5,400			X	
Public Service, College of	Criminal Justice & Social Work	Carter,Matt	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Clark,Linda	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Public Service, College of	Criminal Justice & Social Work	Cotlone,Donisha Shanice	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 6,750			X	
Public Service, College of	Criminal Justice & Social Work	Dewey,James D.	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Dewey,Lois Denise	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Garcia,Hector M	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Public Service, College of	Criminal Justice & Social Work	Goltz,Heather Honore	Professor	Full-Time	25	50	25	100					2				\$ 95,468				X
Public Service, College of	Criminal Justice & Social Work	Gonzales Iii,Henry G	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Krumpholz,Lindsey Marie	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Mosquera,Richard	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Nguyen,Nhatthien Quang	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Public Service, College of	Criminal Justice & Social Work	Price,Rebecca Ann	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Rivera,Elias J.	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Ross,Tiffany	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Tcholakova,Rushka Stoilova	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 6,750			X	
Public Service, College of	Criminal Justice & Social Work	Tyksinski,Aaron W	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Public Service, College of	Criminal Justice & Social Work	Mendoza,Yvonne Anette	Adjunct Faculty	Part-Time	0	100	0	100	1					1			\$ 6,075			X	
Public Service, College of	Criminal Justice & Social Work	Battle,Jennifer Alene	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,375			X	
Public Service, College of	Criminal Justice & Social Work	Cannon,Michael I.	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Public Service, College of	Criminal Justice & Social Work	Hernandez III,Antonio	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Public Service, College of	Criminal Justice & Social Work	Mendez,Eric Thomas	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Public Service, College of	Criminal Justice & Social Work	Valcore,Jace	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,880			X	
Public Service, College of	Criminal Justice & Social Work	West,Damon Joseph	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Public Service, College of	Public Service, College of	Thomas,Jarvis Patrick	Lecturer	Full-Time	0	100	0	100	2	3			3	3			\$ 53,000			X	
Public Service, College of	Public Service, College of	Nuwal,Tara	Lecturer	Full-Time	0	100	0	100	5				5				\$ 55,348				X
Public Service, College of	Public Service, College of	Philips,Tommy	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Public Service, College of	Shah,Robin S	Adjunct Faculty	Part-Time	0	100	0	100	2	1			1				\$ 16,560			X	
Public Service, College of	Public Service, College of	Banos,Tomas	Adjunct Faculty	Part-Time	0	100	0	100	1	1			1				\$ 6,480			X	
Public Service, College of	Public Service, College of	Frank,April Nicole	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
Public Service, College of	Public Service, College of	Green,Kassidy Shanae	Adjunct Faculty	Part-Time	0	100	0	100		2							\$ 6,750			X	
Public Service, College of	Public Service, College of	Kincade,Brooke	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Public Service, College of	Public Service, College of	Pearson,Elaine May	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Public Service, College of	Robertson,Shandra	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Public Service, College of	Public Service, College of	Clark,Shelley R	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 600			X	
Public Service, College of	Public Service, College of	Fawcett,Channing Brookes	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 600			X	
Public Service, College of	Public Service, College of	Hernandez-Perez,Michelle	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,200			X	
Public Service, College of	Public Service, College of	Kaser,Karen Collura	Lecturer	Full-Time	0	100	0	100					1				\$ 78,191				X
Public Service, College of	Urban Education	Lugo,Catalina	Lecturer	Full-Time	0	100	0	100	5				5				\$ 54,000				X
Public Service, College of	Urban Education	White,Stephen	Lecturer	Full-Time	0	100	0	100	4		1		5			1	\$ 63,843			X	X
Public Service, College of	Urban Education	Perez,Natasha	Assistant Professor	Full-Time	25	50	25	100	2		2	1	4		1		\$ 74,195			X	X
Public Service, College of	Urban Education	Alford,Beverly L	Associate Professor	Full-Time	25	50	25	100	4		1		3		2		\$ 84,663			X	X
Public Service, College of	Urban Education	Chen,Irene Linlin	Professor	Full-Time	25	50	25	100	4		1	1	2		2	1	\$ 100,481			X	X
Public Service, College of	Urban Education	Zehavi,Eve	Assistant Professor	Full-Time	25	50	25	100	3			1	3		2	1	\$ 73,202			X	X
Public Service, College of	Urban Education	Allaire,Franklin Sturm	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 68,414				X
Public Service, College of	Urban Education	Mitchell,Laura Ann	Associate Professor	Full-Time	25	50	25	100	4				4				\$ 75,327				X
Public Service, College of	Urban Education	Connell,Michael L	Professor	Full-Time	25	50	25	100	4				4			1	\$ 119,614			X	X
Public Service, College of	Urban Education	Stackhouse,Elizabeth Wood	Assistant Professor	Full-Time	25	50	25	100	2				4			1	\$ 67,446			X	X
Public Service, College of	Urban Education	Aykroyd,Shawn R	Lecturer	Full-Time	0	100	0	100	4				4				\$ 54,000				X
Public Service, College of	Urban Education	Kelly,John R	Associate Professor	Full-Time	25	50	25	100	4				8				\$ 75,949				X
Public Service, College of	Urban Education	Hung,Yu-Han	Assistant Professor	Full-Time	25	50	25	100	3			1	4				\$ 70,871			X	X
Public Service, College of	Urban Education	Jeffery,Tonya D.	Assistant Professor	Full-Time	25	50	25	100	3				2		1		\$ 68,543			X	X
Public Service, College of	Urban Education	Bundoc,Kasi S.	Lecturer	Full-Time	0	100	0	100	1	5			2	3			\$ 65,868				X
Public Service, College of	Urban Education	Hewitt,Amelia Louise-Miller	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 76,530				X
Public Service, College of	Urban Education	Tiwari,Ash	Associate Professor	Full-Time	25	50	25	100	6				5				\$ 76,489				X
Public Service, College of	Urban Education	Albrecht,Sarah Kersten	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 66,000				X
Public Service, College of	Urban Education	Topfer,Larry	Adjunct Faculty	Part-Time	0	100	0	100		4		1		5			\$ 22,442			X	
Public Service, College of	Urban Education	Beebe,Ronald Scott	Professor	Full-Time	25	50	25	100	1		2	1	1		1		\$ 108,087			X	X
Public Service, College of	Urban Education	Spilman,Mark Allan	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 5,760			X	
Public Service, College of	Urban Education	Pohl Jr,Bernardo E	Associate Professor	Full-Time	25	50	25	100	5				1		1	1	\$ 80,638			X	X
Public Service, College of	Urban Education	Cornejo,Janeth	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,850			X	
Public Service, College of	Urban Education	Byrd,Johanna A.	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Urban Education	Winton,Stephen	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Public Service, College of	Urban Education	Pedrana,Angela Lopez	Associate Professor	Full-Time	25	50	25	100	2				3			1	\$ 77,198			X	X
Public Service, College of	Urban Education	Matthews,Carolyn Joyce	Adjunct Faculty	Part-Time	0	100	0	100	1	5			1	2			\$ 18,225			X	
Public Service, College of	Urban Education	Burnett-Sanchez,Christal Gooding	Associate Professor	Full-Time	25	50	25	100	2				3				\$ 76,406				X
Public Service, College of	Urban Education	Miller,Diane Morris	Associate Professor	Full-Time	25	50	25	100	2				1				\$ 68,008	X			X
Public Service, College of	Urban Education	Pinkerton,Kim	Adjunct Faculty	Part-Time	0	100	0	100	2				2		1		\$ 13,731			X	
Public Service, College of	Urban Education	Rosby,Monisha R.	Adjunct Faculty	Part-Time	0	100	0	100	1		1		2		1		\$ 12,703			X	
Public Service, College of	Urban Education	Cherbonnier,Mary L.	Adjunct Faculty	Part-Time	0	100	0	100		6				2			\$ 14,850			X	
Public Service, College of	Urban Education	Burks,Lizette Anita	Assistant Professor	Full-Time	25	50	25	100	1		1				1	2	\$ 69,095				X
Public Service, College of	Urban Education	Hussein,Abdelnasser H	Assistant Professor	Full-Time	25	50	25	100	1		1		1		1		\$ 68,939				X
Public Service, College of	Urban Education	Garcia,Eva Helen	Adjunct Faculty	Part-Time	0	100	0	100		3				3			\$ 12,870			X	
Public Service, College of	Urban Education	Rohatgi,Irma Iris A	Adjunct Faculty	Part-Time	0	100	0	100		5				6			\$ 15,930			X	
Public Service, College of	Urban Education	Hudson,Jennifer B.	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 9,450			X	
Public Service, College of	Urban Education	Buck,Clifford William	Adjunct Faculty	Part-Time	0	100	0	100		3				4			\$ 16,988			X	
Public Service, College of	Urban Education	Byrne,Pamela Sue	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Urban Education	Dudley,Dixie Lee	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Urban Education	Edwards,Lisa	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Public Service, College of	Urban Education	Garza-Henao,Rosa	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,600			X	
Public Service, College of	Urban Education	Groth,Janine Rene	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
Public Service, College of	Urban Education	Hewitt,Haley A	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Public Service, College of	Urban Education	Parmeter,Jill Marie	Adjunct Faculty	Part-Time	0	100	0	100	2				1		1		\$ 12,960				X
Public Service, College of	Urban Education	Perez,Deborah	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Public Service, College of	Urban Education	Sanchez,Julie Martin	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Public Service, College of	Urban Education	Wade,Carolyn E	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X
Public Service, College of	Urban Education	Wang,Mei-Chih	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960				X
Public Service, College of	Urban Education	Zayid,Christina Issa	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150				X
Public Service, College of	Urban Education	Garza,Theresa	Adjunct Faculty	Part-Time	0	100	0	100		2				2			\$ 13,050				X
Public Service, College of	Urban Education	Sharp,Mattie Ann	Adjunct Faculty	Part-Time	0	100	0	100		4		1		4			\$ 12,150				X
Public Service, College of	Urban Education	Cruz Wiley,Maria Cristina	Adjunct Faculty	Part-Time	0	100	0	100		2				3			\$ 14,760				X
Public Service, College of	Urban Education	Rushing,Cathy Denise	Adjunct Faculty	Part-Time	0	100	0	100	2	1				1			\$ 9,360				X
Public Service, College of	Urban Education	Ramirez,Leticia	Adjunct Faculty	Part-Time	0	100	0	100		2				3			\$ 12,150				X
Public Service, College of	Urban Education	Coleman,Joe Al	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,300				X
Public Service, College of	Urban Education	Williams-Earlie,Xandra J	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075				X
Public Service, College of	Urban Education	James,Carol Denise	Adjunct Faculty	Part-Time	0	100	0	100		3				3			\$ 14,850				X
Public Service, College of	Urban Education	Page,Mary Elizabeth	Adjunct Faculty	Part-Time	0	100	0	100		6							\$ 11,520				X
Public Service, College of	Urban Education	Brazell,Jana Dianne	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775				X
Public Service, College of	Urban Education	Carter,Debra Magness	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 9,450				X
Public Service, College of	Urban Education	Grau,Isidro	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 6,480				X
Public Service, College of	Urban Education	Paz-Giraldo,Carolina Sandra	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 6,075				X
Public Service, College of	Urban Education	Vargas,Edward L	Adjunct Faculty	Part-Time	0	100	0	100		1				2			\$ 15,188				X
Public Service, College of	Urban Education	Jones-Thomas,Anissa D.	Adjunct Faculty	Part-Time	0	100	0	100		3				1			\$ 8,775				X
Public Service, College of	Urban Education	Lundvall,Anita Laureen	Adjunct Faculty	Part-Time	0	100	0	100		1				2			\$ 11,250				X
Public Service, College of	Urban Education	Freer-Alvarez,Trudy Ann	Adjunct Faculty	Part-Time	0	100	0	100		2				2			\$ 12,960				X
Public Service, College of	Urban Education	Torres,Erik L.	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075				X
Public Service, College of	Urban Education	Frاند,Clifford	Adjunct Faculty	Part-Time	0	100	0	100		3				2			\$ 13,163				X
Public Service, College of	Urban Education	Roades,Owen Louise	Adjunct Faculty	Part-Time	0	100	0	100		3		1		3			\$ 12,600				X
Public Service, College of	Urban Education	Mercado,Suzanne	Adjunct Faculty	Part-Time	0	100	0	100		2				2			\$ 12,150				X
Public Service, College of	Urban Education	Applegate,Michele Leigh	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 6,750				X
Public Service, College of	Urban Education	Barela,Andrea Marie	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480				X
Public Service, College of	Urban Education	Burnett,Allyson Joyce Saul	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075				X
Public Service, College of	Urban Education	Campbell,Matthew R	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480				X
Public Service, College of	Urban Education	Carrillo,Gabriel	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 5,400				X
Public Service, College of	Urban Education	Cutler,Carrie S	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480				X
Public Service, College of	Urban Education	Delahoussaye,Vera Vanese	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,300				X
Public Service, College of	Urban Education	Endress,Mary Lu	Adjunct Faculty	Part-Time	0	100	0	100					1	1			\$ 7,200				X
Public Service, College of	Urban Education	Figuero,Mary Anne	Adjunct Faculty	Part-Time	0	100	0	100							2		\$ 5,400				X
Public Service, College of	Urban Education	Manzoor,Atifa	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,255				X
Public Service, College of	Urban Education	Nance,Kristen Kay	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,300				X
Public Service, College of	Urban Education	Nixon,Tina	Adjunct Faculty	Part-Time	0	100	0	100					1		1		\$ 5,143				X
Public Service, College of	Urban Education	Schone,Juliana B	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075				X
Public Service, College of	Urban Education	Thompson,Vhirshante C	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 7,200				X
Public Service, College of	Urban Education	Lara,Alma L.	Adjunct Faculty	Part-Time	0	100	0	100		2							\$ 5,760				X
Public Service, College of	Urban Education	Agu,Philomena N.	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600				X
Public Service, College of	Urban Education	Alastuey,Lisa	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 1,200				X
Public Service, College of	Urban Education	Goffney,Melody L	Adjunct Faculty	Part-Time	0	100	0	100		1				2			\$ 8,280				X
Public Service, College of	Urban Education	Lynch-Limon,Donald R	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,375				X
Public Service, College of	Urban Education	Martindell,Peter T	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,880				X
Public Service, College of	Urban Education	Moreno,Marie De Jesus	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600				X
Public Service, College of	Urban Education	Punch Brown,Cynae Elayne	Adjunct Faculty	Part-Time	0	100	0	100						1			\$ 6,975				X
Public Service, College of	Urban Education	Reyes,Vanesa	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,375				X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall	(#) Classes taught Spring															
Public Service, College of	Urban Education	Reyes, Blanca Iris	Adjunct Faculty	Part-Time	0	100	0	100									\$ 5,400				
Sciences & Technology, College of	Computer Science & Engineering Tech	Kamto, Joseph	Lecturer	Full-Time	0	100	0	100	6	2			5				\$ 75,791			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Singh, Kulwant	Lecturer	Full-Time	0	100	0	100	6				6				\$ 76,819			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Harris, Cyril E	Lecturer	Full-Time	0	100	0	100	5				5				\$ 68,453			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Soibam, Benjamin	Associate Professor	Full-Time	25	50	25	100	2		2	1	2		2	1	\$ 114,643			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Yilmaz, Emre	Assistant Professor	Full-Time	25	50	25	100	3		1		4		1		\$ 102,258			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Feng, Weining	Associate Professor	Full-Time	25	50	25	100	5				5				\$ 100,302			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Hasan, Mahmud	Assistant Professor	Full-Time	25	50	25	100	4				5				\$ 88,035	X		X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Tito-Izquierdo, Jorge	Assistant Professor	Full-Time	25	50	25	100	5				4				\$ 85,930			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Xu, Ling	Associate Professor	Full-Time	25	50	25	100	3		1		3		1		\$ 109,342			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Shastri, Dvijesh J	Professor	Full-Time	25	50	25	100	2		2		2		1	1	\$ 129,713			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Zhang, Ting	Associate Professor	Full-Time	25	50	25	100	2		1		3		1		\$ 15,617			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Foust, Henry	Assistant Professor	Full-Time	25	50	25	100	4				3				\$ 78,395				X
Sciences & Technology, College of	Computer Science & Engineering Tech	Guillen Rondon, Pablo Emilio	Adjunct Faculty	Part-Time	0	100	0	100	2		1		2		1		\$ 22,680			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Rahmatian, Arash	Associate Professor	Full-Time	25	50	25	100	4				3				\$ 88,212				X
Sciences & Technology, College of	Computer Science & Engineering Tech	Yuan, Shengli	Professor	Full-Time	25	50	25	100	3				2		1		\$ 11,399			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Henderson, John C	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,850			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Lin, Hong	Professor	Full-Time	25	50	25	100	1		1		2		1		\$ 135,558			X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Nikzad, Ali	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 15,075			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Oberhoff, Kenneth E	Associate Professor	Full-Time	25	50	25	100	2	1			1	1			\$ 99,224				X
Sciences & Technology, College of	Computer Science & Engineering Tech	Tzouanas, Vassilios K	Professor	Full-Time	25	50	25	100	3				2				\$ 12,960		X	X	X
Sciences & Technology, College of	Computer Science & Engineering Tech	Sheinberg, Edward R	Special Faculty	Part-Time	0	100	0	100	2				2				\$ 35,872			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Pakhrin, Subash Chandra	Assistant Professor	Full-Time	25	50	25	100					3				\$ 67,200				X
Sciences & Technology, College of	Computer Science & Engineering Tech	Said, Ihsan	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 9,000			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Patrick, Amelia Irene	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,975			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Borgerson, Jacob L.	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Eghneim, Gus	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,480			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Munoz, Orlando Thomas	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Aranzales, Adolfo	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Koehn, Jan	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Magar, Kristian L	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Miller, Newton George	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Sciences & Technology, College of	Computer Science & Engineering Tech	Nazari, Ahmad	Adjunct Faculty	Part-Time	0	100	0	100					1				\$ 3,600			X	
Sciences & Technology, College of	Mathematics & Statistics	Nguyen, Ha	Lecturer	Full-Time	0	100	0	100	6				3		1		\$ 60,331			X	X
Sciences & Technology, College of	Mathematics & Statistics	Beane, Susan Lea	Lecturer	Full-Time	0	100	0	100	5				6				\$ 52,347			X	X
Sciences & Technology, College of	Mathematics & Statistics	Hallaway, Joyce G.	Lecturer	Full-Time	0	100	0	100	4				5				\$ 59,925			X	X
Sciences & Technology, College of	Mathematics & Statistics	Ban, Xinyu Li	Lecturer	Full-Time	0	100	0	100	5				4				\$ 51,561			X	X
Sciences & Technology, College of	Mathematics & Statistics	Douglas, Jamal Ahmad	Lecturer	Full-Time	0	100	0	100	7				4				\$ 51,880			X	X
Sciences & Technology, College of	Mathematics & Statistics	John, Benny	Lecturer	Full-Time	0	100	0	100	5				4				\$ 57,116			X	X
Sciences & Technology, College of	Mathematics & Statistics	Blumberg, Bonnie G	Lecturer	Full-Time	0	100	0	100	5				5				\$ 55,817				X
Sciences & Technology, College of	Mathematics & Statistics	Cilekci, Aktug	Lecturer	Full-Time	0	100	0	100	5				5				\$ 49,000				X
Sciences & Technology, College of	Mathematics & Statistics	Lazo Esq, Iride V	Lecturer	Full-Time	0	100	0	100	5				5				\$ 53,050			X	X
Sciences & Technology, College of	Mathematics & Statistics	Nguyen, Vien Quang	Lecturer	Full-Time	0	100	0	100	5				5				\$ 58,325				X
Sciences & Technology, College of	Mathematics & Statistics	Simeonov, Plamen	Professor	Full-Time	25	50	25	100	4		1		3				\$ 107,432			X	X
Sciences & Technology, College of	Mathematics & Statistics	Simmons, Anna Rosenthal	Lecturer	Full-Time	0	100	0	100	5				4				\$ 60,603				X
Sciences & Technology, College of	Mathematics & Statistics	Shoemaker, Katherine Ann	Assistant Professor	Full-Time	25	50	25	100	3		2		2		2		\$ 79,475			X	X
Sciences & Technology, College of	Mathematics & Statistics	Heydari, Fariborz	Lecturer	Full-Time	0	100	0	100	5				3				\$ 52,840			X	X
Sciences & Technology, College of	Mathematics & Statistics	King, J Patrick	Assistant Professor	Full-Time	25	50	25	100	2	2	1		1	2	1		\$ 85,870			X	X
Sciences & Technology, College of	Mathematics & Statistics	Zafiris, Vasilis	Associate Professor	Full-Time	25	50	25	100	3				3		1		\$ 88,456			X	X
Sciences & Technology, College of	Mathematics & Statistics	Gong, Wenlong	Assistant Professor	Full-Time	25	50	25	100			4		2		1		\$ 77,090			X	X
Sciences & Technology, College of	Mathematics & Statistics	Koshkin, Sergiy	Professor	Full-Time	25	50	25	100	4				3				\$ 97,795			X	X

University of Houston-Downtown Faculty Workload Report - Fall 2022 and Spring 2023

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College	Department/Unit	Faculty Name	Faculty Rank	FT/PT	Percentage (%) Effort				UG		GR		UG		GR		Salary	Funding Source			
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall					(#) Classes taught Spring											
Sciences & Technology, College of	Mathematics & Statistics	Mhoon,Kendra Brown	Associate Professor	Full-Time	25	50	25	100	3		1		2		1		\$ 81,728			X	X
Sciences & Technology, College of	Mathematics & Statistics	Nakamura,Mitsue	Lecturer	Full-Time	0	100	0	100	5				4				\$ 68,610			X	X
Sciences & Technology, College of	Mathematics & Statistics	Yoon,Jeong-Mi	Professor	Full-Time	25	50	25	100	3	1			3				\$ 95,014			X	X
Sciences & Technology, College of	Mathematics & Statistics	Cahoy,Dexter	Professor	Full-Time	25	50	25	100	1		2	1	3		1		\$ 96,741			X	X
Sciences & Technology, College of	Mathematics & Statistics	Garza,Cesar Arturo	Assistant Professor	Full-Time	25	50	25	100	3				4				\$ 71,887			X	X
Sciences & Technology, College of	Mathematics & Statistics	Gogovi,Gideon Kwadzo	Assistant Professor	Full-Time	25	50	25	100	3				3				\$ 76,826			X	X
Sciences & Technology, College of	Mathematics & Statistics	Tecarro,Edwin	Associate Professor	Full-Time	25	50	25	100	3				3				\$ 77,107			X	X
Sciences & Technology, College of	Mathematics & Statistics	Chan,Youn-Sha	Associate Professor	Full-Time	25	50	25	100	3				3				\$ 76,275			X	X
Sciences & Technology, College of	Mathematics & Statistics	Jegdic,Katarina	Professor	Full-Time	25	50	25	100	4				3				\$ 95,040			X	X
Sciences & Technology, College of	Mathematics & Statistics	Xie,Shishen	Professor	Full-Time	25	50	25	100	4				3				\$ 92,270				X
Sciences & Technology, College of	Mathematics & Statistics	Pepper,Ryan D	Professor	Full-Time	25	50	25	100	2		1		2				\$ 113,693			X	X
Sciences & Technology, College of	Mathematics & Statistics	Redl,Timothy A.	Professor	Full-Time	25	50	25	100	5				2				\$ 101,444			X	X
Sciences & Technology, College of	Mathematics & Statistics	Smalley,Richard G	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 14,850			X	
Sciences & Technology, College of	Mathematics & Statistics	Zheng,Hailun	Assistant Professor	Full-Time	25	50	25	100	3				2				\$ 67,103			X	X
Sciences & Technology, College of	Mathematics & Statistics	Grimm,Henry James	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 15,360			X	
Sciences & Technology, College of	Mathematics & Statistics	Bui,Trinh	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 14,175			X	
Sciences & Technology, College of	Mathematics & Statistics	Dozier,John L	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 19,440			X	
Sciences & Technology, College of	Mathematics & Statistics	Idlebird,Joe	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Sciences & Technology, College of	Mathematics & Statistics	Gad,Sangeeta	Lecturer	Full-Time	0	100	0	100	1				1				\$ 68,149			X	X
Sciences & Technology, College of	Mathematics & Statistics	Campbell,Lea	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 6,480			X	
Sciences & Technology, College of	Mathematics & Statistics	Chen,Samuel	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775			X	
Sciences & Technology, College of	Mathematics & Statistics	Gamez,Jose J.	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 9,225			X	
Sciences & Technology, College of	Mathematics & Statistics	Nganou,Jean B	Associate Professor	Full-Time	25	50	25	100					2				\$ 69,934			X	X
Sciences & Technology, College of	Mathematics & Statistics	Nguyen,Hien	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 8,775			X	
Sciences & Technology, College of	Mathematics & Statistics	Morales,Rebecca Garcia	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Sciences & Technology, College of	Mathematics & Statistics	Porterfield,Mike	Adjunct Faculty	Part-Time	0	100	0	100	2								\$ 20,363			X	
Sciences & Technology, College of	Mathematics & Statistics	Simon,Shannon Michael	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Sciences & Technology, College of	Mathematics & Statistics	Watts,Courtney Chayana	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 6,750			X	
Sciences & Technology, College of	Mathematics & Statistics	Waller,William Alfred	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 6,720			X	
Sciences & Technology, College of	Mathematics & Statistics	Nguyen,Thu	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Sciences & Technology, College of	Mathematics & Statistics	Wikstrom,Zachary Wayne	Adjunct Faculty	Part-Time	0	100	0	100	1								\$ 2,700			X	
Sciences & Technology, College of	Mathematics & Statistics	Muire,K	Adjunct Faculty	Part-Time	0	100	0	100									\$ 12,150			X	
Sciences & Technology, College of	Mathematics & Statistics	Rehman,A	Adjunct Faculty	Part-Time	0	100	0	100									\$ 12,150			X	
Sciences & Technology, College of	Natural Sciences	Pedroza,Mesias	Lecturer	Full-Time	0	100	0	100	7				6				\$ 58,503			X	X
Sciences & Technology, College of	Natural Sciences	Bichler,Aimee P.	Lecturer	Full-Time	0	100	0	100	6				6				\$ 50,960			X	X
Sciences & Technology, College of	Natural Sciences	Musselwhite,Donald	Lecturer	Full-Time	0	100	0	100	5				4				\$ 55,763			X	X
Sciences & Technology, College of	Natural Sciences	Shembekar,Vishakha Raghunath	Lecturer	Full-Time	0	100	0	100	5				5				\$ 51,125			X	X
Sciences & Technology, College of	Natural Sciences	Idowu,Ayorinde Olusegun	Lecturer	Full-Time	0	100	0	100	4				4				\$ 55,141			X	X
Sciences & Technology, College of	Natural Sciences	Brown,Houston Slade	Lecturer	Full-Time	0	100	0	100	5				5				\$ 60,568			X	X
Sciences & Technology, College of	Natural Sciences	Chaubal,Vaishali	Lecturer	Full-Time	0	100	0	100	5				4				\$ 56,886			X	X
Sciences & Technology, College of	Natural Sciences	Jakubowski,Simon J.	Lecturer	Full-Time	0	100	0	100	5				5				\$ 55,555				X
Sciences & Technology, College of	Natural Sciences	Parillon,Xyanthine	Lecturer	Full-Time	0	100	0	100	5				5				\$ 51,688			X	X
Sciences & Technology, College of	Natural Sciences	Pinelis,Yuriy	Lecturer	Full-Time	0	100	0	100	4				5				\$ 52,871				X
Sciences & Technology, College of	Natural Sciences	Sen,Sam	Lecturer	Full-Time	0	100	0	100	3				3				\$ 50,875				X
Sciences & Technology, College of	Natural Sciences	Sterna,Larry L	Lecturer	Full-Time	0	100	0	100	5				5				\$ 61,274				X
Sciences & Technology, College of	Natural Sciences	Saha,Sanghamitra	Lecturer	Full-Time	0	100	0	100	4				6				\$ 54,159			X	X
Sciences & Technology, College of	Natural Sciences	Dixit,Bhagyashree Ashok	Adjunct Faculty	Part-Time	0	100	0	100	3				6				\$ 39,015			X	X
Sciences & Technology, College of	Natural Sciences	Minard,Meghan E.	Lecturer	Full-Time	0	100	0	100	5				4				\$ 57,175			X	X
Sciences & Technology, College of	Natural Sciences	Zamani,Ataollah	Lecturer	Full-Time	0	100	0	100	5				4				\$ 16,695			X	X
Sciences & Technology, College of	Natural Sciences	Blaimont,Pauline Rachel	Lecturer	Full-Time	0	100	0	100	5				4				\$ 52,925			X	X
Sciences & Technology, College of	Natural Sciences	Aoki,Jon	Associate Professor	Full-Time	25	50	25	100	3				2				\$ 80,464			X	X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		Gift	Grant	Local	State
					(#) Classes taught Fall					(#) Classes taught Spring											
Sciences & Technology, College of	Natural Sciences	Richards,Hannah	Adjunct Faculty	Part-Time	0	100	0	100	4				4				\$ 20,250			X	
Sciences & Technology, College of	Natural Sciences	Jiang,Mian	Associate Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 76,711				X
Sciences & Technology, College of	Natural Sciences	Theruvathu,Jacob Abraham	Assistant Professor	Full-Time	25	50	25	100	4	1			3	1			\$ 70,325			X	X
Sciences & Technology, College of	Natural Sciences	Standlee,Courtney R	Assistant Professor	Full-Time	25	50	25	100	5	1			5	1			\$ 67,902			X	X
Sciences & Technology, College of	Natural Sciences	Grebowicz,Janusz	Professor	Full-Time	25	50	25	100	3	2			4	1			\$ 93,936				X
Sciences & Technology, College of	Natural Sciences	Tobin,Michael Francis	Associate Professor	Full-Time	25	50	25	100	2	1			4	1			\$ 76,904				X
Sciences & Technology, College of	Natural Sciences	Delclos,Pablo Jose	Assistant Professor	Full-Time	25	50	25	100	4	1			2	1			\$ 68,239			X	X
Sciences & Technology, College of	Natural Sciences	Trufan,Eszter	Associate Professor	Full-Time	25	50	25	100	4	1			3	1			\$ 76,930				X
Sciences & Technology, College of	Natural Sciences	Visbal,Adriana Patricia	Assistant Professor	Full-Time	25	50	25	100	4	1			3				\$ 67,584				X
Sciences & Technology, College of	Natural Sciences	Das,Nina	Adjunct Faculty	Part-Time	0	100	0	100	4				3				\$ 20,925			X	
Sciences & Technology, College of	Natural Sciences	Mouchaty,Suzette K.	Adjunct Faculty	Part-Time	0	100	0	100	5				2				\$ 15,360			X	
Sciences & Technology, College of	Natural Sciences	Rueda,Elda Maria	Assistant Professor	Full-Time	25	50	25	100	5				2	2			\$ 67,114			X	X
Sciences & Technology, College of	Natural Sciences	Donoghue,Kellie Anne Macknezie	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 21,120			X	
Sciences & Technology, College of	Natural Sciences	Bowden,Gabriela	Associate Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 76,365				X
Sciences & Technology, College of	Natural Sciences	Jose,Robin	Associate Professor	Full-Time	25	50	25	100	3	1			3	1			\$ 76,679				X
Sciences & Technology, College of	Natural Sciences	Esat,Burak	Lecturer	Full-Time	0	100	0	100	5								\$ 50,900			X	X
Sciences & Technology, College of	Natural Sciences	Johnson,Kenneth	Associate Professor	Full-Time	25	50	25	100	3	1			3	2			\$ 76,719				X
Sciences & Technology, College of	Natural Sciences	Morano,Lisa Deane	Professor	Full-Time	25	50	25	100	3	1			2	2			\$ 94,640				X
Sciences & Technology, College of	Natural Sciences	Ahmadov,Ramil Surhay	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 18,660			X	
Sciences & Technology, College of	Natural Sciences	Bolden,Christopher Trashaw	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 19,440			X	
Sciences & Technology, College of	Natural Sciences	Verma,Rajnish	Adjunct Faculty	Part-Time	0	100	0	100	3				3				\$ 19,440			X	
Sciences & Technology, College of	Natural Sciences	Kang,Yuan Yuan	Associate Professor	Full-Time	25	50	25	100	3	1			2	1			\$ 76,996				X
Sciences & Technology, College of	Natural Sciences	Greene,Larry	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 17,280			X	
Sciences & Technology, College of	Natural Sciences	Koshkarly,Reyhan Orudi	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 17,280			X	
Sciences & Technology, College of	Natural Sciences	Okome,Gloria	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 17,280			X	
Sciences & Technology, College of	Natural Sciences	Sartain,Heather Novell	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 16,200			X	
Sciences & Technology, College of	Natural Sciences	Heinlein,Sarah Natalie	Assistant Professor	Full-Time	25	50	25	100	2	1			3				\$ 68,362				X
Sciences & Technology, College of	Natural Sciences	Benavides,Maria Guadalupe	Associate Professor	Full-Time	25	50	25	100	3				2				\$ 76,965				X
Sciences & Technology, College of	Natural Sciences	Mohanraj,Remya	Adjunct Faculty	Part-Time	0	100	0	100	4				1				\$ 13,200			X	
Sciences & Technology, College of	Natural Sciences	Pokkunuri,Indira Devi	Adjunct Faculty	Part-Time	0	100	0	100	2				3				\$ 16,560			X	
Sciences & Technology, College of	Natural Sciences	Zaidi,Sheeba Musarrat	Adjunct Faculty	Part-Time	0	100	0	100	3				2				\$ 15,840			X	
Sciences & Technology, College of	Natural Sciences	Dune,Linda Susan	Special Faculty	Part-Time	0	100	0	100	2				1	1			\$ 46,819			X	
Sciences & Technology, College of	Natural Sciences	Baird,Amy	Professor	Full-Time	25	50	25	100	2	2			2	2			\$ 93,706				X
Sciences & Technology, College of	Natural Sciences	Bornmann,William G.	Adjunct Faculty	Part-Time	0	100	0	100	1				2				\$ 10,080			X	
Sciences & Technology, College of	Natural Sciences	Ge,Song	Assistant Professor	Full-Time	25	50	25	100	2				2				\$ 85,669				X
Sciences & Technology, College of	Natural Sciences	Hudspeth,Rachael	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 8,640			X	
Sciences & Technology, College of	Natural Sciences	Khalil,Amal Iskander Abdelmealek	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 8,640			X	
Sciences & Technology, College of	Natural Sciences	Patterson,Nicolle Lyanne	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Sciences & Technology, College of	Natural Sciences	Rawal,Bhavna	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,150			X	
Sciences & Technology, College of	Natural Sciences	Sharma,Nawal	Adjunct Faculty	Part-Time	0	100	0	100	3				1				\$ 12,240			X	
Sciences & Technology, College of	Natural Sciences	St Hill,Lydia	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Sciences & Technology, College of	Natural Sciences	Vedartham,Padmaja B.	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Sciences & Technology, College of	Natural Sciences	Vrinceanu,Isabela	Adjunct Faculty	Part-Time	0	100	0	100	2				2				\$ 12,960			X	
Sciences & Technology, College of	Natural Sciences	Quijano,Thelma Binosa	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 10,125			X	
Sciences & Technology, College of	Natural Sciences	Rasmus,Monica L	Adjunct Faculty	Part-Time	0	100	0	100					2				\$ 12,000			X	
Sciences & Technology, College of	Natural Sciences	Skeen,Tera H	Adjunct Faculty	Part-Time	0	100	0	100	1				1				\$ 6,075			X	
Sciences & Technology, College of	Natural Sciences	Martz,Jeffrey Warren	Associate Professor	Full-Time	25	50	25	100		1			2	1			\$ 76,687				X
Sciences & Technology, College of	Natural Sciences	Chu,Kam-Hong	Adjunct Faculty	Part-Time	0	100	0	100	3								\$ 8,640			X	
Sciences & Technology, College of	Natural Sciences	Dang,Bachlien	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 9,360			X	
Sciences & Technology, College of	Natural Sciences	Harjai,Prashant	Adjunct Faculty	Part-Time	0	100	0	100	2				1				\$ 6,750			X	
Sciences & Technology, College of	Natural Sciences	Johnson,Jerry E	Professor	Full-Time	25	50	25	100					3				\$ 95,307				X

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					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		Salary	Gift	Grant	Local	State		
									ORG	NON	ORG	NON							
Sciences & Technology, College of	Natural Sciences	Jose,Charlet	Adjunct Faculty	Part-Time	0	100	0	100	1	1					\$ 8,640			X	
Sciences & Technology, College of	Natural Sciences	Kosacki,Igor	Adjunct Faculty	Part-Time	0	100	0	100	2						\$ 9,360			X	
Sciences & Technology, College of	Natural Sciences	Lang,David A	Adjunct Faculty	Part-Time	0	100	0	100	3						\$ 8,100			X	
Sciences & Technology, College of	Natural Sciences	Palacio-Lopez,Kattia Paola	Assistant Professor	Full-Time	25	50	25	100				3			\$ 50,400				X
Sciences & Technology, College of	Natural Sciences	Reeve,Joseph Lyle	Adjunct Faculty	Part-Time	0	100	0	100	3						\$ 8,100			X	
Sciences & Technology, College of	Natural Sciences	Rivera,Jose	Adjunct Faculty	Part-Time	0	100	0	100	1			2			\$ 7,680			X	
Sciences & Technology, College of	Natural Sciences	Vela,Luz Elena	Adjunct Faculty	Part-Time	0	100	0	100	2			1			\$ 7,440			X	
Sciences & Technology, College of	Natural Sciences	Webb,Tracy Ann	Adjunct Faculty	Part-Time	0	100	0	100	2			1			\$ 8,775			X	
Sciences & Technology, College of	Natural Sciences	Sadana,Rachna	Professor	Full-Time	25	50	25	100	1	1		1	1		\$ 101,823				X
Sciences & Technology, College of	Natural Sciences	Aurisano,Richard Warren	Adjunct Faculty	Part-Time	0	100	0	100				2			\$ 7,200			X	
Sciences & Technology, College of	Natural Sciences	Bouhoutsos-Brown,Elene	Adjunct Faculty	Part-Time	0	100	0	100	1			1			\$ 16,943	X		X	
Sciences & Technology, College of	Natural Sciences	Esmaeiliyan,Mehdi	Adjunct Faculty	Part-Time	0	100	0	100	1			1			\$ 6,075			X	
Sciences & Technology, College of	Natural Sciences	Johnson,Rebecca Ann	Adjunct Faculty	Part-Time	0	100	0	100				2			\$ 7,200			X	
Sciences & Technology, College of	Natural Sciences	Khan,Zubeida	Adjunct Faculty	Part-Time	0	100	0	100	2						\$ 3,840			X	
Sciences & Technology, College of	Natural Sciences	Nail,Robert Shawn	Adjunct Faculty	Part-Time	0	100	0	100	2						\$ 5,760			X	
Sciences & Technology, College of	Natural Sciences	Rotzien,Jonathan Randall	Adjunct Faculty	Part-Time	0	100	0	100	2						\$ 5,760			X	
Sciences & Technology, College of	Natural Sciences	Sharp,Tyrone P	Adjunct Faculty	Part-Time	0	100	0	100	2						\$ 7,200			X	
Sciences & Technology, College of	Natural Sciences	Smith,Penny A M	Special Faculty	Part-Time	0	100	0	100	2						\$ 13,809			X	
Sciences & Technology, College of	Natural Sciences	Villegas,Elizabeth	Adjunct Faculty	Part-Time	0	100	0	100	1			1			\$ 6,480			X	
Sciences & Technology, College of	Natural Sciences	Abraham,Godly M.	Adjunct Faculty	Part-Time	0	100	0	100	1			1			\$ 4,500			X	
Sciences & Technology, College of	Natural Sciences	Wooten,James	Adjunct Faculty	Part-Time	0	100	0	100	1						\$ 3,600			X	
Sciences & Technology, College of	Natural Sciences	Birru,Mekonnen H	Adjunct Faculty	Part-Time	0	100	0	100				1			\$ 3,200			X	
Sciences & Technology, College of	Natural Sciences	Burns,Latasha Rashujn	Adjunct Faculty	Part-Time	0	100	0	100				1			\$ 3,200			X	
Sciences & Technology, College of	Natural Sciences	Mathew,Susan	Adjunct Faculty	Part-Time	0	100	0	100				1			\$ 7,200			X	
Sciences & Technology, College of	Natural Sciences	Stark,Eric B.	Adjunct Faculty	Part-Time	0	100	0	100	1						\$ 2,880			X	

UNIVERSITY OF HOUSTON VICTORIA FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2022-2023)

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 2022--2023)

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 2022-2023)

Faculty Appointment	Ranked/ Non-ranked	Faculty Title/Rank	Full/Part-time Status	Headcount	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	35	Research/Scholarship, Teaching/Instruction, and Service
Tenured	Ranked	Associate Professor		41	
Tenure-Track	Ranked	Assistant Professor		26	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	5	Teaching/Instruction and Service
Non-Tenure-Track	Non-Ranked	Lecturer, Visiting Professor (All Ranks)	Full-Time	13	Teaching/Instruction
Non-Tenure-Track	Non-Ranked	Various Adjunct Titles	Part-Time	140	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 typically **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 typically **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 typical 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 2022-2023)

The University of Houston Victoria 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 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 2022-2023).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2022 - 2023)

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	
College of Business	34	30%	59%	11%	\$ 120,110.96
College of Liberal Arts and Social Sciences	40	30%	59%	11%	\$ 66,821.97
College of Natural and Applied Science	3	30%	50%	20%	\$ 75,000.03
College of Education and Health Professions	25	29%	62%	10%	\$ 72,187.78

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2022-2023)

College	Number of Ranked NTT Faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
College of Business	2	30%	60%	10%	\$ 77,781.26
College of Liberal Arts and Social Sciences	1	30%	60%	10%	\$ 52,050.55
College of Natural and Applied Science	0	0%	0%	0%	\$ -
College of Education and Health Professions	2	30%	60%	10%	\$ 71,750.03

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2022-2023)

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	
College of Business	0	0%	0%	0%	\$ -
College of Liberal Arts and Social Sciences	13	12%	85%	4%	\$ 49,335.71
College of Natural and Applied Science	0	0%	0%	0%	\$ -
College of Education and Health Professions	0	0%	0%	0%	\$ -

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2022-2023 UH Victoria Faculty Workload Report** concerning average (%) workload effort distribution across all four (4) 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 **58%** of their effort in teaching and instructional activities, **30%** of their effort in research and scholarship activities and **13%** in service activities.
- Full-time, ranked (NTT) faculty expend **60%** of their effort in teaching and instructional activities, **30%** of their effort in research and scholarship activities and **10%** in service activities.
- Non-ranked, non-tenure track (NTT) faculty expend **85%** of their effort in teaching and instructional activities, **4%** of their effort in research and scholarship activities and **12%** in service activities.

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						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	Adamchik, V.A.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$93,859.02	State
	Aidov, A.	Assoc Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	1	0	3	0	0	0	\$121,587.24	State
	Berkstresser, G.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$3,937.50	Local
	Bhulyan, N.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$3,937.50	Local
	Blodgett, J.	Professor	FT	30%	40%	30%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$136,325.28	Local/State
	Cadle, R.I.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$3,937.50	Local
	Chapa, O.	Professor	FT	30%	60%	10%	100%	1	0	1	0	0	0	0	0	4	0	0	0	\$114,049.20	State
	Chen, C.	Faculty Development Leave	FT	30%	60%	10%	100%	1	0	0	0	0	0	4	0	0	0	0	0	\$107,613.98	Local/State
	Chiang, W.	Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	1	0	1	0	0	0	\$156,791.04	Local/State
	Cloninger, P.A.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	0	4	0	0	0	\$112,744.80	State
	Colwell, K.A.	Dean/Professor	FT	30%	60%	10%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$168,750.00	State
	Dong, X.	Assoc Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	3	0	2	0	0	0	\$145,230.03	Local/State
	Du, J.	Assoc Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	1	0	2	0	0	0	\$114,042.96	Local/State
	Garcia, B.D.	Asst Clinical Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	3	0	2	0	0	0	\$75,562.50	Local/State
	Garza-Gomez, X.	Professor	FT	30%	40%	30%	100%	0	0	1	0	0	0	0	0	3	0	0	0	\$129,863.64	State
	Hajilee, M.	Professor	FT	30%	60%	10%	100%	3	0	2	0	0	0	2	0	3	0	0	0	\$114,098.22	Local/State
	Hayes, L.A.	Professor	FT	30%	50%	20%	100%	1	0	0	0	0	0	0	0	3	0	0	0	\$125,103.24	State
	Holler, T.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$1,687.50	Local
	Huang, S.	Assoc Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	1	0	2	0	0	0	\$100,284.03	State
	Hunt, D.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
	Janani, S.	Asst Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$111,750.03	Local/State
	Kagochi, J.M.	Professor	FT	30%	60%	10%	100%	2	0	4	0	0	0	3	0	3	0	0	0	\$108,547.74	Local/State
	Kalelkar, R.	Assoc Professor	FT	30%	60%	10%	100%	0	0	2	0	0	0	2	0	2	0	0	0	\$130,039.02	State
	Kang, T.	Asst Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$93,000.00	State
	Kuang, Y.	Assoc Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	3	0	1	0	0	0	\$137,779.02	Local/State
	Lee, K.	Asst Professor	FT	30%	60%	10%	100%	1	0	1	0	0	0	1	0	4	0	0	0	\$95,000.04	State
	Lee, Y.	Assoc Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	1	0	2	0	0	0	\$109,773.84	State
	LoBanova, O.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$8,100.00	Local
	McAdam, K.M.	Assoc Professor	FT	30%	60%	10%	100%	3	0	1	0	0	0	3	0	1	0	0	0	\$113,110.56	State
	Metghalchi, M.	Professor	FT	30%	60%	10%	100%	4	0	0	0	0	0	1	0	3	0	0	0	\$137,249.76	State
	Morrison, R.D.	Asst Professor	FT	30%	60%	10%	100%	0	0	2	0	0	0	0	0	3	0	0	0	\$110,000.04	State
	Ning, Y.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	3	0	1	0	0	0	\$138,481.68	State
	Niroomand, F.	Professor	FT	30%	60%	10%	100%	4	0	0	0	0	0	3	0	0	0	0	0	\$167,657.64	Local/State
	Puente, W.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$3,937.50	Local
	Quansah, E.	Asst Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	1	0	2	0	0	0	\$93,000.06	State
	Ruiz, M.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$16,200.00	Local
	Salazar, R.J.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	0	0	0	0	\$140,459.13	State
	Simmons, S.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	1	0	0	0	\$14,737.50	Local
	Smith, R.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$3,937.50	Local
	Summers, D.F.	Assoc Professor	FT	30%	60%	10%	100%	2	0	4	0	0	0	3	0	3	0	0	0	\$107,570.43	Local/State
	Swaid, S.A.	Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	2	0	1	0	0	0	\$118,716.72	State
	Tucker, J.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$2,362.50	Local
Wang, J.	Associate Dean	FT	40%	30%	30%	100%	0	0	3	0	0	0	0	0	1	0	0	0	\$131,021.82	State	
Wang, Y.	Asst Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	2	0	3	0	0	0	\$91,100.07	Local/State	
Wells, M.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$7,087.50	Local	
Winters, J.	Clinical Professor/Non-Tenure	FT	30%	60%	10%	100%	4	0	0	0	0	0	4	0	2	0	0	0	\$80,000.01	State	
Xu, Q.	Assoc Professor	FT	30%	60%	10%	100%	3	0	1	0	0	0	3	0	0	0	0	0	\$137,688.00	State	
Yang, Jie	Professor	FT	30%	60%	10%	100%	2	0	2	0	0	0	2	0	2	0	0	0	\$132,259.95	Local/State	
Yang, Jun	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	0	4	0	0	0	\$118,094.22	State	
Yang, Z.	Assoc Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	3	0	0	0	0	0	\$123,515.82	State	
Yuan, F.	Asst Professor	FT	30%	60%	10%	100%	1	0	1	0	0	0	2	0	2	0	0	0	\$105,000.00	State	
Liberal Arts & Social Sciences	Abo Shakra, M.	Lecturer	FT	0%	100%	0%	100%	0	1	0	0	0	0	6	0	0	0	0	\$64,089.48	State	
	Aquero, K.T.	Student Success Advisor	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0		
	Akins, C.H.	Senior Lecturer	FT	0%	100%	0%	100%	6	0	0	0	0	0	5	0	0	0	0	\$53,316.48	State	
	Akins, J.K.	Assoc Professor	FT	30%	60%	10%	100%	2	0	2	0	0	0	5	0	0	0	0	\$69,802.20	State	
	Amiri, M.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$1,980.00	Local	
	Arendell, J.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	\$11,193.75	Local	
	Auer, K.J.	Lecturer	FT	0%	100%	0%	100%	5	0	0	0	0	0	5	1	0	0	0	\$58,275.45	State	
	Baerg, A.P.	Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	3	0	0	0	0	\$81,581.20	Local/State	
	Bashaw, H.	Adjunct Lecturer	PT	30%	60%	10%	100%	3	0	0	0	0	0	6	0	0	0	0	\$4,799.97	Local	
	Bell, J.	Assoc Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	\$62,469.48	State	
	Belz, S.P.	Adjunct Lecturer	PT	30%	60%	10%	100%	1	0	0	0	0	0	1	0	0	0	0	\$5,062.50	Local	
	Billo, K.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	\$5,850.00	Local	
	Bosier Hawthorne, C.D.	Student Success Coach	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0		
	Burke, K.E.	Coord. Residence Life	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0		
	Cantu, F.E.	Asst Dir, Stud Div & Inclusior	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0		
	Byerly, E.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$7,290.00	Local	
	Castille, P.D.	Adjunct Retiree	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	\$6,759.00	Local	
	Chaisson, D.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$1,800.00	Local	

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				# Classes Taught Fall 2022						# Classes Taught Spring 2023						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		
Liberal Arts & Social Sciences	Chavarría Salgado, M.S.	Senior Lecturer	FT	0%	100%	0%	100%	4	0	0	0	0	0	4	1	0	0	0	0	\$50,007.66	State
	Chavez-Rivera, A.	Professor	FT	30%	60%	10%	100%	3	1	0	0	0	0	4	1	0	0	0	0	\$74,702.61	State
	Countis, A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$5,625.00	Local
	Covarrubias, E.G.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$7,875.00	Local
	Cox, N.P.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$8,662.50	Local
	Cuevas, A.	Lecturer	FT	0%	100%	0%	100%	8	0	0	0	0	0	7	0	0	0	0	0	\$43,391.16	State
	Deason, A.S.	Lecturer	FT	0%	100%	0%	100%	4	0	0	0	0	0	0	0	0	0	0	0	\$44,396.52	State
	DeBord, S.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
	DiLeo, J.R.	Professor	FT	30%	60%	10%	100%	1	0	0	0	0	0	3	0	0	0	0	0	\$139,408.56	State
	Dogan, A.	Assoc Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	8	0	0	0	0	0	\$63,218.61	State
	Edwards, A.L.	Adjunct Lecturer	PT	30%	60%	10%	100%	2	0	0	0	0	0	0	0	0	0	0	0		
	Ehsan, H.	Assoc Professor	FT	30%	60%	10%	100%	4	0	2	2	0	0	3	0	2	2	0	0	\$62,865.72	State
	Elliott, C.A.	Adjunct Lecturer	PT	30%	60%	10%	100%	0	0	0	0	0	0	3	0	0	0	0	0	\$6,075.00	Local
	Elsik, L.G.	Adjunct Lecturer	PT	30%	60%	10%	100%	3	0	0	0	0	0	1	0	0	0	0	0	\$5,850.00	Local
	Eugene, N.C.	Asst Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	3	0	0	0	0	0	\$56,732.76	State
	Fairlamb, H.L.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$106,291.32	State
	Fansher, A.K.	Asst Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	1	0	0	0	\$56,000.04	State
	Frollick, T.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,812.50	Local
	Gohel, H.A.	Asst Professor	FT	30%	60%	10%	100%	0	0	2	2	0	2	0	0	4	0	0	1	\$19,946.31	Grant/Local/State
	Goodman, C.	Assoc Professor	FT	30%	60%	10%	100%	5	1	0	0	0	0	2	1	0	0	0	0	\$68,632.14	State
	Gross, A.M.	Lecturer	FT	30%	60%	10%	100%	0	0	0	0	0	0	4	0	0	0	0	0	\$45,000.00	State
	Guo, H.	Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	1	0	3	0	0	0	\$100,214.82	State
	Halbsgut, J.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$3,937.50	Local
	Harkey, W.S.	Senior Lecturer	FT	0%	100%	0%	100%	8	0	0	0	0	0	5	0	0	0	0	0	\$60,390.32	State
	Harrison, J.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$9,900.00	Local
	Hatmaker, A.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$13,162.50	Local
	Hayward, H.F.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
	Hendricker, E.N.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$49,922.55	Grant/State
	Hernandez, H.	Asst Professor	FT	30%	60%	10%	100%	8	0	2	0	0	0	8	0	2	0	0	1	\$62,167.26	Local/State
	Heron, R.L.	Asst Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	0	0	3	0	0	0	\$57,317.28	State
	Herrera, G.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
	Hu, J.	Assoc Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	2	0	1	0	0	0	\$63,781.29	State
	Humble, C.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$7,245.00	Local
	Ilo, S.O.	Assoc Professor	FT	30%	60%	10%	100%	1	1	0	0	0	0	8	0	0	0	0	0	\$68,023.92	State
	Jí, Y.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	1	0	0	0	\$6,075.00	Local
	Kaneko, G.	Assoc Professor	FT	30%	60%	10%	100%	4	0	1	0	0	0	5	0	0	0	0	0	\$66,453.03	State
	Lee, B.W.	Director, Residence Life	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0		
	Leibensperger, S.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$10,125.00	Local
	Lemanski, M.R.	Asst Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	0	3	2	0	0	\$14,235.57	Grant/State
	Locke, J.L.	Assoc Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	1	0	0	0	0	\$65,111.37	State
	Loubser, I.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
	Machado, T.C.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$4,500.00	Local
	Madrid, A.	Asst Professor	FT	30%	60%	10%	100%	2	0	3	0	0	1	3	1	1	0	0	1	\$57,613.71	State
	Mammaia, L.M.	Asst Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	3	0	0	0	0	0	\$53,491.80	State
	Martinez, J.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$3,093.75	Local
	McCoy, V.K.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$5,625.00	Local
	McCue, J.	Assoc Clinical Prof/Non-Tenure	FT	30%	60%	10%	100%	6	0	0	0	0	0	4	0	0	0	0	0	\$60,335.76	State
	Medina, D.V.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$14,175.00	Local
	Mutchler, A.	Lecturer	FT	0%	100%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	0	\$47,555.55	State
	Nand, D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	2	0	0	0	1	0	5	0	0	0	\$92,000.04	State
Nealy, R.P.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local	
Nusayr, A.	Assoc Professor	FT	30%	60%	10%	100%	5	1	1	0	0	0	4	0	1	0	0	0	\$87,617.40	State	
Ortiz Garza, J.L.	Senior Lecturer	FT	30%	60%	10%	100%	3	1	0	0	0	0	2	0	0	0	0	0	\$50,330.40	State	
Para, H.L.	Adjunct Lecturer	PT	30%	60%	10%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local	
Park, J.	Assoc Professor	FT	30%	60%	10%	100%	4	0	1	0	0	0	6	0	1	0	0	0	\$63,487.32	State	
Parsonson, K.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	2	0	1	0	0	0	\$67,279.50	State	
Penry, N.A.	Adjunct Retiree	PT	30%	60%	10%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$5,625.00	Local	
Perz, C.A.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	2	0	1	0	0	0	\$88,937.64	Local/State	
Pikalov, A.A.	Asst Professor	FT	30%	60%	10%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$60,374.76	State	
Pittendrih, N.	Assoc Professor	FT	30%	60%	10%	100%	1	0	1	0	0	0	3	0	0	0	0	0	\$62,468.76	State	
Proctor, B.N.	Adjunct Lecturer	PT	30%	60%	10%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$6,750.00	Local	
Qiao, Y.	Adjunct Lecturer	PT	30%	60%	10%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$1,665.00	Local	
Quintero, C.L.	Visit Asst Prof	FT	30%	60%	10%	100%	4	0	0	0	0	0	0	0	0	0	0	0	\$25,042.82	State	
Razvi, S.S.	Assoc Professor	FT	30%	60%	10%	100%	3	2	0	0	0	0	2	0	1	0	0	1	\$65,399.04	State	
Sanchez, A.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,250.00	Local	
Sawyer, C.H.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,700.00	Local	
Schlesinger, K.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	1	0	2	0	0	0	\$71,924.76	State	
Schott, J.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$2,250.00	Local	
Schuenemann, K.J.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	0	\$4,050.00	Local	

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort			Total (%) Effort	#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						Salary	Funding Source
				Research & Scholarship	Teaching & Instruction	Service		UG		GR		SP		UG		GR		SP			
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Liberal Arts & Social Sciences	Sellountos, D.	Adjunct Lecturer	PT	0%	100%	0%	100%	4	0	0	0	0	0	1	0	0	0	0	0	\$10,968.75	Local
	Sibirian Mai, A.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
	Smith, H.L.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local
	Snvder, J.B.	Lecturer	FT	30%	60%	10%	100%	6	0	0	0	0	0	6	0	0	0	0	0	\$51,343.05	State
	Sterritt, B.	Asst Professor	FT	30%	60%	10%	100%	3	1	1	0	0	1	1	0	3	0	0	1	\$57,663.54	State
	Stricklin, R.B.	Lecturer	FT	30%	60%	10%	100%	4	1	2	0	0	0	4	0	1	0	0	0	\$48,225.33	State
	Striedel, G.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	4	0	0	0	0	0	\$6,581.25	Local
	Teixeira, R.V.	Assoc Professor	FT	30%	50%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$67,510.44	State
	Tolbert, N.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
	Venneman, S.S.	Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$80,054.40	State
	Viola, S.B.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	4	0	0	0	\$67,043.04	State
	Wagner, W.W.	Adjunct Lecturer	PT	30%	60%	10%	100%	2	0	0	0	0	0	4	0	0	0	0	0	\$11,250.00	Local
	Wan, Y.	Professor	FT	40%	30%	30%	100%	2	0	5	0	0	0	0	1	6	0	0	0	\$2,238.72	Grant/Local/State
	Wang, J.Y.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
	Ward, C.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
	Ward, M.L.	Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	6	0	0	0	0	0	\$82,473.39	State
	Weller, T.M.	Student Success Coach	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0		
	White, D.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$12,937.50	Local
	White, D.W.	Assoc Professor	FT	30%	60%	10%	100%	3	0	2	0	0	0	2	0	2	0	0	0	\$64,924.80	State
	White, W.D.	Adjunct Retiree	PT	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$16,605.00	Local
	Woleslagle, J.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$7,875.00	Local
	Wood, D.H.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$2,812.50	Local
	Zand, F.	Adjunct Lecturer	PT	0%	100%	0%	100%	9	0	0	0	0	0	10	0	0	0	0	0	\$62,949.96	State
	Zedaker, S.B.	Asst Professor	FT	30%	60%	10%	100%	2	0	1	1	0	1	0	1	3	0	0	0	\$60,619.08	State
	Zhang, H.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local
	Zhu, Q.	Professor	FT	30%	60%	10%	100%	0	0	3	1	0	0	4	1	4	1	0	0	\$102,878.73	State
	Natural & Applied Science	Alam, M.J.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	2	0	0	0	\$2,250.00	Local
Berends, A.H.		Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local	
Huerta, M.A.		Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$675.00	Local	
Jin, A.		Asst Professor	FT	30%	60%	10%	100%	2	1	2	0	0	0	3	1	2	0	0	1	\$70,000.02	State
Malik, A.K.		Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,250.00	Local
Masoumi, M.		Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	\$13,950.00	Local	
Okwuchukwu, C.E.		Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	\$1,620.00	Local	
Pedraza, D.A.		Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	\$2,700.00	Local	
Pham, V.Q.		Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$7,290.00	Local	
Saeed, S.		Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local	
Sobolev, D.		Professor	FT	30%	30%	40%	100%	2	0	0	0	0	0	1	0	0	0	0	0		
Soomro, S.		Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
Tomitaka, A.		Asst Professor	FT	30%	60%	10%	100%	0	0	2	0	0	0	6	0	2	0	0	0	\$80,000.04	State
Anderson, T.A.		Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,070.00	Local	
Bacon, K.M.		Assoc Professor	FT	30%	60%	10%	100%	0	0	2	1	0	0	0	0	4	0	0	0	\$70,737.03	State
Baldwin, M.J.		Assoc Professor	FT	30%	60%	10%	100%	3	2	0	0	0	0	3	2	0	0	0	0	\$66,180.36	State
Barnett, B.A.		Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,070.00	Local	
Beliard, C.A.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	1	0	0	0	0	3	0	0	0	\$86,000.04	State	
Besancon, M.S.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	2	0	0	\$4,725.00	Local	
Black, Jr, W.J.	Asst Professor	FT	30%	60%	10%	100%	2	8	0	0	0	0	1	9	1	0	0	0	\$59,314.44	State	
Bouknight, J.D.	Assoc Professor	FT	30%	60%	10%	100%	0	5	1	0	0	0	1	3	2	0	0	0	\$64,986.36	State	
Cantu, J.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$4,500.00	Local	
Carlson, P.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$91,734.48	State	
Cavazos, L.Y.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	2	0	0	0	0	0	1	0	0	0	\$10,530.00	Local	
Cortines, T.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local	
Cowley, J.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$4,320.00	Local	
de Marin, S.	Asst Professor	FT	30%	60%	10%	100%	0	0	4	0	0	0	0	0	2	2	0	0	\$63,000.00	State	
Delossantos, E.P.	Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$83,805.96	State	
Dippel, C.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local	
Donaldson, K.N.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,657.50	Local	
Farrar, E.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,587.50	Local	
Ford, J.N.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	1	0	0	0	0	0	\$9,225.00	Local	
Francique, A.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$5,467.50	Local	
Garcia, K.S.	Asst Professor	FT	30%	60%	10%	100%	0	0	3	1	0	0	0	0	3	3	0	0	\$60,371.56	State	
Gates, A.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$7,695.00	Local	
Goehring, R.M.	Asst Clinical Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	4	0	0	0	0	0	\$71,000.01	State	
Green, F.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$12,555.00	Local	
Griffin, R.A.	Adjunct Retiree	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$4,050.00	Local	
Guillot, A.E.	Professor	FT	30%	60%	10%	100%	4	0	0	0	0	0	2	0	1	0	0	0	\$83,072.64	State	
Herath, L.V.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,430.00	Local	
Herrington, T.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$8,100.00	Local	
Holmberg-Abel, D.J.	Adjunct Retiree	PT	0%	100%	0%	100%	0	0	3	2	0	0	0	0	2	1	0	0	\$16,200.00	Local	
Hood, S.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,700.00	Local	
Johnson, S.V.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$2,587.50	Local	

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2022						#) Classes Taught Spring 2023						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		
Education & Health Professions	Kenahan , R.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$6,277.50	Local
	Klages , C.L.	Professor	FT	30%	60%	10%	100%	2	2	0	0	0	0	3	2	0	0	0	0	\$82,157.16	State
	Kubelka , K.G.	Adjunct Retiree	PT	0%	100%	0%	100%	4	3	0	0	0	0	4	0	0	0	0	0	\$12,150.00	Local
	Lee , C.	Assoc Professor	FT	30%	60%	10%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$73,067.04	State
	LaSage Clements , T.A.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	2	0	0	0	\$82,663.56	State
	Leung , L.F.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
	Lin , H.	Professor	FT	30%	60%	10%	100%	1	0	3	1	0	0	2	0	1	1	0	0	\$75,888.48	State
	Lloyd-Zannini , L.P.	Assoc Professor	FT	30%	60%	10%	100%	0	0	1	0	0	0	0	0	4	0	0	0	\$76,898.88	State
	Luy , D.G.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,587.50	Local
	Luy , D.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	1	0	1	0	0	0	\$8,505.00	Local
	McCormick , C.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,587.50	Local
	Medlow , H.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,430.00	Local
	Melcher , T.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,657.50	Local
	Mitzner , K.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$3,937.50	Local
	Mouton , S.E.	Assoc Professor	FT	0%	100%	0%	100%	0	0	6	0	0	0	0	0	7	0	0	0	\$65,000.04	State
	Murphree , C.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local
	Nayar , S.S.	Asst Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$60,371.55	State
	Nevel , D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	2	0	0	0	\$12,150.00	Local
	Novotny , M.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	\$8,100.00	Local
	Patton , B.L.	Professor	FT	30%	60%	10%	100%	0	0	2	0	0	0	0	0	3	0	0	0	\$77,317.44	State
	Perez , R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$3,037.50	Local
	Pribyl , T.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local
	Prince , D.E.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$18,225.00	Local
	Quary , J.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$3,037.50	Local
	Rahman , M.L.	Asst Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$61,000.08	State
	Rathbun , A.J.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0		Local
	Rice , S.A.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$9,643.50	Local
	Schott , M.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$2,587.50	Local
	Shepherd , Q.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
	Simpson , T.E.	Dir. Instn'l Rsrch Effect	PT	30%	60%	10%	100%	1	0	0	0	0	0	0	0	2	0	0	0	\$3,600.00	Local
	Smith , W.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$69,702.84	State
	Soliz , C.S.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local
	Spradley , B.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,430.00	Local
	Stehling , S.M.	Adjunct Retiree	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$7,290.00	Local
	Stephenson , W.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$19,192.50	State
	Stone , M.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$3,937.50	Local
	Strope , R.G.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	1	0	0	0	0	2	0	0	0	\$5,467.50	Local
	Tucker , R.	Assoc Professor	FT	30%	60%	10%	100%	2	1	0	0	0	0	2	2	0	0	0	0	\$67,238.76	State
	Turan , S.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	0	\$2,880.00	Local
	Urbina , L.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,070.00	Local
	Vafa , S.G.	Assoc Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	1	0	2	0	0	0	\$66,856.68	State
	Vander Stucken , M.M.	Asst Clinical Professor	FT	30%	60%	10%	100%	1	1	0	0	0	0	3	1	0	0	0	0	\$72,500.04	State
Vaughn , T.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	1	0	0	0	0	0	2	0	0	0	0	\$17,167.50	State	
Wang , M.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$9,067.50	Local	
Warsame , K.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	2	0	0	0	\$11,340.00	Local	
Wei , L.	Assoc Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$68,256.99	State	
Weichers , S.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$3,757.50	Local	
Wiblishauser , M.J.	Asst Professor	FT	30%	60%	10%	100%	6	1	0	0	0	0	6	1	0	0	0	0	\$68,457.00	State	
Wilhelm , C.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$5,625.00	Local	
Wilkinson , M.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$8,100.00	Local	
Williams , K.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,700.00	Local	
Young , A.T.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	0	4	1	0	0	\$80,615.16	State	

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.

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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 administrator and coordinates all advising assignments and activities.

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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.

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Ehsan, H.	Assoc Professor	FT	30%	60%	10%	100%	4	0	2	2	0	0	3	0	2	2	0	0	\$62,865.72	State
Elliott, C.A.	Adjunct Lecturer	PT	30%	60%	10%	100%	0	0	0	0	0	0	3	0	0	0	0	0	\$6,075.00	Local
Elisk, L.G.	Adjunct Lecturer	PT	30%	60%	10%	100%	3	0	0	0	0	0	1	0	0	0	0	0	\$5,850.00	Local
Eugene, N.C.	Asst Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	3	0	0	0	0	0	\$56,732.76	State
Fairlamb, H.L.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	1	0	0	0	\$106,291.32	State
Fansher, A.K.	Asst Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	1	0	0	0	\$56,000.04	State
Frolick, T.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,812.50	Local
Gohel, H.A.	Asst Professor	FT	30%	60%	10%	100%	0	0	2	2	0	2	0	0	4	0	0	1	\$19,946.31	Grant/Local/State
Goodman, C.	Assoc Professor	FT	30%	60%	10%	100%	5	1	0	0	0	0	2	1	0	0	0	0	\$68,632.14	State
Gross, A.M.	Lecturer	FT	30%	60%	10%	100%	0	0	0	0	0	0	4	0	0	0	0	0	\$45,000.00	State
Guo, H.	Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	1	0	3	0	0	0	\$100,214.82	State
Halbagut, J.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$3,937.50	Local
Harkey, W.S.	Senior Lecturer	FT	0%	100%	0%	100%	8	0	0	0	0	0	5	0	0	0	0	0	\$60,390.32	State
Harrison, J.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$9,900.00	Local
Hatmaker, A.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$13,162.50	Local
Hayward, H.F.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
Hendricker, E.N.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	0	\$49,922.55	Grant/State
Hernandez, H.	Asst Professor	FT	30%	60%	10%	100%	8	0	2	0	0	0	8	0	2	0	0	1	\$62,167.26	Local/State
Heron, R.L.	Asst Professor	FT	30%	60%	10%	100%	1	0	3	0	0	0	0	0	3	0	0	0	\$57,317.28	State
Herrera, G.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
Hu, J.	Assoc Professor	FT	30%	60%	10%	100%	3	0	0	0	0	0	2	0	1	0	0	0	\$63,781.29	State
Humble, C.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$7,245.00	Local
Ilo, S.O.	Assoc Professor	FT	30%	60%	10%	100%	1	1	0	0	0	0	8	0	0	0	0	0	\$68,023.92	State
Ji, Y.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	1	0	0	0	\$6,075.00	Local
Kaneko, G.	Assoc Professor	FT	30%	60%	10%	100%	4	0	1	0	0	0	5	0	0	0	0	0	\$66,453.03	State
Lee, B.W.	Director, Residence Life	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$10,125.00	Local
Leibensperger, S.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$10,125.00	Local
Lemanski, M.R.	Asst Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	0	3	2	0	0	\$14,235.57	Grant/State
Locke, J.L.	Assoc Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	1	0	0	0	0	\$65,111.37	State
Loubser, I.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
Machado, T.C.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$4,500.00	Local
Madrid, A.	Asst Professor	FT	30%	60%	10%	100%	2	0	3	0	0	1	3	1	1	0	0	1	\$57,613.71	State
Mammaia, L.M.	Asst Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	3	0	0	0	0	0	\$53,491.80	State
Martinez, J.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$3,093.75	Local
McCoy, V.K.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$5,625.00	Local
McCue, J.	Assoc Clinical Prof/Non-Tenure	FT	30%	60%	10%	100%	6	0	0	0	0	0	4	0	0	0	0	0	\$60,335.76	State
Medina, D.V.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$14,175.00	Local
Mutchler, A.	Lecturer	FT	0%	100%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	0	\$47,555.55	State
Nand, D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	2	0	0	0	0	1	0	5	0	0	\$92,000.04	State
Nealy, R.P.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
Nusayr, A.	Assoc Professor	FT	30%	60%	10%	100%	5	1	1	0	0	0	4	0	1	0	0	0	\$87,617.40	State
Ortiz Garza, J.L.	Senior Lecturer	FT	30%	60%	10%	100%	3	1	0	0	0	0	2	0	0	0	0	0	\$50,330.40	State
Para, H.L.	Adjunct Lecturer	PT	30%	60%	10%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
Park, J.	Assoc Professor	FT	30%	60%	10%	100%	4	0	1	0	0	0	6	0	1	0	0	0	\$63,487.32	State
Parsonson, K.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	2	0	1	0	0	0	\$67,279.50	State
Penry, N.A.	Adjunct Retiree	PT	30%	60%	10%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$5,625.00	Local
Perz, C.A.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	2	0	1	0	0	0	\$88,937.64	Local/State
Pikalov, A.A.	Asst Professor	FT	30%	60%	10%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$60,374.76	State
Pittendigh, N.	Assoc Professor	FT	30%	60%	10%	100%	1	0	1	0	0	0	3	0	0	0	0	0	\$62,468.76	State
Proctor, B.N.	Adjunct Lecturer	PT	30%	60%	10%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$6,750.00	Local
Qiao, Y.	Adjunct Lecturer	PT	30%	60%	10%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$1,665.00	Local
Quintero, C.L.	Visit Asst Prof	FT	30%	60%	10%	100%	4	0	0	0	0	0	0	0	0	0	0	0	\$25,042.82	State
Razvi, S.S.	Assoc Professor	FT	30%	60%	10%	100%	3	2	0	0	0	0	2	0	1	0	0	1	\$65,399.04	State
Sanchez, A.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$2,250.00	Local
Sawyer, C.H.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
Schlesinger, K.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	1	0	2	0	0	0	\$71,924.76	State
Schott, J.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$2,250.00	Local
Schuenemann, K.J.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
Sellountos, D.	Adjunct Lecturer	PT	0%	100%	0%	100%	4	0	0	0	0	0	1	0	0	0	0	0	\$10,968.75	Local
Sibrian Mai, A.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
Smith, H.L.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	\$6,075.00	Local
Snyder, J.B.	Lecturer	FT	30%	60%	10%	100%	6	0	0	0	0	0	6	0	0	0	0	0	\$51,343.05	State
Sterritt, B.	Asst Professor	FT	30%	60%	10%	100%	3	1	1	0	0	1	1	0	3	0	0	1	\$57,663.54	State
Stricklin, R.B.	Lecturer	FT	30%	60%	10%	100%	4	1	2	0	0	0	4	0	1	0	0	0	\$48,225.33	State
Striedel, G.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	4	0	0	0	0	0	\$6,581.25	Local
Teixeira, R.V.	Assoc Professor	FT	30%	50%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$67,510.44	State
Tolbert, N.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
Venneman, S.S.	Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$80,054.40	State
Viola, S.B.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	4	0	0	0	\$67,043.04	State
Wagner, W.W.	Adjunct Lecturer	PT	30%	60%	10%	100%	2	0	0	0	0	0	4	0	0	0	0	0	\$11,250.00	Local
Wan, Y.	Professor	FT	40%	30%	30%	100%	2	0	5	0	0	0	1	6	0	0	0	0	\$2,238.72	Grant/Local/State
Wang, J.Y.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
Ward, C.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$4,050.00	Local
Ward, M.L.	Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	6	0	0	0	0	0	\$82,473.39	State
Weller, T.M.	Student Success Coach	PT	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$12,937.50	Local
White, D.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$64,924.80	State
White, D.W.	Assoc Professor	FT	30%	60%	10%	100%	3	0	2	0	0	0	2	0	2	0	0	0	\$16,605.00	Local
White, W.D.	Adjunct Retiree	PT	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$7,875.00	Local
Woleslagle, J.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$2,812.50	Local
Wood, D.H.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$2,812.50	Local
Zand, F.	Adjunct Lecturer	PT	0%	100%	0%	100%	9	0	0	0	0	0	10	0	0	0	0	0	\$62,949.96	State
Zedaker, S.B.	Asst Professor	FT	30%	60%	10%	100%	2	0	1	1	0	1	0	1	3	0	0	0	\$60,619.08	State
Zhang, H.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0						

Natural & Applied Science

Education & Health Professions

	Zhu , Q.	Professor	FT	30%	60%	10%	100%	0	0	3	1	0	0	4	1	4	1	0	0	\$102,878.73	State
	Alam, M.J.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	\$2,250.00	Local
	Berends ,A.H.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local
	Huerta ,M.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$675.00	Local
	Jin , A.	Asst Professor	FT	30%	60%	10%	100%	2	1	2	0	0	3	1	2	0	0	1	\$70,000.02	State	
	Malik , A.K.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	\$2,250.00	Local	
	Masoumi , M.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	2	0	0	0	0	0	\$13,950.00	Local	
	Okwuchukwu , C.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	2	0	0	0	0	0	\$1,620.00	Local	
	Pedraza ,D.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	2	0	0	\$2,700.00	Local	
	Pham , V.Q.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	0	\$7,290.00	Local	
	Saeed , S.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,250.00	Local	
	Sobolev, D.	Professor	FT	30%	30%	40%	100%	2	0	0	0	0	1	0	0	0	0	0			
	Soomro , S.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,700.00	Local	
	Tomitaka , A.	Asst Professor	FT	30%	60%	10%	100%	0	0	2	0	0	0	6	0	2	0	0	\$80,000.04	State	
	Anderson , T.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,070.00	Local	
	Bacon , K.M.	Assoc Professor	FT	30%	60%	10%	100%	0	0	2	1	0	0	0	0	4	0	0	\$70,737.03	State	
	Baldwin , M.J.	Assoc Professor	FT	30%	60%	10%	100%	3	2	0	0	0	0	3	2	0	0	0	\$66,180.36	State	
	Barnett , B.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,070.00	Local	
	Beliard , C.A.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	1	0	0	0	0	3	0	0	\$86,000.04	State	
	Besancon , M.S.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	1	2	0	0	\$4,725.00	Local	
	Black Jr , W.J.	Asst Professor	FT	30%	60%	10%	100%	2	8	0	0	0	1	9	1	0	0	0	\$59,314.44	State	
	Bouknight , J.D.	Assoc Professor	FT	30%	60%	10%	100%	0	5	1	0	0	0	1	3	2	0	0	\$64,986.36	State	
	Cantu , J.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$4,500.00	Local	
	Carlson , P.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	2	0	1	0	0	0	\$91,734.48	State	
	Cavazos , L.Y.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	2	0	0	0	0	1	0	0	0	\$10,530.00	Local	
	Cortines , T.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	0	\$6,075.00	Local	
	Cowley , J.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$4,320.00	Local	
	de Marin , S.	Asst Professor	FT	30%	60%	10%	100%	0	0	4	0	0	0	0	0	2	2	0	\$63,000.00	State	
	Delossantos , E.P.	Professor	FT	30%	60%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	\$83,805.96	State	
	Dippel , C.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$6,075.00	Local	
	Donaldson , K.N.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$4,657.50	Local	
	Farrar , E.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$2,587.50	Local	
	Ford , J.N.	Adjunct Lecturer	PT	0%	100%	0%	100%	3	0	0	0	0	0	1	0	0	0	0	\$9,225.00	Local	
	Francoia , A.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$5,467.50	Local	
	Garcia , K.S.	Asst Professor	FT	30%	60%	10%	100%	0	0	3	1	0	0	0	0	3	3	0	\$60,371.56	State	
	Gates , A.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	1	0	0	0	0	0	\$7,695.00	Local	
	Goehring , R.M.	Asst Clinical Professor	FT	0%	60%	10%	100%	2	0	0	0	0	0	4	0	0	0	0	\$71,000.01	State	
	Green , F.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$12,555.00	Local	
	Griffin , R.A.	Adjunct Retiree	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$4,050.00	Local	
	Guillot , A.E.	Professor	FT	30%	60%	10%	100%	4	0	0	0	0	2	0	1	0	0	0	\$83,072.64	State	
	Herath , L.V.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,430.00	Local	
	Herrington , T.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	1	0	0	0	2	0	1	0	0	\$8,100.00	Local	
	Holmberg-Abel , D.J.	Adjunct Retiree	PT	0%	100%	0%	100%	0	0	3	2	0	0	0	0	2	1	0	\$16,200.00	Local	
	Hood , S.M.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,700.00	Local	
	Johnson , S.V.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	\$2,587.50	Local	
	Kenahan , R.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$6,277.50	Local	
	Klages , C.L.	Professor	FT	30%	60%	10%	100%	2	2	0	0	0	0	3	2	0	0	0	\$82,157.16	State	
	Kubelka , K.G.	Adjunct Retiree	PT	0%	100%	0%	100%	4	3	0	0	0	0	4	0	0	0	0	\$12,150.00	Local	
	Lee , C.	Assoc Professor	FT	30%	60%	10%	100%	4	0	0	0	0	0	4	0	0	0	0	\$73,067.04	State	
	LeSage Clements , T.A.	Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	2	0	2	0	0	\$82,663.56	State	
	Leung , L.F.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$2,700.00	Local	
	Lin , H.	Professor	FT	30%	60%	10%	100%	1	0	3	1	0	0	2	0	1	1	0	\$75,888.48	State	
	Lloyd-Zannini , L.P.	Assoc Professor	FT	30%	60%	10%	100%	0	0	1	0	0	0	0	0	4	0	0	\$76,898.88	State	
	Luy , D.G.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$2,587.50	Local	
	Luy , D.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	1	0	1	0	0	\$8,505.00	Local	
	McCormick , C.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$2,587.50	Local	
	Medlow , H.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,430.00	Local	
	Melcher , T.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$4,657.50	Local	
	Miltzner , K.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,937.50	Local	
	Mouton , S.E.	Assoc Professor	FT	0%	100%	0%	100%	0	0	6	0	0	0	0	0	7	0	0	\$65,000.04	State	
	Murphree , C.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$6,075.00	Local	
	Nayar , S.S.	Asst Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	\$60,371.55	State	
	Nevel , D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	2	0	0	\$12,150.00	Local	
	Novotny , M.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	\$8,100.00	Local	
	Patton , B.L.	Professor	FT	30%	60%	10%	100%	0	0	2	0	0	0	0	0	3	0	0	\$77,317.44	State	
	Perez , R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,037.50	Local	
	Pribyl , T.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$6,075.00	Local	
	Prince , D.E.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	\$18,225.00	Local	
	Quary , J.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,037.50	Local	
	Rahman , M.L.	Asst Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	\$61,000.08	State	
	Rathbun , A.J.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0			
	Rice , S.A.	Adjunct Retiree	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$9,643.50	Local	
	Schott , M.E.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$2,587.50	Local	
	Shepherd , Q.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,700.00	Local	
	Simpson , T.E.	Dir, Institn'l Rsrch Effect	PT	30%	60%	10%	100%	1	0	0	0	0	0	0	0	2	0	0	\$3,600.00	Local	
	Smith , W.	Assoc Professor	FT	30%	60%	10%	100%	0	0	3	0	0	0	0	0	3	0	0	\$69,702.84	State	
	Soliz , C.S.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$6,075.00	Local	
	Spradley , B.D.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$2,430.00	Local	
	Stehling , S.M.	Adjunct Retiree	PT	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$7,290.00	Local	
	Stephenson , W.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$19,192.50	State	
	Stone , M.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	\$3,937.50	Local	
	Strope , R.G.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	1	0	0	0	0	0	2	0	\$5,467.50	Local	
	Tucker , R.	Assoc Professor	FT	30%	60%	10%	100%	2	1	0	0	0	0	0	2	0	0	0	\$67,238.76	State	

Turan , S.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$2,880.00	Local
Urbina , L.L.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$2,070.00	Local
Vafa , S.G.	Assoc Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	1	0	2	0	0	0	0	\$66,856.68	State
Vander Stucken , M.M.	Asst Clinical Professor	FT	30%	60%	10%	100%	1	1	0	0	0	0	0	3	1	0	0	0	0	0	\$72,500.04	State
Vaughn , T.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	1	0	0	0	0	0	0	2	0	0	0	0	0	\$17,167.50	State
Wang , M.	Adjunct Lecturer	PT	0%	100%	0%	100%	2	0	0	0	0	0	0	1	0	0	0	0	0	0	\$9,067.50	Local
Warsame , K.B.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	2	0	0	0	0	\$11,340.00	Local
Wei , L.	Assoc Professor	FT	30%	60%	10%	100%	2	0	1	0	0	0	0	2	0	1	0	0	0	0	\$68,256.99	State
Weichers , S.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	\$3,757.50	Local
Wiblishauser , M.J.	Asst Professor	FT	30%	60%	10%	100%	6	1	0	0	0	0	0	6	1	0	0	0	0	0	\$68,457.00	State
Wilhelm , C.A.	Adjunct Lecturer	PT	0%	100%	0%	100%	1	0	0	0	0	0	0	1	0	0	0	0	0	0	\$5,625.00	Local
Wilkinson , M.R.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	2	0	0	0	0	\$8,100.00	Local
Williams , K.T.	Adjunct Lecturer	PT	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$2,700.00	Local
Young , A.T.	Professor	FT	30%	60%	10%	100%	1	0	2	0	0	0	0	0	0	4	1	0	0	0	\$80,615.16	State

**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 with an update on University of Houston System Public Art Committee activities for FY2023

DATE PREVIOUSLY SUBMITTED: August 25, 2022

SUMMARY:

Approval is requested for appointment of six new Committee members and one alternate, including re-appointment of one member 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.

Dr. Emily Messa, Chair of the University of Houston System-wide Public Art Committee, will also provide the annual update on committee activities.

SUPPORTING

DOCUMENTATION: New Member Roster and Biographies
Presentation

FISCAL NOTE: N/A

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

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR Raymond S. Bartlett



DATE



CHANCELLOR Renu Khator



DATE

University of Houston System-wide Public Art Committee
New Member Roster and Biographies
August 2023

The University of Houston System-wide Public Art Committee (UHSPAC) was formed in an advisory capacity to the University of Houston System Board of Regents to aid in building Public Art UHS’s remarkable collection of 20th- and 21st-century art for all universities in the University of Houston System. It consists of 22 voting members and three ex-officio members.

At this time, UHSPAC seeks to:

- appoint four student members representing the University of Houston, University of Houston-Clear Lake, University of Houston-Downtown, and University of Houston-Victoria for one-year terms;
- re-appoint a representative from the Vibrant Campus Task Force, one-year term;
- appoint a representative to support UHV, three-year term;
- appoint an alternate representative to support UHCL, three-year term.

University of Houston System Student Representatives (3)

Name	Term
Joseph Blanchard, University of Houston	9/01/2023 to 8/31/2024
Walter McNairy, University of Houston-Clear Lake	9/01/2023 to 8/31/2024
Iliana Palos, University of Houston-Downtown	9/01/2023 to 8/31/2024
Trisanya Dennie, University of Houston-Victoria	9/01/2023 to 8/31/2024

Public Art Task Force Representative (1)

Name	Term
Judy Nyquist	9/01/2023 to 8/31/2024

University of Houston System Representatives (3)

Name	Term
Dr. Mary Lasater University of Houston-Victoria	9/01/2023 to 8/31/2026
Karen Fiscus, University of Houston-Clear Lake Alternate	9/01/2023 to 8/31/2026

New Member Biographies

Student Representatives (4)

Joseph Blanchard, University of Houston Representative

Term: 9/01/2023 to 8/31/2024

Joseph Blanchard is theater artist, organizer, and arts advocate whose primary work is in stage management for theater. He believes that art has an opportunity to make a profound impact on its artists, observers, and the people around them. He is passionate about creating a culture of artists who lift up each other's work and represent their communities. Joseph is a third-year BFA Stage Management Student at the University of Houston School of Theatre & Dance. Credits include: The Ensemble Theatre: Sarah Sings a Love Story, A Motown Christmas; Stages: Sin Muros: Hotel Puerto Vallarta, Count Yourself Among the Lucky, Water by the Spoonful. University of Houston: A Little Faith: An Evening with Faith Prince and the Broadway Stars of Today and Tomorrow, Circle Mirror Transformation, Marisol, Love's Labours Lost, Henry V, The Cherry Orchard, Our Lady of 121st Street, Emerging Choreographers Showcase, Ocean Fillibuster, 10 Minute Play Festival: The Clam. Joseph is the senator representing the Kathrine G. McGovern College of the Arts for the University of Houston Student Government Association.

Walter McNairy, University of Houston-Clear Lake Representative

Term: 9/01/2023 to 8/31/2024

Walter is a senior majoring in art and performs with the UHCL Story Tellers.

Iliana Palos, University of Houston-Downtown Representative

Term: 9/01/2023 to 8/31/2024

Iliana is a Bachelor in Fine Arts student at the University of Houston-Downtown.

Trisanya Dennie University of Houston-Victoria Representative

Term: 9/01/2023 to 8/31/2024

Trisanya Dennie is a UHV senior majoring in Economics. She has served on the Student Government senate as well as its subcommittees. She has also served on the Multicultural advisory board in the past. She has been a resident assistant for almost two years and is excited to finish her senior year in that role. Trisanya is an avid admirer of art and music. She believes that each element of art is more than just a canvas and the history of the work is what makes the piece remarkable.

Term: 9/01/2023 to 8/31/2024

Vibrant Campus Task Force Representative (1)

Judy Nyquist, Vibrant Campus Task Force

Term: 9/01/2023 to 8/31/2024

A self-proclaimed civic arts activist, Judy Nyquist believes that the transformative power of art has the ability to expand understanding, communication, expression and tolerance between generations, ethnic groups and socioeconomic divides. Through longstanding board work and support, she has strengthened more than two dozen arts organizations in Houston, as well as supported many of Houston's cultural, historic and educational institutions. Judy's primary philanthropic activities have focused on emerging artists, arts education and public art, particularly in green spaces. She has served on the Boards and committees of the Contemporary Arts Museum, The Menil Collection, the Museum of Fine Arts, the Glassell School of Art, the Houston Center for Contemporary Craft, the Rice University Public Art Program, the Blaffer Museum, the Asia Society, Hope Stone Dance, Gulf Coast Journal, the Houston Arts Alliance, The Houston Seminar, Buffalo Bayou Partnership, Hermann Park Conservancy, and Discovery Green. Her roles in these organizations have been aimed at bolstering education, exposure and availability to wide audiences. An art historian and curator, Judy received her B.A. in art history at the University of Michigan and her M.A. in Northwestern University. She and her husband, Scott Nyquist, both support the University of Houston through service on two of its executive level boards. Judy is a member of the Board of Visitors, and Scott serves on the Energy Advisory Board as the representative for McKinsey and Company.

University of Houston System Representatives/Alternates (2)

Dr. Mary Lasater, University of Houston-Victoria Representative

Term: 9/1/2023-08/31/2026

Dr. Mary W. Lasater is associate dean of the College of Education and Health Professions (COEHP) at the University of Houston-Victoria. She has been a faculty member at UHV since 2013 and served in adjunct and visiting roles since 2009. She became interim associate dean in 2020 and was named permanent associate dean in 2022. Active in arts she has her own studio, and has exhibited locally. She previously served on the board of directors and on the exhibits committee for The Nave Museum in Victoria, Texas. Dr. Lasater received a bachelor of fine arts in secondary art education from the University of Texas, a master's degree in curriculum and instruction from the University of Houston-Victoria, and a doctorate of education in curriculum and instruction from the University of Houston.

Karen Fiscus, University of Houston-Clear Lake Alternate

Term: 9/1/2023-08/31/2026

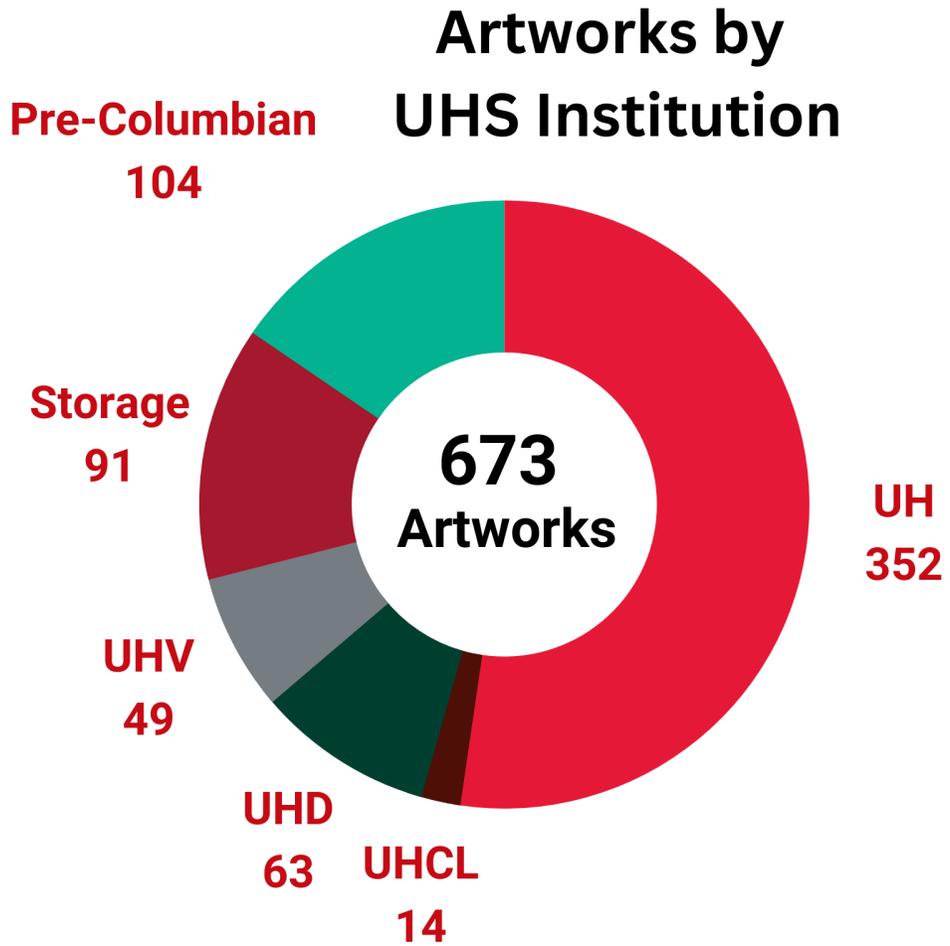
Karen began working at the University of Houston-Clear Lake in 2001 as an instructional assistant. In her current role, she installs exhibitions and art in the gallery and throughout the campus. A practicing ceramic artist, Karen has exhibited her wheel-thrown and altered work at various art festivals and centers in the area. She has also taught ceramics at Alvin Community College. Karen is member of the Salt Grass Potters and the UHCL Art Association. She holds a Bachelor of Science in agriculture from The Ohio State University and Master of Arts in humanities from the University of Houston-Clear Lake.

Public Art of the University of Houston System

Annual Update 2023

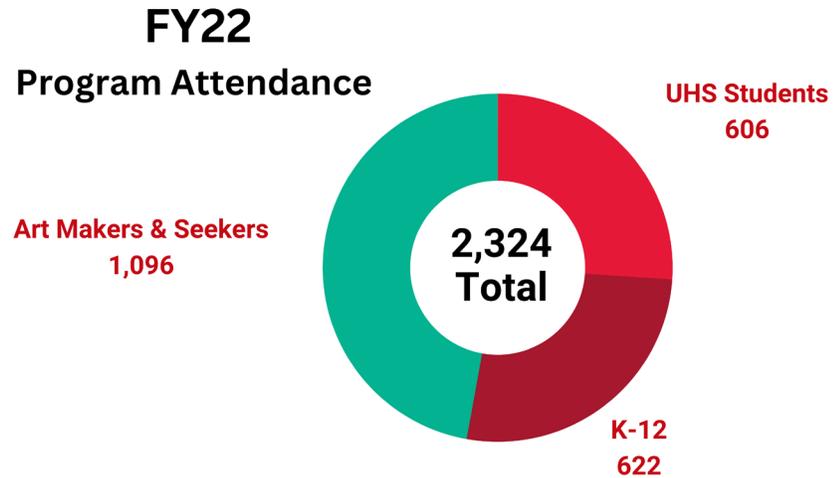


Public Art of the University of Houston System Collection at a Glance

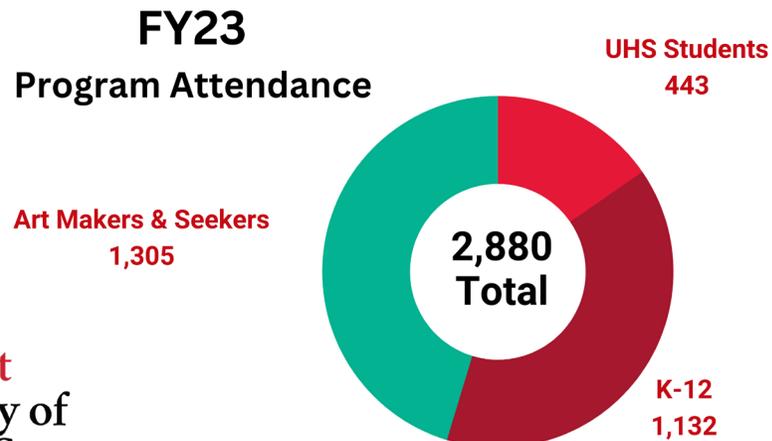


Rick Lowe
(American, b. 1961)
The Line, 2023
Acrylic and paper collage on canvas;
108 x 96 in.
John M. O'Quinn Law Building

Community Engagement at a Glance



25% Engagement Increase in FY23

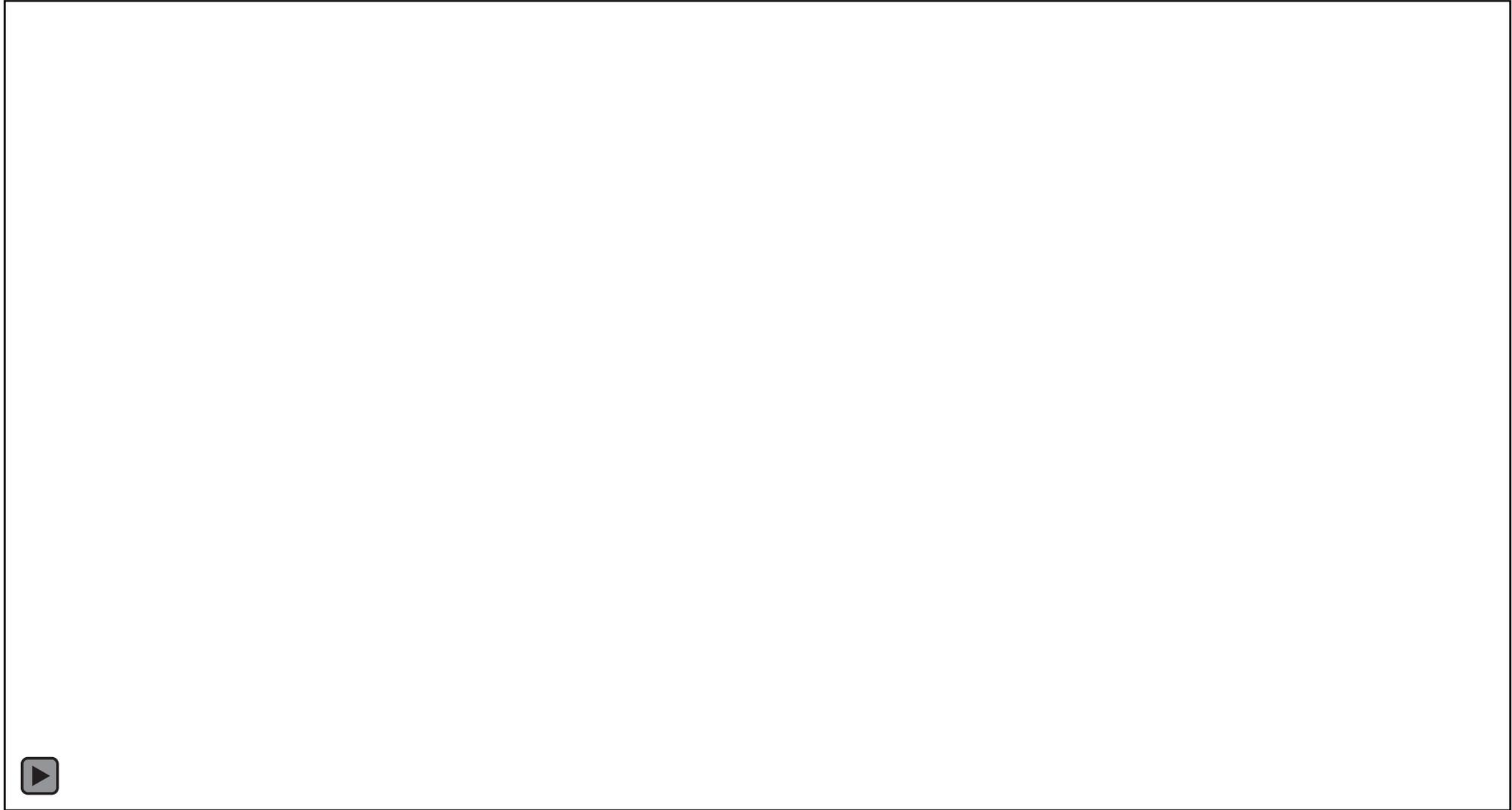


Public Art
University of
Houston System



Over **25,000** visits to *Folly* a temporary public art project by Cuban-American artist Jorge Pardo.

K-12 Educational Engagement



Press Highlights

2022-2023 Totals

- 50 placements
- 12,744,420 impressions
- \$185,517 ad value equivalency

2022-2023 regional/national media coverage highlights

- Glasstire, *Folly* by Jorge Pardo (regional)
- W Magazine, *Folly* by Jorge Pardo (national)
- Glasstire, *Houston Light Matrix* by Leo Villareal (regional)
- Art Daily, *Houston Light Matrix* by Leo Villareal (national)

2022-2023 national/international media coverage highlights

- The New York Times, Shahzia Sikander (national)
- HyperAllergic, Shahzia Sikander (national)
- Fad Magazine, Shahzia Sikander (international)
- The Art Newspaper, Shahzia Sikander (international)
- The New York Times Style Magazine, Rick Lowe (national)

The New York Times

Glasstire {Texas visual art} HYPERALLERGIC

HOUSTON★CHRONICLE

FAD[—] magazine artdaily


THE ART NEWSPAPER

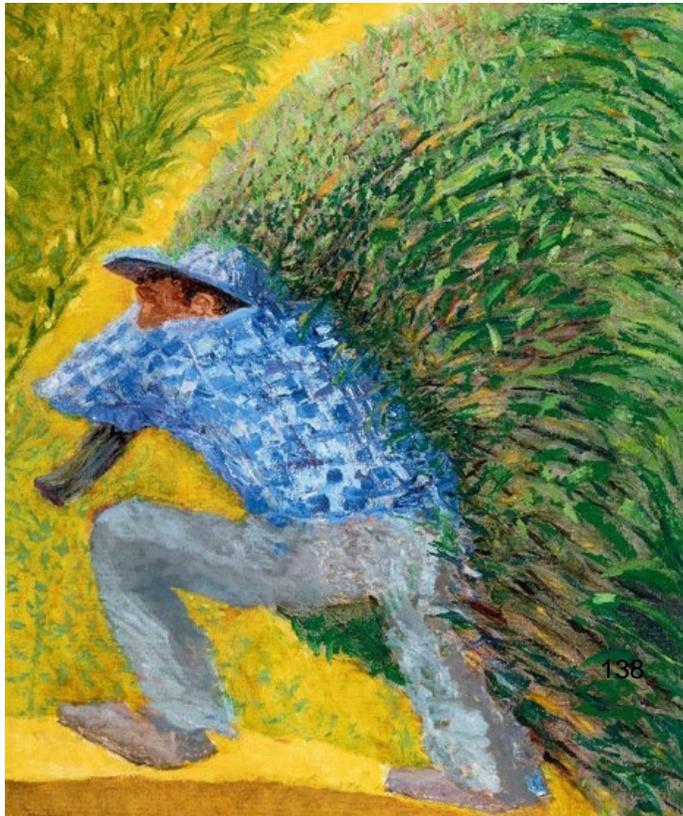
Gift Highlights

Dr. Shirley and Donald Rose (Gifted 2023)

- Donation of 19 artworks by contemporary and historically significant artists.
- The collection will be featured in an exhibition at the UH Blaffer Art Museum from October 6th-15th, 2023
- Artworks will be installed across the University of Houston following the exhibition.

The Linda & William Reaves Collection of Texas Art at the University of Houston-Victoria (Gifted 2022-2023)

- Donation of 40 artworks for permanent display at the University of Houston-Victoria.
- Focus on Texas artists working during the 50-year period between 1975 to 2025, in celebration of UHV's 50th anniversary in 2023.
- The collection will be celebrated with a symposium event on September 26th, 2023.



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

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for design and construction for the Conrad N. Hilton College of Global Hospitality Leadership Expansion and Renovation Project located in the Central District at the University of Houston.

DATE PREVIOUSLY SUBMITTED: February 2019

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for an amount not to exceed \$35.5 million for the Hilton Expansion and Renovation Project located at the University of Houston. The project includes an expansion to increase the current key count, renovations of existing rooms to current design standards, and renovations to other critical areas as indicated in the project program. At this time we are requesting approval for an increased project budget as a result of market conditions, Hilton mandatory requirements, and unforeseen conditions.

SUPPORTING

DOCUMENTATION: Project Budget

FISCAL NOTE: Not to exceed \$35.5 million total project cost

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

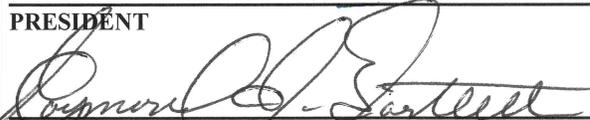
COMPONENT: University of Houston



PRESIDENT Renu Khator

8/17/2023

DATE



SENIOR VICE CHANCELLOR Raymond S. Bartlett

8/16/2023

DATE



CHANCELLOR Renu Khator

8/17/2023

DATE

**UNIVERSITY OF HOUSTON SYSTEM
HILTON EXPANSION AND RENOVATION PROJECT
SUPPORTING DOCUMENTATION
AUGUST 2023**

REVISED PROJECT BUDGET

Construction Cost (including contingencies, FF&E & AV)	\$28,900,000
A/E Fees	\$2,600,000
Professional Service & Testing Fees	\$1,080,000
Miscellaneous	\$394,000
FF&E	\$2,526,000
TOTAL PROJECT COST	<u>\$35,500,000</u>

PREVIOUSLY APPROVED PROJECT BUDGET

Construction Cost (including contingencies, FF&E & AV)	\$25,400,000
A/E Fees	\$3,000,000
Professional Service & Testing Fees	\$1,000,000
Miscellaneous	\$1,000,000
FF&E	\$0
TOTAL PROJECT COST	<u>\$30,400,000</u>

University of Houston
 Summary of Construction Contracts Greater than \$1 Million -Hilton Expansion & Renovation Project
 August 2023

Component	Project	Procurement Method	Vendor	Purpose	Amount	Funding Source	HUB Goal	Comments
UH	Hilton Expansion & Renovation	Request for Qualifications	Kirksey	Design contract. Design services for the Hilton Expansion & Renovation Project at the University of Houston.	\$ 2,600,000	Auxiliary Funding	23.70%	
UH	Hilton Expansion & Renovation	Request for Qualifications	DPR	Construction contract. Construction of the Hilton Expansion & Renovation Project at the University of Houston.	\$ 28,900,000	Auxiliary Funding	21.10%	
UH	Hilton Expansion & Renovation	Request for Qualifications	Richard Williams, Inc.	Furnishings contract. Purchase and installation of the furnishings for the new Hilton Expansion & Renovation Project at the University of Houston.	\$ 2,526,000	Auxiliary Funding	21.10%	

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

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for design and construction for Agnes Arnold Hall and Auditorium located in the Central District at the University of Houston

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts for an amount not to exceed \$61.1 million for the Agnes Arnold Hall & Auditorium Project located at the University of Houston. The goal of the Agnes Arnold Hall and Auditorium Project is to strategically renovate these buildings that serve the College of Liberal Arts and Social Sciences. These buildings are home to a substantial number of classrooms, faculty offices, departmental headquarters and are heavily utilized by students and faculty. This capital renewal project will address deferred maintenance needs, restoration of offices and common use areas and upgrades to building systems.

SUPPORTING

DOCUMENTATION: Project Budget, Timeline and Site Plan

FISCAL NOTE: HEAF, Bonds, and Designated Funds. Not to exceed \$61.1 million total project cost

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

COMPONENT: University of Houston



PRESIDENT Renu Khator

8/17/2023
DATE



SENIOR VICE CHANCELLOR Raymond S. Bartlett

8/7/2023
DATE



CHANCELLOR Renu Khator

8/17/2023
DATE

**UNIVERSITY OF HOUSTON SYSTEM
AGNES ARNOLD HALL AND AUDITORIUM
SUPPORTING DOCUMENTATION**

PROJECT BUDGET

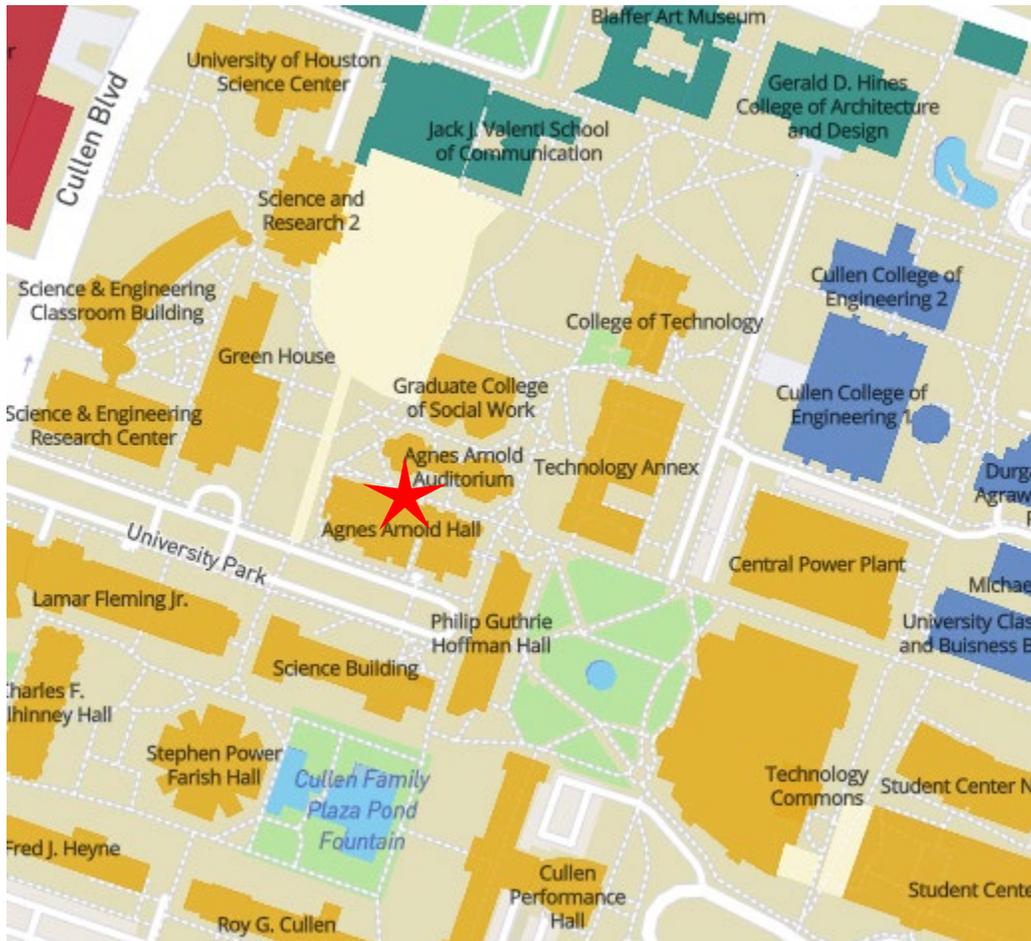
Construction Cost (including contingencies & AV)	\$44,925,000
A/E Fees	\$4,492,000
Professional Service & Testing Fees	\$8,233,000
Miscellaneous	\$200,000
FF&E	\$3,250,000
TOTAL PROJECT COST	<u>\$61,100,000</u>

PROPOSED PROJECT SCHEDULE

BOR Review and Approval	August 2023
Design Completion	Summer 2024
Construction Starts	Summer 2024
Completion	Spring 2027

**UNIVERSITY OF HOUSTON SYSTEM
AGNES ARNOLD HALL AND AUDITORIUM
SUPPORTING DOCUMENTATION**

SITE MAP



University of Houston
 Summary of Construction Contracts Greater than \$1 Million - Agnes Arnold Hall and Auditorium Project
 August 2023

Component	Project	Procurement Method	Vendor	Purpose	Amount	Funding Source	HUB Goal	Comments
UH	Agnes Arnold Hall & Auditorium	Request for Qualifications	To Be Determined	Construction contract. Construction of the Agnes Arnold Hall and Auditorium Renovation Project at the University of Houston.	\$ 44,973,000	HEAF	21.10%	
UH	Agnes Arnold Hall & Auditorium	Request for Qualifications	To Be Determined	Design contract. Design services for the Agnes Arnold Hall and Auditorium Renovation Project at the University of Houston.	\$ 4,492,000	HEAF	23.70%	
UH	Agnes Arnold Hall & Auditorium	Request for Qualifications	To Be Determined	Furniture, Fixtures and Equipment (FF&E) contract. Procurement of FF&E for the Agnes Arnold Hall and Auditorium Renovation Project at the University of Houston.	\$ 3,250,000	HEAF	21.10%	

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

COMMITTEE: Finance and Administration

ITEM: Approval is requested for the University of Houston System FY2024 Financial Plan and Budget

DATE PREVIOUSLY SUBMITTED: Fiscal Year Budget Submitted Annually

SUMMARY:

Approval is requested for the FY2024 Financial Plan and Budget. Annual plans, plus revenue and expenditure budgets, are being presented for all university components for the period September 1, 2023 through August 31, 2024. The budget for the UH System includes the University of Houston, University of Houston Downtown, University of Houston Clear Lake, University of Houston Victoria, and University of Houston System Administration.

SUPPORTING DOCUMENTATION: Presentation

FISCAL NOTE: Total Budget \$2.3 billion

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

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR

Raymond S. Bartlett



DATE



CHANCELLOR

Renu Khator



DATE

FY2024 Annual Budget

Executive Summary Presentation to Administration and Finance Committee

August 23, 2023

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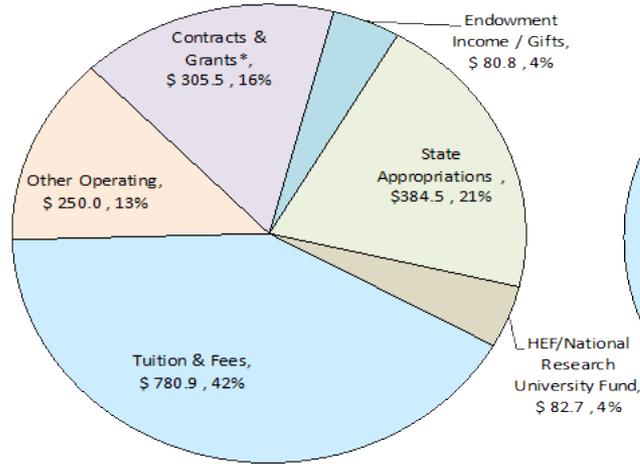
University of Houston System FY2024 Budget Development Environment

- Enrollment trend
- Retaining and recruiting talent
- Inflation
- No tuition increases
- Change in revenue

University of Houston System Budget

FY2023

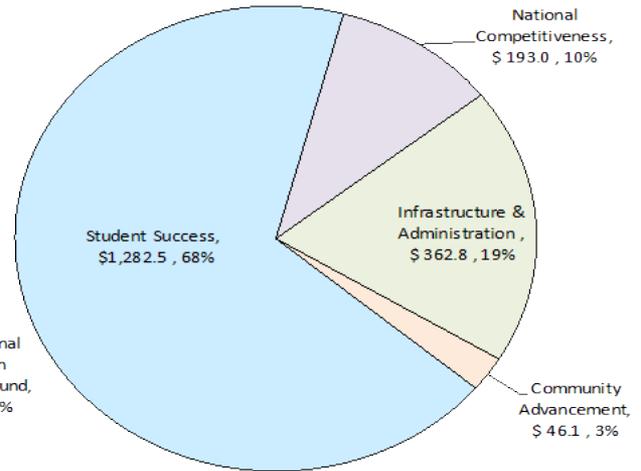
Operating Budget Source of Funds



* Includes Federal Financial Aid

Total \$1,884.4 Million

Operating Budget Use of Funds



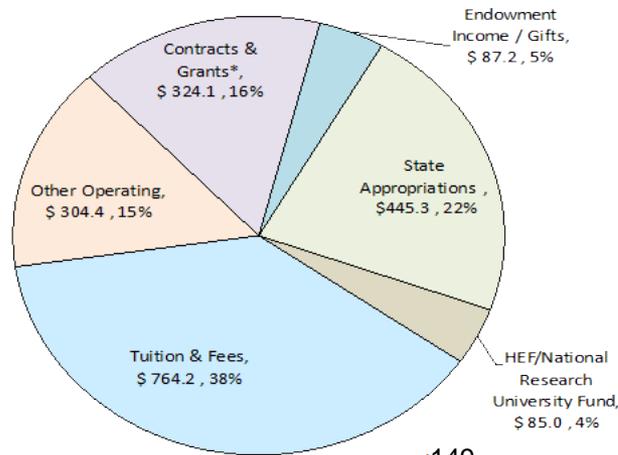
Total \$1,884.4 Million

Total Budget

	\$ Millions
Operating Budget	\$ 1,884.4
Capital Facilities	184.5
Total	\$ 2,068.9

FY2024

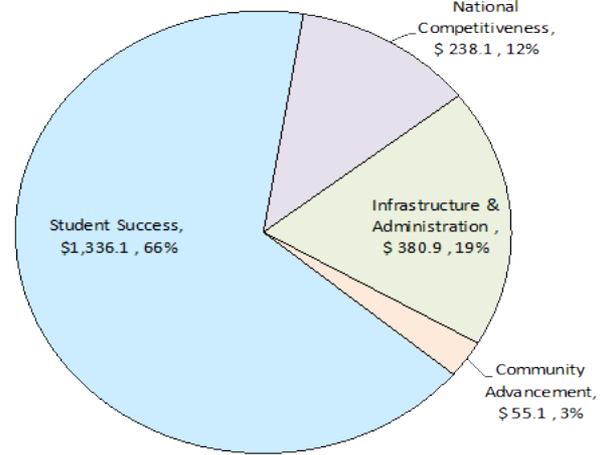
Operating Budget Source of Funds



* Includes Federal Financial Aid

Total \$2,010.2 Million

Operating Budget Use of Funds



Total \$2,010.2 Million

Total Budget

	\$ Millions
Operating Budget	\$ 2,010.2
Capital Facilities	322.0
Total	\$ 2,332.2

University of Houston System

FY2024 Proposed Operating Budget

(\$ in Millions)

	FY2023	Change		Proposed FY2024
		Dollars	Percent	
University of Houston	1,363.7	108.1	7.9%	1,471.8
UH - Clear Lake	150.2	14.2	9.5%	164.4
UH- Downtown	218.8	5.6	2.6%	224.4
UH- Victoria	79.0	(3.6)	-4.6%	75.4
UH - System Admin	72.7	1.5	2.1%	74.2
Total	1,884.4	125.8	6.7%	2,010.2

University of Houston System

FY2024 Budgeted Operating Revenue by Source by University

(\$ in Millions)

	A	B	C	D	E	F	G	H
	UHSA	UH	UHCL	UHD	UHV	FY24 Budget Consolidated	FY23 Budget Consolidated	% CHG YoY FY23 to FY24
1 State Appropriations	\$ 60.3	\$ 289.0	\$ 40.3	\$ 36.1	\$ 19.6	445.3	384.5	15.8%
2 HEF/National Research University Fund	-	62.2	8.0	11.2	3.6	85.0	82.7	2.8%
3 Tuition & Fees	-	556.1	72.3	104.9	30.9	764.2	780.9	-2.1%
4 Other Operating	11.3	247.5	15.3	20.1	10.2	304.4	250.0	21.8%
5 Contracts & Grants *	-	237.9	26.9	48.8	10.5	324.1	305.5	6.1%
6 Endowment Income / Gifts	2.6	79.1	1.6	3.3	0.6	87.2	80.8	7.9%
7 Total	<u>\$ 74.2</u>	<u>\$ 1,471.8</u>	<u>\$ 164.4</u>	<u>\$ 224.4</u>	<u>\$ 75.4</u>	<u>\$ 2,010.2</u>	<u>\$ 1,884.4</u>	6.7%

* Includes Federal financial aid

University of Houston System

FY2020 - FY2024 Operating Revenue

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 State Appropriations	\$ 389.1	\$ 330.0	\$ 367.5	\$ 384.5	\$ 445.3
2 HEF/National Research University Fund	85.0	82.9	82.3	82.7	85.0
3 Tuition & Fees	746.0	776.0	787.0	780.9	764.2
4 Other Operating	253.8	200.7	246.8	250.0	304.4
5 Contracts & Grants	382.6	467.6	501.1	305.5	324.1
6 Endowment Income / Gifts	99.4	94.4	110.3	80.8	87.2
7 Total	\$ 1,955.9	\$ 1,951.6	\$ 2,095.0	\$ 1,884.4	\$ 2,010.2

* Includes Federal financial aid

University of Houston System

FY2024 Operating Budget Expenditures by University

(\$ in Millions)

	A	B	C	D	E	F	G	H
	UHSA	UH	UHCL	UHD	UHV	FY24 Budget Consolidated	FY23 Budget Consolidated	% CHG YoY FY23 to FY24
1 Student Success	\$ 2.6	\$ 979.6	\$ 124.4	\$ 167.7	\$ 61.8	1,336.1	1,282.5	4.2%
2 National Competitiveness	-	225.9	7.2	3.9	1.1	238.1	193.0	23.4%
3 Infrastructure & Administration	71.6	214.7	32.8	49.8	12.0	380.9	362.8	5.0%
4 Community Advancement	-	51.6	0.0	3.0	0.5	55.1	46.1	19.5%
5 Total	<u>\$ 74.2</u>	<u>\$ 1,471.8</u>	<u>\$ 164.4</u>	<u>\$ 224.4</u>	<u>\$ 75.4</u>	<u>\$ 2,010.2</u>	<u>\$ 1,884.4</u>	6.7%

University of Houston System

FY2020-FY2024 Operating Expenditures

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 Student Success	\$ 1,199.1	\$ 1,298.8	\$ 1,361.3	\$ 1,282.5	\$ 1,336.1
2 National Competitiveness	198.6	204.5	212.5	193.0	238.1
3 Infrastructure & Administration	312.3	279.1	278.6	362.8	380.9
4 Community Advancement	46.0	39.3	44.3	46.1	55.1
5 Total	\$ 1,756.0	\$ 1,821.7	\$ 1,896.7	\$ 1,884.4	\$ 2,010.2

University of Houston System

FY2024 Proposed Capital Budget

(\$ in Millions)

	FY2023	-----Change-----		Proposed FY2024
		Dollars	Percent	
University of Houston	129.0	89.1	69.1%	218.1
UH - Clear Lake	24.2	9.4	38.8%	33.6
UH- Downtown	13.4	33.7	251.5%	47.1
UH- Victoria	17.9	5.3	29.6%	23.2
Total	184.5	137.5	74.5%	322.0

Capital Construction Budget

FY2024 Project Expenditures by Campus

UH Capital Projects FY2024	
Description	FY2024
ACE Institute	62,964
Garage #6	2,354,631
College of Medicine	116,882
New Law Center	89,670
Auxiliary Retail Dining Center	16,819,619
UH Sugar Land Academic Building	49,000,000
Innovation Hub	17,000,000
New Hobby School of Public Affairs	12,000,000
Football Operations Facility	65,000,000
CMP - Lighting and Security Upgrade Phase II	8,000,000
CMP - Cullen Blvd. Improvements	4,084,679
CMP - Gateways and Landscape Enhancements	320,000
CMP - University Drive	480,000
CMP - Centennial Plaza/Farish Demolition	600,000
Core Renovations - SERC HVAC	190,377
Core Renovation - Science and Research 1	1,000,000
Core Renovations - Roy G. Cullen	691,116
Core Renovation - Charles F. McElhinney	1,000,000
Life Sciences Renovations - TMC Building	13,500,000
TDECU Suites and Premium Seating	550,481
800 Research Core Initiative	5,165,000
Guy V. Lewis Renovations	5,050,000
CRDM (Capital Renewal Deferred Maintenance)	15,000,000
Total	218,075,418
UH-Clear Lake Capital Projects FY2024	
Description	FY2024
Capital Renewal Deferred Maintenance	8,240,000
Parking Lot/Roadway Maintenance	400,000
Other Infrastructure Upgrades	5,193,540
Exterior upgrades	436,436
Bayou Renovations	14,467,345
Delta Renovations	1,550,000
SSCB Renovations	729,381
Stem Renovations	139,329
Hunter Hall Renovations	1,428,559
Recreation and Wellness	973,914
Total	33,558,504

UH-Downtown Capital Projects FY2024	
Description	FY2024
Girard Street Building	15,000,000
Wellness and Success Center Capital Renewal	200,000
Girard Street Garage Capital Renewal	51,000
CSET Lab Upgrades	200,000
Offices and Lounge	120,000
Student Life Center	650,000
One Main Building	29,272,833
Capital Renewal/Capital Improvement	1,600,000
Total	47,093,833
UH-Victoria Capital Projects FY2024	
Description	FY2024
Health and Wellness Center	18,118,445
Facilities Storage	1,122,325
Ben Wilson Street	1,023,002
University Center Roof	558,150
Northwest Parking Lot	42,684
Total Demo - Parking Lot-Smith Hall Entrance	1,875,525
University Center/North Chiller	55,126
Campus HVAC-JCI Update	20,745
Campus Tech Infrastructure Improvements	399,072
Total	23,215,074
Total University of Houston System	321,942,829
System Capital Projects Allocation	
Campus	% of Total
University of Houston	67.7%
UH-Clear Lake	10.4%
UH-Downtown	14.6%
UH-Victoria	7.2%
Total	100.0%

University of Houston System Combined Operating & Capital Budget

(\$ in Millions)

	FY2023	-----Change-----		Proposed FY2024
		Dollars	Percent	
University of Houston	1,492.7	197.2	13.2%	1,689.9
UH - Clear Lake	174.4	23.6	13.5%	198.0
UH- Downtown	232.2	39.3	16.9%	271.5
UH- Victoria	96.9	1.7	1.8%	98.6
UH - System Admin	72.7	1.5	2.1%	74.2
Total	2,068.9	263.3	12.7%	2,332.2

University of Houston

FY2024 Proposed Annual Budget

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University of Houston

Highlighted Use of FY2024 Funds

- Talent Retention
 - 2% merit salary pool for eligible employees
 - Market equity adjustment
 - Promotion and Tenure
- Student Success
 - Retention and recruitment
 - Mental health
- Research
- Infrastructure and Compliance

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University of Houston

FY2020 - FY2024 Operating Revenue

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 State Appropriations	\$ 259.4	\$ 203.9	\$ 231.8	\$ 233.2	\$ 289.0
2 HEF/National Research University Fund	60.9	60.9	60.3	60.6	62.2
3 Tuition & Fees	529.8	549.7	561.1	557.5	556.1
4 Other Operating	228.8	181.2	226.5	212.2	247.5
5 Contracts & Grants	284.3	330.3	369.1	227.2	237.9
6 Endowment Income / Gifts	88.2	83.9	97.6	73.0	79.1
7 Total	\$ 1,451.4	\$ 1,409.9	\$ 1,546.4	\$ 1,363.7	\$ 1,471.8

* Includes Federal financial aid

University of Houston

FY2020 - FY2024 Operating Expenditures

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 Student Success	\$ 869.5	\$ 914.9	\$ 966.4	\$ 930.9	\$ 979.6
2 National Competitiveness	193.4	199.3	207.7	186.7	225.9
3 Infrastructure & Administration	183.1	153.8	143.6	203.1	214.7
4 Community Advancement	42.2	35.7	40.6	43.0	51.6
5 Total	\$ 1,288.2	\$ 1,303.7	\$ 1,358.3	\$ 1,363.7	\$ 1,471.8

University of Houston Clear Lake

FY2024 Proposed Annual Budget

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University of Houston Clear Lake

Highlighted Use of FY2024 Funds

- 2% merit pool for eligible faculty & staff
- 1% market equity adjustment pool
- Student recruitment, retention & success
- Instructional technology
- Academic and research infrastructure
- Deferred maintenance & life safety
- Fixed institutional costs

University of Houston-Clear Lake

FY2020 - FY2024 Operating Revenue

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 State Appropriations	\$ 36.7	\$ 35.1	\$ 40.2	\$ 39.3	\$ 40.3
2 HEF/National Research University Fund	8.0	7.7	7.7	7.7	8.0
3 Tuition & Fees	76.6	76.4	79.2	78.8	72.3
4 Other Operating	5.0	3.5	3.8	3.9	15.3
5 Contracts & Grants	25.2	42.3	36.0	18.8	26.9
6 Endowment Income / Gifts	2.0	2.2	1.6	1.7	1.6
7 Total	\$ 153.5	\$ 167.2	\$ 168.5	\$ 150.2	\$ 164.4

* Includes Federal financial aid

University of Houston-Clear Lake

FY2020 - FY2024 Operating Expenditures

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 Student Success	\$ 107.6	\$ 131.9	\$ 132.0	\$ 114.4	\$ 124.4
2 National Competitiveness	1.7	2.1	2.3	3.7	7.2
3 Infrastructure & Administration	31.1	30.6	31.4	32.1	32.8
4 Community Advancement	0.0	0.1	0.3	0.0	0.0
5 Total	\$ 140.4	\$ 164.7	\$ 166.0	\$ 150.2	\$ 164.4

University of Houston Downtown

FY2024 Proposed Annual Budget

University of Houston Downtown

Highlighted Use of FY2024 Funds

- 2% merit salary pool to invest in faculty and staff
- Senior Lecturer promotions
- Student retention and success initiatives
- Increase sponsored research
- Academic infrastructure
- Deferred Maintenance and Life Safety
- Fixed institutional costs

University of Houston-Downtown

FY2020 - FY2024 Operating Revenue

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 State Appropriations	\$ 32.5	\$ 31.4	\$ 33.7	\$ 33.5	\$ 36.1
2 HEF/National Research University Fund	11.8	10.8	10.8	10.8	11.2
3 Tuition & Fees	106.9	115.0	114.3	112.4	104.9
4 Other Operating	6.6	4.0	2.9	10.9	20.1
5 Contracts & Grants	55.5	76.6	80.0	48.1	48.8
6 Endowment Income / Gifts	3.7	2.7	4.3	3.1	3.3
7 Total	\$ 217.0	\$ 240.5	\$ 246.0	\$ 218.8	\$ 224.4

* Includes Federal financial aid

University of Houston-Downtown

FY2020 - FY2024 Operating Expenditures

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 Student Success	\$ 159.0	\$ 184.1	\$ 194.0	\$ 169.5	\$ 167.7
2 National Competitiveness	2.6	2.2	1.9	2.0	3.9
3 Infrastructure & Administration	36.0	34.2	39.3	44.7	49.8
4 Community Advancement	3.1	2.7	2.6	2.6	3.0
5 Total	\$ 200.7	\$ 223.2	\$ 237.8	\$ 218.8	\$ 224.4

University of Houston Victoria

FY2024 Proposed Annual Budget

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University of Houston Victoria

Highlighted Use of FY2024 Funds

- New Aviation Academic Initiative
- Student success and recruitment for online programs previously outsourced
- Monitor and adjust operational resources for continued COVID-19 impacts
- Academic and research infrastructure
- Deferred Maintenance & Life Safety

University of Houston-Victoria

FY2020 - FY2024 Operating Revenue

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 State Appropriations	\$ 18.5	\$ 17.6	\$ 19.4	\$ 19.2	\$ 19.6
2 HEF/National Research University Fund	4.3	3.5	3.5	3.6	3.6
3 Tuition & Fees	32.7	34.9	32.4	32.2	30.9
4 Other Operating	4.2	3.2	3.2	12.0	10.2
5 Contracts & Grants	17.0	18.4	16.0	11.4	10.5
6 Endowment Income / Gifts	0.9	0.9	1.8	0.6	0.6
7 Total	\$ 77.6	\$ 78.5	\$ 76.3	\$ 79.0	\$ 75.4

* Includes Federal financial aid

University of Houston-Victoria

FY2020 - FY2024 Operating Expenditures

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 Student Success	\$ 61.7	\$ 66.6	\$ 68.0	\$ 66.2	\$ 61.8
2 National Competitiveness	0.4	0.4	0.6	0.6	1.1
3 Infrastructure & Administration	10.1	9.5	11.0	11.7	12.0
4 Community Advancement	0.7	0.8	0.8	0.5	0.5
5 Total	\$ 72.9	\$ 77.3	\$ 80.4	\$ 79.0	\$ 75.4

University of Houston System Administration

FY2024 Annual Budget

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University of Houston System Administration

FY2020 - FY2024 Operating Revenue

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 State Appropriations	\$ 42.0	\$ 42.0	\$ 42.4	\$ 59.3	\$ 60.3
2 Other Operating	9.2	8.8	10.4	11.0	11.3
3 Contracts & Grants	0.6	0.0	0.0	0.0	0.0
4 Endowment Income / Gifts	4.6	4.7	5.0	2.4	2.6
5 Total	\$ 56.4	\$ 55.5	\$ 57.8	\$ 72.7	\$ 74.2

* Includes CCAP debt service

University of Houston System Administration

FY2020 - FY2024 Operating Expenditures

(\$ in Millions)

	A 2020 Actual	B 2021 Actual	C 2022 Actual	D 2023 Budgeted	E 2024 Proposed
1 Student Success	\$ 1.3	\$ 1.3	\$ 0.9	\$ 1.5	\$ 2.6
2 National Competitiveness	0.5	0.5	-	-	-
3 Infrastructure & Administration	52.0	51.0	53.3	71.2	71.6
4 Total	\$ 53.8	\$ 52.8	\$ 54.2	\$ 72.7	\$ 74.2

* Includes CCAP debt service

Questions?

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**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

Raymond S. Bartlett

DATE



CHANCELLOR

Renu Khator

DATE



University of Houston System
Summary of Goods and Services Contracts Greater than \$1 Million
F&A Committee - August 23, 2023

Component	Project	Procurement Method	Vendor	Purpose	Term	Amount	Funding Source	HUB Goal	Comments
Goods and Services Contracts Greater than \$1 Million									
UHS	Multi-factor authentication (MFA) solution	Sole Source	Duo, Inc.	Amend the five-year Duo multi-factor authentication (MFA) solution contract. Use of MFA systems helps prevent unauthorized access to information systems by requiring users to validate their identity through a combination of factors (such as a password and confirmation through an application on a separate device or a phone call).	Initial Term: 5 years	Initial Term: \$800,000 Amendment 1: \$900,000	Designated Funds	N/A	
UH	Houston Area Household Panel	Sole Source	National Opinion Research Center (NORC)	Build and maintain a Houston metropolitan statistical area panel for survey research to be used by the Hobby School of Public Affairs to build future research opportunities. Services including building and maintaining the panel as well as marketing and recruiting new respondents and obtaining replacement respondents.	Initial Term: 1 year Optional Terms: 4 one-year options	Initial Term: \$1,593,000 Optional Terms: \$1,440,000	Designated Funds	N/A	
UH	Library Electronic Database Subscriptions	Sole Source	Elsevier Inc.	Purchase academic journals and electronic library materials for use in scholarship and research.	Initial Term: 1 year	Initial Term: \$2,136,512	Designated Funds	NA	
UH	Public Broadcasting Service (PBS) Programming Fees	Sole Source	Public Broadcasting System	Programming fees are needed for Houston Public Media to broadcast PBS programs on the KUHT radio stations for FY24. There is no contract for these fees.	Original Term: 1 year	Original Term: \$2,193,300	Gift Funds Grant Funds	N/A	
UH	National Public Radio (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 FY24. There is no contract for these fees.	Original Term: 1 year	Original Term: \$1,675,296	Gift Funds Grant Funds	N/A	
UH	Child and Elder Back-up Care	RFP	TBD	Promote employee success via Child and Elder Back-up Care services, which provides emergency care assistance for employees that are care-givers.	Initial Term: 3 years Optional Terms: 1 two-year option.	Initial Term: \$717,000 Optional Terms: \$600,000	Designated Funds	26.0%	
UH	Reverse Osmosis Water Service	RFP	TBD	To provide reverse osmosis/deionized water services for all research and lab areas on campus.	Initial Term: 3 years Optional Terms: 2 one-year options.	Initial Term: \$900,000 Optional Terms: \$600,000	State Funds	21.1%	
UHS	Applicant Tracking System	RFP	TBD	Purchase and implement a new job applicant tracking system for job posting, accept and review applications, and process hiring for all personnel.	Initial Term: 3 years Optional Terms: 2 one-year options.	Initial Term: \$1,070,000 Optional Terms: \$530,000	Designated Funds	21.1%	

University of Houston System
 Summary of Goods and Services Contracts Greater than \$1 Million
 F&A Committee - August 23, 2023

Component	Project	Procurement Method	Vendor	Purpose	Term	Amount	Funding Source	HUB Goal	Comments
UH	Reel-to-Reel Physical Vapor Deposition Manufacturing System	Sole Source	SuNAM Co, LTD	Procure a pilot scale Reel-to-Reel Physical Vapor Deposition Manufacturing System designed for manufacturing research on a wide range of materials, using different deposition techniques including ion beam sputtering, magnetron sputtering, ion assisted deposition, and electron-beam evaporation in one test bed.	Initial Term: 2 years	Initial Term: \$2,675,000	State Funds	0.0%	

**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

Raymond S. Bartlett

8/7/2023
DATE



CHANCELLOR

Renu Khator

8/17/2023
DATE

University of Houston System
 Summary of Construction Contracts Greater than \$1 Million
 F&A Committee - August 2023

Component	Project	Procurement Method	Vendor	Purpose	Amount	Funding Source	HUB Goal	Comments
UH	Electrical Repair Services	RFP	TBD	Provide High, Medium and Low Voltage Services for Campus Support.	\$2,500,000	State	21.10%	We are requesting a master contract with purchase order contract type to improve contract response time.
UH	Wortham Theatre Rigging	COOP	iStudio Projects	Per an independent inspection, the existing rigging system has reached its maximum lifespan and is a risk to occupant safety. This contract is to dismantle and dispose of existing rigging system and to design, provide, and install new	\$2,500,000	Designated	NA	End users will lose revenue without use of the rigging system if not replaced.
UH	Welcome Center Garage Repairs and Barriers	Emergency Contracting	Walter P. Moore, Mooring, Terracon, Cotton	Re-construction of vertical support panels on the 3rd, 4th, and 5th floors of the WCS Garage that was damaged due to car accident.	\$1,100,000	Insurance Claim	NA	
UHV	Operations and Storage Building Construction	CSP	TBD	UHV Facilities has determined that a storage unit is needed. UHV will engage a UHS AE firm to design a pre-engineered metal storage unit and install adjacent to the existing Facilities Services Building.	\$1,600,000	CCAP Bonds	21.10%	
UHV	New Parking Lot and Totah Building Demolition	CSP	TBD	This project is to develop more campus parking by demolishing the recently purchased Totah facility and surrounding parking at 3402	\$2,000,000	CCAP Bonds	21.10%	

UH	Central Plant Upgrades	Sole Source	JCI	Install a new chiller to meet the campus chilled water demands with new buildings going online.	\$4,500,000	State	NA	
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**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to modify banking and investment resolutions for the University of Houston System.

DATE PREVIOUSLY SUBMITTED: August 24, 2023

SUMMARY:

Approval is requested to delete Dan Corcoran, Krista Buckminster, Martin Baylor, Mark Denney, and Wayne Beran from the list of authorized persons who may conduct banking transactions for the System. We are adding Mary Mbeche, Leslie Valadez, Dr. Sherry Hawn, Mila Bautista, Kimberly Lambert-Thomas, and Dr. Beverly Shuford.

**SUPPORTING
DOCUMENTATION:**

Summary of Authorized Persons by Account – final and redlined Banking Resolutions on file in the Board Office

FISCAL NOTE:

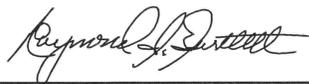
None

**RECOMMENDATION/
ACTION REQUESTED:**

Administration recommends approval of this item

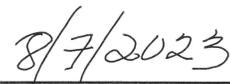
COMPONENT:

University of Houston System



SENIOR VICE CHANCELLOR

Raymond S. Bartlett



DATE



CHANCELLOR

Renu Khator



DATE

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
University of Houston	Disbursement	Fund clearing of checks issued by the University of Houston main campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
University of Houston	Credit Card Clearing	Receive credit card payments from merchant activity throughout UH campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
			University of Houston	Operating ⁽¹⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UH	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority			
Louis Edwards	Treasurer	Existing authority			
Mary Mbeche	Assistant Treasurer	New authority			
Dan Corcoran	Assistant Treasurer	Delete authority			
Fred Burnett	Manager, Treasury Operations	Existing authority			
Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority			
UH Clear Lake	Disbursement	Fund clearing of checks issued by UH Clear Lake				Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
			UH Clear Lake	Credit Card Clearing	Receive credit card payments from merchant activity at CL	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority			
Louis Edwards	Treasurer	Existing authority			
Mary Mbeche	Assistant Treasurer	New authority			
Dan Corcoran	Assistant Treasurer	Delete authority			
Fred Burnett	Manager, Treasury Operations	Existing authority			
Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority			
UH Clear Lake	Operating ⁽²⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UHCL				Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
UH Downtown	Disbursement	Fund clearing of checks issued by UH Downtown	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Credit Card Clearing	Receive credit card payments from merchant activity throughout UHD campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Operating ⁽³⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UHD	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
UH Victoria	Disbursement	Fund clearing of checks issued by UH Victoria	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete Authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Operating ⁽⁴⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UHV	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete Authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
System Administration	Operating	Primary depository account for checks, fed wire & ach transactions, etc. at System Administration	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete Authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Disbursement	Fund clearing of checks issued by UH System	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete Authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Payroll Clearing	Fund the issuance of payroll checks for all UH System	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
Karin Livingston			Assoc. Vice Chancellor for Finance	Existing authority	
Louis Edwards			Treasurer	Existing authority	
Mary Mbeche			Assistant Treasurer	New authority	
Dan Corcoran			Assistant Treasurer	Delete Authority	
Fred Burnett			Manager, Treasury Operations	Existing authority	
		Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority	
Payroll Direct Deposit	Fund the issuance of direct deposit payroll for all UH System components	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority	
		Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority	
		Louis Edwards	Treasurer	Existing authority	
		Mary Mbeche	Assistant Treasurer	New authority	
		Dan Corcoran	Assistant Treasurer	Delete Authority	
		Fred Burnett	Manager, Treasury Operations	Existing authority	
		Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority	
Master Concentration	Fund payroll accounts and act as the clearing account for all excess or deficit funds movement from/to UH System operating accounts and the sweep account	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority	
		Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority	
		Louis Edwards	Treasurer	Existing authority	
		Mary Mbeche	Assistant Treasurer	New authority	
		Dan Corcoran	Assistant Treasurer	Delete Authority	
		Fred Burnett	Manager, Treasury Operations	Existing authority	
		Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority	
Student Loan Repayment	Receipt of federal student loan repayment proceeds for	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority	
		Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority	
		Louis Edwards	Treasurer	Existing authority	
		Mary Mbeche	Assistant Treasurer	New authority	

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
			Dan Corcoran	Assistant Treasurer	Delete Authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority

- (1) In addition to the persons listed above, Kevin Burns and Nancy Tran, have authority to endorse checks, drafts and/or payments to UH .
- (2) In addition to the persons listed above, ~~Mark Denney~~, [Dr. Sherry Hawm](#) and ~~Krista Buckminster~~-[Mila Bautista](#) have authority to endorse checks, drafts and/or payments to UH Clear Lake.
- (3) In addition to the persons listed above, ~~Marty Baylor~~, [Kimberly Lambert-Thomas](#), Theresa Meneley, and Krystal LeBlanc have authority to endorse checks, drafts and/or payments to UH Downtown .
- (4) In addition to the persons listed above, ~~Wayne Beran~~, [Dr. Beverly Shuford](#), and Erin Goodwin, and ~~Tim Michalski~~ have authority to endorse checks, drafts and/or payments to UH Victoria.

University of Houston System
 Authorized Staff for Banking and Investment Transactions
 As of August 24, 2023

Component	Document/Resolution	Primary Purpose	Authority	Title	Comments
University of Houston System	Banking Resolutions	Resolutions for the 16 bank accounts at Bank of America. These resolutions identify the staff that have signature authority to conduct various banking transactions that enable the System to conduct operations	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing Authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing Authority
			Louis Edwards	Treasurer	Existing Authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete Authority
			Fred Burnett	Manager, Treasury Operations	Existing Authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing Authority
University of Houston System	Investment Resolutions	Resolutions governing the purchase and sales of securities and similar investments for all Non-Endowed Funds at the University of Houston System. Resolutions governing the purchase and sale of securities and similar investments for the University of Houston System. Resolutions governing the sale, assignment, endorsement, transfer and delivery of gift securities for any component of the University of Houston System. Account Schedule Wells Fargo: debt service accounts (14), escrow accounts (3) Bayerische: bond proceeds accounts (1) Intermediate Investment Fund: investment accounts (4) Short Term Investment Fund: investment accounts (1)	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing Authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing Authority
			Louis Edwards	Treasurer	Existing Authority
			Mary Mbeche	Assistant Treasurer	New authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Fred Burnett	Manager, Treasury Operations	Existing Authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing Authority
Leslie Valadez	Financial Specialist-Treasury	New Authority			
University of Houston System	TexPool Resolution	Resolution Amending Authorized Representatives. This resolution identifies the staff that have access to TexPool to retrieve investment reports, confirm deposits and request withdrawals. The System uses TexPool to invest its bond proceeds prior to reimbursement for construction projects. Account Schedule TexPool: bond and commercial paper proceeds accounts (11), bond cost of issuance accounts (5)	Louis Edwards	Treasurer	Existing Authority
			Dan Corcoran	Assistant Treasurer	Delete authority
			Mary Mbeche	Assistant Treasurer	New Authority
			Leslie Valadez	Financial Specialist-Treasury	New Authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
University of Houston	Disbursement	Fund clearing of checks issued by the University of Houston main campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Credit Card Clearing	Receive credit card payments from merchant activity throughout UH campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Operating ⁽¹⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UH	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
UH Clear Lake	Disbursement	Fund clearing of checks issued by UH Clear Lake	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Credit Card Clearing	Receive credit card payments from merchant activity at CL campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Operating ⁽²⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UHCL	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
UH Downtown	Disbursement	Fund clearing of checks issued by UH Downtown	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Credit Card Clearing	Receive credit card payments from merchant activity throughout UHD campus	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
	Operating ⁽³⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UHD	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
UH Victoria	Disbursement	Fund clearing of checks issued by UH Victoria	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Operating ⁽⁴⁾	Primary depository account for checks, fed wire & ach transactions, etc. at UHV	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
System Administration	Operating	Primary depository account for checks, fed wire & ach transactions, etc. at System Administration	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
	Disbursement	Fund clearing of checks issued by UH System Administration	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Payroll Clearing	Fund the issuance of payroll checks for all UH System components	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Payroll Direct Deposit	Fund the issuance of direct deposit payroll for all UH System components	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority
	Master Concentration	Fund payroll accounts and act as the clearing account for all excess or deficit funds movement from/to UH System operating accounts and the sweep account	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority

University of Houston System
 Authorized Staff with Bank Transaction Authority
 As of August 24, 2023

UH System Component	Account Name	Primary Account Purpose	Signatory & Wire Authority	Title	Comments
	Student Loan Repayment	Receipt of federal student loan repayment proceeds for UHS	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing authority
			Louis Edwards	Treasurer	Existing authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing authority

- (1) In addition to the persons listed above, Kevin Burns and Nancy Tran, have authority to endorse checks, drafts and/or payments to UH .
- (2) In addition to the persons listed above, Dr. Sherry Hawn and Mila Bautista have authority to endorse checks, drafts and/or payments to UH Clear Lake.
- (3) In addition to the persons listed above, Kimberly Lambert-Thomas, Theresa Meneley, and Krystal LeBlanc have authority to endorse checks, drafts and/or payments to UH Downtown .
- (4) In addition to the persons listed above, Dr. Beverly Shuford and Erin Goodwin have authority to endorse checks, drafts and/or payments to UH Victoria.

University of Houston System
 Authorized Staff for Banking and Investment Transactions
 As of August 24, 2023

Component	Document/Resolution	Primary Purpose	Authority	Title	Comments
University of Houston System	Banking Resolutions	Resolutions for the 16 bank accounts at Bank of America. These resolutions identify the staff that have signature authority to conduct various banking transactions that enable the System to conduct operations	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing Authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing Authority
			Louis Edwards	Treasurer	Existing Authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing Authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing Authority
University of Houston System	Investment Resolutions	Resolutions governing the purchase and sales of securities and similar investments for all Non-Endowed Funds at the University of Houston System. Resolutions governing the purchase and sale of securities and similar investments for the University of Houston System. Resolutions governing the sale, assignment, endorsement, transfer and delivery of gift securities for any component of the University of Houston System. Account Schedule Wells Fargo: debt service accounts (14), escrow accounts (3) Bayerische: bond proceeds accounts (1) Intermediate Investment Fund: investment accounts (4) Short Term Investment Fund: investment accounts (1)	Raymond Bartlett	Sr. Vice Chancellor for Admin. and Finance	Existing Authority
			Karin Livingston	Assoc. Vice Chancellor for Finance	Existing Authority
			Louis Edwards	Treasurer	Existing Authority
			Mary Mbeche	Assistant Treasurer	New authority
			Fred Burnett	Manager, Treasury Operations	Existing Authority
			Sheryl L. Smith	Manager, Cash & Bank Administration	Existing Authority
			Leslie Valadez	Financial Specialist-Treasury	New Authority
University of Houston System	TexPool Resolution	Resolution Amending Authorized Representatives. This resolution identifies the staff that have access to TexPool to retrieve investment reports, confirm deposits and request withdrawals. The System uses TexPool to invest its bond proceeds prior to reimbursement for construction projects. Account Schedule TexPool: bond and commercial paper proceeds accounts (11), bond cost of issuance accounts (5)	Louis Edwards	Treasurer	Existing Authority
			Mary Mbeche	Assistant Treasurer	New Authority
			Leslie Valadez	Financial Specialist-Treasury	New Authority

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

COMMITTEE: Finance and Administration

ITEM: Approval is requested to modify the University of Houston System Debt Policy and Master Swap Policy.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Mr. Raymond Bartlett will discuss with the Committee recommended changes to the UH System Debt Policy and Master Swap Policy. The changes include updates to provide additional risk controls, increased flexibility in required savings for refunding, and merging the Master Swap Policy into the Debt Policy.

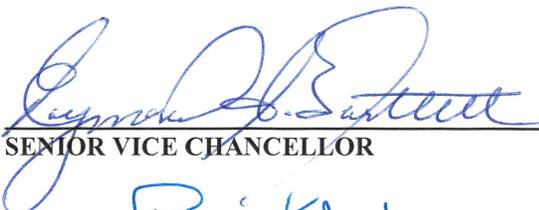
**SUPPORTING
DOCUMENTATION:**

UH System Endowment Debt Policy and UH System Master Swap Policy – redlined and clean consolidated copy

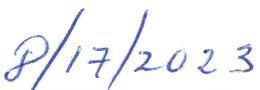
FISCAL NOTE: None

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

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR Raymond S. Bartlett



DATE



CHANCELLOR Renu Khator



DATE

THE BOARD OF REGENTS OF THE UNIVERSITY OF HOUSTON SYSTEM

DEBT POLICY As of May 18, 2023

Purpose

This policy governs the use of debt to finance capital projects within The University of Houston System (System). The prudent use of debt can help the System achieve its strategic objectives while maintaining a credit rating that appropriately balances financial flexibility with cost of capital. As provided in the Texas Education Code, the Board of Regents may establish a systemwide revenue financing program.

Financing Programs

The System issues debt through two primary programs: the Consolidated Revenue Financing Program (CRFP) and the Higher Education ~~Assistance~~-Fund (HEAF). This policy will govern the issuance of all System debt.

Consolidated Revenue Financing Program (CRFP) – This program was created by the Board of Regents of The University of Houston System (Board) through the adoption of a Master Resolution on April 15, 1990. The Board established this program for the System for the purpose of assembling the System’s revenue-supported debt capacity into a single financing program in order to provide a cost-effective debt program to component institutions of the System and to maximize the financing options available to the Board.

Higher Education ~~Assistance~~-Fund (HEAF) - Article VII, Section 17 of the Texas Constitution authorizes the Board to issue bonds and notes secured by pledged revenues consisting of up to 50% of the money allocated annually to the Board. Bonds issued under this authority are typically referred to as HEAF bonds or constitutional appropriation bonds. The proceeds from the sale of HEAF bonds or notes may only be used to finance eligible projects as described in Article VII, Section 17 of the Texas Constitution including (i) acquiring land, constructing and equipping permanent improvements, major repair and rehabilitation of permanent improvements, acquiring capital equipment, library books and library materials, and refunding previously issued HEAF indebtedness; and (ii) major repair and rehabilitation of leased buildings or other permanent improvements, provided there is clean and adequate consideration to the System in the overall transaction, such as the existence of a lease of sufficient length to provide expected benefits which would justify the expenditure. The Texas Constitution prohibits the issuance of HEAF debt for maintenance, minor repairs, operating expenses, student housing, intercollegiate athletics, or auxiliary projects, except to the extent of a project’s use for educational and general activities. HEAF bonds and notes must be competitively bid and may not be issued for more than 10 years. ~~HEAF notes do not require competitive bidding.~~

Authority

All debt incurred by the System will be issued or incurred pursuant to resolutions approved by the Board and in accordance with the general laws of the State of Texas, including particularly Article VII, Sections 17 of the Texas Constitution, Chapter 55 of the *Texas Education Code*, and Chapters 1207 and 1371 of the *Texas Government Code*.

Before any debt can be issued, the System must obtain an opinion from nationally recognized bond counsel to the effect that the debt is a valid and legally binding obligation of the issuer, payable from the security described therein.

The System must also receive the necessary approval from the Texas Bond Review Board, as applicable, and the approving opinion of the Texas Attorney General.

~~To the extent required by law, Texas Higher Education Coordinating Board approval will be obtained for related if projects if project costs exceed the then existing thresholds for new construction or for rehabilitation (Texas Administrative Code §17.20 – 17.21). Debt funds will not be utilized issued for a project prior to receiving Texas Higher Education Coordinating Board approval, if required.~~

Goals

The System seeks to manage its debt within its overall financial profile as follows:

- Strategically allocate the System's debt capacity to those projects identified as priority projects that are critical to the mission; and that advance the strategic objectives of the System.
- Align the financial position of the System consistent with a targeted long-term bond rating in the "Aa2/AA" category in order to obtain favorable cost of capital, flexibility, and terms.

Debt Guidelines

Any debt must be issued in strict compliance with applicable law. The following debt guidelines will apply:

Project Funding - The System will borrow money, through the issuance of long-term debt, to finance only those projects that have been approved for financing by the Board. Capital projects are generally evaluated and prioritized through the System's Capital Improvement Program. For construction projects that require debt financing, bond proceeds will be provided only after design development approval and appropriation of funds ~~the project's site, programming and budget has been approved~~ by the Board. Short-term bridge financing may be issued to support the programming and design costs of a project prior to the availability of bond proceeds. for interim funding of projects to be approved by the Board.

Interest Rate Exposure - The Treasurer will evaluate and recommend to the ~~Executive~~ Senior Vice Chancellor for Administration and Finance the appropriate amount of its interest rate

exposure, defined as the possible increase in capital costs resulting from rising short-term interest rates, associated with variable rate debt. The System will limit its variable rate debt in accordance with rating agency guidelines for assessing the debt structure of peer institutions of higher education with comparable credit ratings. In determining the amount of variable rate debt, the Treasurer will evaluate the level of variable rate assets that may be available to provide a natural hedge to interest rate fluctuations. The System will seek to minimize its cost of capital within a prudent level of exposure to interest rate volatility. The System has established 30% as the maximum amount of outstanding debt that can be variable. ~~may~~ broadly target variable rate debt of 20-30% of total outstanding debt.

Amortization - The amortization of tax-exempt and taxable debt will be based on the types of assets financed, the expected availability of cash flows to meet debt service requirements, and tax regulations, and the Financing program. Generally, the amortization of tax-exempt and taxable debt should not exceed the useful life of the financed asset and, as relates to tax-exempt debt, ~~may~~ never exceed the Internal Revenue Service limit of 120% of the useful life of the financed asset.

- CRFP: The maximum maturity of CRFP debt is limited to 30 years from the projected completion of the projects being financed.
- HEF: The maximum maturity of HEAF debt is limited to 10 years by Article VII, Section 17 of the Texas Constitution.

Financial Ratios ~~— In evaluating its debt capacity (the ability to leverage financial resources to finance capital projects) and affordability (the ability to pay debt service on an annual basis), the System will consider current debt levels, future debt financings, and the overall financial health of the System and its Institutions, and the goal to at least maintain its short term and long term credit ratings.~~

The System Treasurer's Office will annually calculate and benchmark ~~use selected the actual and pro forma~~ financial ratios; ~~consistent with used by the major credit rating agency~~ Nationally Recognized Statistical Ratings Organization ~~criteria~~, to ensure the System is operating within metrics comparable to institutions within the same long term credit rating ~~appropriate financial~~ bounds. The System will use peer higher education institutions and medians for the "Aa2/AA" category for comparison to its results. ~~Although other ratios may also be evaluated, the primary financial ratios to be analyzed are~~ include below, and ~~These ratios are~~ will be calculated regardless with and without consideration of the effect of State appropriations for Capital Construction Assistance Project (TRB and CCAP) bond issuances. ~~:-~~

~~the debt service coverage ratio:-~~

~~Net Operating Income for the System divided by Total Debt Service.~~

~~This ratio tracks the ability to cover debt service with operating revenues and indicates the strength of the operating income's ability to meet its annual obligations.~~

~~the debt burden ratio:-~~

~~Total Annual Debt Service (long term and short term) divided by Net Operating Income~~

~~This ratio tracks the ability of the System to cover all debt from operating income.~~

~~and the debt to asset leverage ratio:-~~

~~Total Long Term and Short Term Debt divided by Total Assets~~

~~This ratio helps to identify the percentage of assets that are financed with debt.~~

the Spendable Cash and Investments to Debt ratio:

Cash and Investments Less Permanently Restricted Net Position divided by Total Long Term and Short Term debt

This ratio helps to identify the ability to repay debt from funds that can be accessed over time or for a specific purpose.—

Ratio trends and benchmarks will be compiled in summary format and provided to the System Senior Vice Chancellor for Administration and Finance.

Debt Financing Resources - Debt coverage is defined as Net Operating Income divided by Maximum Annual Debt Service.

Individual, non-gift, —revenue streams considered for proposed debt service must meet a minimum 1.15 debt coverage ratio test, unless the debt service is being supported by the State of Texas pursuant to the issued as externally funded (Tuition Revenue Bond or Capital Construction Assistance Project CCAP program. Bond)"tuition revenue" debt, In such in which case, it must meetthe debt coverage ratio requirement is a 1.00 debt coverage ratio testtimes.

Debt coverage is defined as

Net Operating Income divided by Maximum Annual Debt Service.

Capital projects funded by gift pledges cannot be considered for debt financing until unless signed pledge agreements and/or cash on hand is at least for 75% of the total project cost. The costs of borrowing will be addressed in the project pro-forma. plus expected interest expense exists at the time of issuance. Pledges are preferred to be paid within 5 years but may be for no longer than 10 years. Pledges received in excess of debt service requirements will first be used to cover unfunded portions of the project and then retained for future debt service needs.

coverage

Annually, all units with for all revenue stream-funded debt financing (including gift financed), will remit their current 10-year proforma to the System Treasurer's Office will obtain updated 10 year pro-forma financial reports that include:

A current year comparison of budget to actual results

Pro-forma estimates of the next nine years to confirm that revenue streams remain sufficient to maintain the required the debt coverage ratio

An explanation of how they will cover their next year's debt service will be covered if revenue streams are not sufficient

Pro-forma financial reports will be compiled in summary format, including revenue shortfalls and unit action plans, and provided to the System Senior Vice Chancellor for Administration and Finance.

Economies of Scale - Debt financings will be coordinated to the extent practical so that multiple project needs can be accommodated in a single borrowing, thereby increasing the efficiency of the debt issuance. Since many issuance costs do not vary with the size of a borrowing, a large bond issue increases the efficiency of the financing by spreading fixed costs over a greater number of projects.

Method of Sale – The System Senior Vice Chancellor for Administration and Finance shall determine the method of sale of bonds to be either competitive, negotiated or private placement. Generally, a competitive sale is the preferred method of sale but the other options may be appropriate because of project specifics or market conditions.

Refunding Opportunities - The Treasurer will consider refinancing of outstanding debt issues when net savings for that refinancing measured on a net present value basis are positive. As tax exempt advance-refunding allows for a maximum of 90 days escrow, Since there are limitations on the number of allowable refinancings, it is important to use refinancing opportunities wisely. In evaluating refunding opportunities, the Treasurer will consider the value of the call option to be exercised, including the amount of time to the call date and the amount of time from the call date to maturity. The System will generally use 54 to 5% net present value savings as its minimum threshold for determining the viability of a refunding under consideration. Refundings that do not produce savings or meet the minimum net present value savings threshold may be considered under certain circumstances, such as eliminating restrictive bond covenants or other situations that produce a greater benefit to the System.

Disclosure - The Treasurer will provide updated financial information and operating data and timely notice of specified material events to each nationally recognized municipal securities information repository and any State information depositoryEMMA, pursuant to the System's continuing disclosure undertakings with respect to Rule 15c2-12 promulgated by the Securities and Exchange Commission.

Tax Compliance - The Office of the Treasurer will monitor the System's ongoing responsibilities for tax compliance including monitoring funds for yield restriction and arbitrage rebate calculations. The Office will ensure that arbitrage areis timely calculated and paidremitted to the US Government as directed by the IRSas applicable in accordance with the Internal Revenue Code. Additionally, the Office of the Treasurer will monitor private use of any tax-exempt financed facilities, including contracts with private corporations or Federal or corporate sponsored research, and report to the Senior Vice Chancellor for Administration and Finance whenever private use of any bond issuance reaches 7% or greater.

Hedging Instruments - The Treasurer will consider and recommend to the Executive-Senior Vice Chancellor for Administration and Finance the use of interest rate swaps and other interest rate risk management tools after carefully evaluating the risks and benefits of any proposed transaction in accordance with the System's Interest Rate Swap Policy (see Appendix A). By_

using swaps in a prudent manner, the System ~~can~~ may be able to take advantage of market opportunities to minimize expected costs and manage interest rate risk. As outlined in the System's Interest Rate Swap Policy, the use of swaps must be tied directly to System debt instruments. The System will not enter into swap transactions for speculative purposes.

Project Financing - The Treasurer will consider and recommend to the ~~Executive Senior~~ Vice Chancellor for Administration and Finance the use of project financing in those limited circumstances where the benefits of such a transaction exceed the increased costs. Project financing can be a useful financing technique in certain circumstances; however, these transactions are typically less efficient and more costly than traditional financing due to lower credit ratings, fewer economies of scale, the likely covenant to establish funding of a reserve fund, and the cost of bond insurance. Project financing does not necessarily preserve or increase debt capacity relative to traditional financing. The Nationally Recognized Statistical Ratings Organizations credit rating agencies and the System include project debt ~~when assessing the System's debt capacity.~~ The amount of such debt to include in the System's debt capacity assessment will depend on various considerations as outlined by the Nationally Recognized Statistical Ratings Organizations.

Taxable Debt - The System may use taxable debt for those projects that have an intended use or other characteristics that preclude the use of tax-exempt debt. The System will strive to allocate its available resources, including equity capital, among its various capital projects to minimize or eliminate the need to issue taxable debt, thereby minimizing the System's cost of capital. Any use of taxable debt ~~would require separate~~ will be identified during Board approval and be subject to the same statutory requirements as tax-exempt debt.

Reporting Requirements - The Results of Financial Operations Report, which is based on Annual Financial Report (AFR) and budgetary information is prepared by the System and presented to the Board, and will present information the total on discuss the status of all outstanding bond and note indebtedness. ~~The AFR presented to the Board provides detailed information on the System's outstanding bonds and notes including, by series, the amount outstanding, interest rates, maturity dates, a summary of the changes in outstanding indebtedness, and the associated debt service requirements.~~

Commercial Paper - The System's commercial paper program is a short-term debt program used principally to ~~purchase equipment and to~~ provide interim financing for capital projects during construction. Commercial Paper issuances may not exceed the aggregate principal amount established authorized by the Board. The maximum amount of commercial paper that can mature in any single business day is \$20 million, and the maximum amount of commercial paper that can mature in any five consecutive business days is \$40 million, unless scheduled for repayment via the issuance of long term debt. The Senior Vice Chancellor for Administration and Finance will prioritize requests for the use of commercial paper.

~~The Executive Senior Vice Chancellor for Administration and Finance will prioritize requests for the use of commercial paper to fund equipment and capital projects. The minimum aggregate amount of equipment value to be financed under the commercial paper program is~~

~~\$100,000 for each System component. Several smaller equipment purchases may be commingled to achieve the minimum amount. Each piece of equipment must have a useful life of not less than three years. The equipment will be purchased from the vendor by System components, and commercial paper will be issued on any business day for direct acquisition or to reimburse the institution for the equipment purchases.~~

The System Office of the Treasurer is responsible for monitoring and reporting on the issuance of commercial paper, including rollover and payment of interest. Commercial Paper cannot be issued beyond the end of the next fiscal year unless there is an approved financing plan in place with the System Office of the Treasurer. The System Senior Vice Chancellor for Administration and Finance must approve all such financing plans. The commercial paper will be ~~amortized and paid to the System (by the System components) as directed by the System and will be fully amortized up to the lesser of its project useful life or 10 years. Commercial paper does not require competitive bidding, refinanced through the issuance of long term debt.~~ The System will be responsible for making timely payments to the paying agent as required by the commercial paper dealer in accordance with the related ~~bond~~ resolution.

~~All~~ The conversions of commercial paper notes to long-term indebtedness will be approved by the Board. The long term debt will be amortized and paid to the System as directed by the System. The System will be responsible for making timely payments to the paying agent as required by the related bond resolution and paying agent agreement.

Failed Remarketing Procedures – The Failed Remarketing Plan procedures, ~~as adopted by the Board provided in Exhibit A, will be~~ and administered by the Treasurer will be used in the event of a failed remarketing of commercial paper or variable rate demand bonds, as applicable.

Compliance – ~~Legal obligations must be met to help ensure good stewardship of the tax exempt bond benefit and~~ The System should~~shall have appropriate regulations and procedures related to tax exempt commercial paper and bond compliance, including issuance, expenditure of proceeds, and post-issuance compliance consistent with regulations and statutes. The Senior Vice Chancellor for Administration and Finance, or authorized~~ delegated representative of the System, is responsible for ~~assuring~~ nsuring that all bond covenants are in compliance and that all necessary approvals, certifications and authorizations are fully documented. ~~and made available to the Board and to all bondholders~~

The System Office of the Treasurer and The Office of the General Counsel will identify appropriate System staff and ensure that they receive training on compliance with policy and IRS regulations regarding debt financing.

Miscellaneous

- A. The ~~Executive~~ Senior Vice Chancellor for Administration and Finance, ~~or authorized representative of the System,~~ is delegated the authority to designate a financing team consisting of System staff, bond counsel, financial advisor and underwriters. ~~The Executive Vice Chancellor for Administration and Finance, or authorized representative of the System, is responsible for assuring that all bond covenants are in~~

~~compliance and that all necessary approvals, certifications and authorizations are fully documented and made available to the Board and to all bondholders.~~ The Chair of the Finance and Administration Committee and the Vice Chair of the Board of Regents are authorized to price bond issues.

- B. The Treasurer will take steps to effect the timely transfer of System funds for debt service payments and ensure that all payments are made.
- C. Debt service funding is the responsibility of each System component participating in the Consolidated Revenue Financing Program and the Higher Education Assistance Fund Program.
- D. The Treasurer or Designated Financial Officer is authorized and directed to execute Reimbursement Certificates as required by U.S. Treasury Regulations, Section 1.150-2, in connection with projects the Board intends to debt finance.

~~Approved: April 21, 2009 — March 11, April 4 2023~~

Appendix A – Swap Policy

To be consolidated

THE BOARD OF REGENTS OF THE UNIVERSITY OF HOUSTON SYSTEM

MASTER SWAP POLICY

As of May 18, 2023

1. The System

Texas Education Code chapter 55 and Texas Government Code chapter 1371 authorize the System to enter into interest rate swap transactions (~~“Swaps”~~) and related agreements (~~each a “Swap Agreement”, and collectively the “Swap Agreements”~~) with one or more counterparties (~~the each a “Swap Counterparty”, and collectively the “Swap Counterparties”~~). By resolution (a “Swap Resolution”), the Board of Regents (the “Board”) of the University of Houston System (the “System”), ~~upon receipt of a favorable recommendation of its Administration and Strategic Planning Committee (the “Committee”)~~, may authorize on a case-by-case basis one or more ~~Swaps and~~ Swap Agreements on behalf of the System.

Each Swap Resolution must authorize the ~~Swap and~~ Swap Agreements and their major provisions in substantially final form, including the notional amount of the Swap Agreements, security for and terms of payment of the Swap Agreements, and qualified Swap Counterparties. Each Swap Resolution must specify the appropriate System official or officials (the “System Authorized Representative”) authorized to modify and complete the Swap Agreements, and specify the parameters for modification and final acceptance of the ~~Swap and~~ Swap Agreements. If the Swap Resolution and the Master Swap Policy conflict, then terms and conditions of the Swap Resolution control.

2. Purpose

~~The purpose of the Policy is to establish responsibilities, objectives, and guidelines for the approval, execution and maintenance of Interest Rate Risk Management Transactions~~ Swap Agreements used to manage the debt portfolio of the System. A Swap Agreement may be an integral part of the System’s asset/liability and debt management strategy. By ~~utilizing~~ using Swap Agreements, the System ~~can expeditiously~~ may be able to take advantage of market opportunities ~~which to~~ reduce the costs of existing or planned Consolidated Revenue Financing Program (CRFP) debt ~~or allow the System to , or can~~ hedge the interest rate of existing or planned CRFP debt. Swap Agreements ~~can~~ allow the System to actively manage asset and liability interest rate risk, balance financial risk, and achieve debt management goals and objectives through synthetic fixed rate and variable rate financing structures. The System will not enter into Swap Agreements for speculative purposes.

3. General Guidelines for Interest Rate Swap Agreements

The following ~~non-exclusive list provides~~ are guidelines the System will follow in the

evaluation and recommendation of Swap ~~transactions~~Agreements:

3.1. Legality

Each ~~Swap and~~ Swap Agreement must comply with Texas and federal law, and must not conflict with the material provisions and covenants of existing System resolutions, indentures or contracts. Each Swap Agreement governing a Swap transaction must be: 1) approved by_

the Board by a Swap Resolution; 2) approved by the Texas Attorney General in accordance with Texas Government Code chapter 1371; 3) ~~approved by the Texas Bond Review Board;~~ and 4) ~~be~~ accompanied upon delivery by an opinion acceptable to a System Authorized Representative from nationally recognized bond counsel to the effect that the Swap Agreement ~~governing the Swap~~ is a legal, valid, and binding obligation entered into by the System in accordance with applicable State and federal laws.

3.2. Goals

The Swap Resolution should clearly state the goals to be achieved through ~~the use of any swap Swap Agreement~~ contract and ~~any Swap Agreement~~ the execution parameters should be consistent with the System's stated goals.

3.3. Nationally Recognized Statistical Ratings Organizations ~~Rating Agencies~~

Execution of a Swap Agreement may not adversely impact any existing System credit rating without express consent of the Board. A contemplated Swap Agreement must conform to and may not conflict with the System's outstanding commitments or agreements with bond insurers, credit enhancers, surety providers and the System's liquidity requirements related to outstanding debt.

3.4. Term

The System will determine on a case-by-case basis the appropriate term for a Swap Agreement. However, the term of a Swap Agreement entered into for liability management purposes may not extend beyond the final maturity date of the underlying debt.

3.5. Impact on Variable Rate Capacity

The impact of a Swap Agreement on the System's variable rate debt exposure and the impact on the System's continued issuance of traditional variable rate products should be assessed before execution of any Swap Agreement. The Treasurer, with input from the System's financial advisor, will estimate the amount of basis risk and optional termination risk associated with a Swap Agreement (taking into account such risk from existing ~~Swap Agreements Swaps~~) and include the estimate in the calculation of the System's total variable rate exposure.

3.6. Enhancements

If authorized by Texas law, the System may utilize other swap enhancement products, including but not limited to forward starting swaps, swap options, basis swaps, caps, floors, collars, and cancellation options, provided that such products are approved in accordance with Section 7 – Form of Swap Agreements and Other Documentation. The costs, benefits, and other matters regarding the swap enhancement should be considered during the approval process. Execution of swap option agreements in which the System receives up-front cash are prohibited.

3.7. Accounting Compliance

The impact of compliance with prevailing accounting principles must be disclosed in the System's annual financial reports.

3.8. Exit Strategy

The mechanics for determining termination values at various times and upon various occurrences must be explicit in each Swap Agreement. The potential termination costs should be considered ~~by the Committee~~ before recommending to the Board approval of a Swap Resolution.

4. Basis of Award

4.1. Competitive Bid

Competitively bid Swap Agreementss are deemed "quasi-competitive" and must include bona fide solicitations for bids from no fewer than three firms. Solicitations for bids must be made only to potential Swap Counterparties who are qualified under the terms of this policy. ~~If in the best interest of the System, and if authorized in the Swap Resolution, the System Authorized Representative may allow a firm or firms not submitting the bid that produces the lowest cost to match the lowest cost bid and be awarded up to 40% of the notional amount of the Swap Agreement.~~

4.2. Negotiated Transactions

In the case of a purely negotiated transaction, the System should obtain a "fair value opinion" from a swap advisor selected by the System that is regulated by the Securities and Exchange Commission and the Municipal Securities Rulemaking Board, which may be the System's financial advisor (the "Swap Advisor"). The Swap Counterparty must disclose payments to third parties regarding the execution of any derivative contract.

A System Authorized Representative may procure a Swap Agreement by negotiation in the following situations, in each instance as authorized in the Swap Resolution:

- 4.2.1. The System Authorized Representative determines that due to the complexity of a particular transaction, a negotiated bid will result in the most favorable pricing.
- 4.2.2. A System Authorized Representative determines that, in light of the facts and circumstances, a negotiated transaction will promote the System's interests by encouraging and rewarding innovation.

5. Management of Swap Agreement Transaction Risk

Swap Agreements with numerous Counterparties create risks for the System. To manage the associated risks, the following risks and related guidelines and parameters must be considered

| for each Swap [Agreement](#):

5.1. Counterparty Risk

Limiting the exposure caused by a concentration of Swap Agreements between the System and any single Swap Counterparty reduces losses which may result from a Swap Counterparty default. In addition, the System may require under the terms of a Swap Agreement the posting of mark-to-market collateral by any Swap Counterparty, as requested by the System, in accordance with the guidelines described in Section 6.3 – Collateral Requirements.

5.2. Termination Risk

5.2.1. *Optional Termination:*

The System will retain the right to terminate a Swap Agreement at any time during the term of the Swap Agreement at the then-prevailing market value of the Swap Agreement. In general, exercising the right to optionally terminate a Swap Agreement should produce a benefit to the System, either through receipt of a payment from a termination, or if a termination payment is made by the System, through conversion to a more beneficial debt position. Termination value must be readily determinable by one or more independent Swap Counterparties, who may assume the System's obligations under the Swap Agreement. A Swap Counterparty shall not have the option to terminate the Swap Agreement.

5.2.2. *Mandatory Termination:*

A termination payment may be required if a Swap Agreement is terminated for any reason. It is the intent of the System to review all available options prior to effecting a termination or making any termination payment. At a minimum, prior to making any termination payment, the System must have sufficient time to determine whether it is financially advantageous to obtain a replacement Swap Counterparty.

5.3. Amortization Risk (Term)

The slope of the swap curve, the marginal change in swap rates from year to year along the swap curve, termination value, and the impact that the term of the ~~swap~~ Swap Agreement has on the overall risk exposure of the System should be considered in determining the appropriate term of any Swap Agreement. Any Swap Agreement designated as a hedge should reflect the amortization of the debt that it is hedging.

5.4. Liquidity Risk

The System should consider if the swap market is sufficiently liquid (i.e., if enough potential qualified Swap Counterparties participate actively in the market to assure fair pricing) for the type of Swap Agreement or other product being considered and the potential ramifications of an illiquid market for such types of Swap Agreements. There may not be another appropriate party available to act as an offsetting Swap Counterparty.

5.5. Basis (Index) Risk (including Tax Risk)

Any index chosen as part of a Swap Agreement must be a recognized market index, including but not limited to The Securities Industries and Financial Markets Association Municipal Swap Index (SIFMA) or London Interbank Offering Rate (LIBOR).

The System will not enter into Swap Agreements that do not have a direct (one to one) correlation with the movement of an index without analyzing the risk associated with the enhancement.

The tax risk and impact to the System of each Swap Agreement should be detailed through the Swap Counterparty disclosure requirements outlined in Section 7 – Form of Swap Agreements and Other Documentation.

5.6. Bankruptcy Risk

Bond or swap counsel will be specifically engaged to review for the System the legal issues arising from the bankruptcy of a Swap Counterparty under a Swap Agreement or other product. Specifically, such bond or swap counsel will be engaged to review for the System the bankruptcy issues associated with the method of holding any collateral required to be posted.

6. Counterparty Approval Guidelines

6.1. Eligibility

The System may enter into Swaps Agreements only with eligible Swap Counterparties. To qualify as a Swap Counterparty under this policy, ~~at the time when a Swap Agreement is delivered~~ executed by the System, a proposed Swap Counterparty (i) must be rated at least AA-/Aa3/AA- by at least two of the three Nationally Recognized Statistical Ratings Organizations ~~nationally recognized credit rating agencies~~ (Standard & Poor's, Moody's, and Fitch Ratings, respectively) and must have a minimum capitalization of \$50 million, or (ii) must be rated at least BBB-/Baa3/BBB- by two of the three Nationally Recognized Statistical Ratings Organizations ~~nationally recognized credit rating agencies~~ and provide a credit support annex ("CSA") to the schedule to the ISDA master agreement that requires such party to deliver to a third party under an escrow, collateral or similar agreement collateral for the benefit and security of the System (a) that is of a kind and in such amounts as are specified therein and which relate to various rating threshold levels of the Swap Counterparty or its guarantor, from AA-/Aa3/AA- through BBB-/Baa3/BBB-, (b) that, in the judgment of the System, is reasonable and customary for similar transactions, taking into account all aspects of such transaction including without limitation the economic terms of such transaction and the creditworthiness of the Swap Counterparty or, if applicable, its guarantor; and

(c) complies with any security requirements applicable to the System under Texas law, or (iii) must obtain credit enhancement from a provider with respect to its obligations under the transaction that satisfies the requirements of clause (i) of this paragraph, given the undertaking involved with the particular transaction.

Before execution ~~delivery~~ of the Swap Agreement by the System, the Swap Counterparty must

make available audited financial statements and rating and credit reports of the [Swap Counterparty](#) ~~and~~

(and any guarantor), and must identify to the best of its ability the amount and type of its derivative exposure and the net aggregate amount of its exposure to all parties (the System and others). The [Swap](#) Counterparty must agree in the Swap Agreement (and any guarantor must agree) that it will provide such financial statements and rating and credit reports to the System at least annually thereafter.

6.2. [Swap Counterparty Exposure Limits and Transfer](#)

In order to limit and diversify the System’s [Swap](#) Counterparty risk and to monitor credit exposure to each [Swap](#) Counterparty, the System will not enter into an ~~interest rate s~~[Swap Agreement](#) with a qualified [Swap](#) Counterparty if the following exposure limits are reached per [Swap](#) Counterparty:

- 6.2.1. As a percent of total outstanding debt, the maximum notional amount of [Swap Agreements](#) between a particular [Swap](#) Counterparty (and its unconditional guarantor, if applicable) and the System must not exceed 25% immediately after a proposed Swap would be delivered by the System. The net exposure total of all notional amounts between each [Swap](#) Counterparty and the System must include the total amount of System debt outstanding and authorized. As such, notional amounts for fixed to floating [Swap Agreements](#)swaps may be used to “offset” the notional amounts for floating to fixed [Swap Agreements](#)swaps, or vice-versa. Exposure limit calculations are net of insured termination payments.

Additionally, the System must not enter into a [Swap Agreement](#) with an otherwise qualified [Swap](#) Counterparty unless the cumulative mark-to-market termination value owed by the [Swap](#) Counterparty (and its unconditional guarantor, if applicable) to the System at the time of calculation is less than or equal to \$30 million. The \$30 million limitation is the sum of all mark-to-market values between the qualified [Swap](#) Counterparty and the System regardless of the type of [Swap Counterparty](#) or other similar product, net of collateral posted by the [Swap Counterparty](#). Specific limits by any [Swap](#) Counterparty are based on the cumulative mark-to-market value of the [Swap Agreement\(s\)](#)(s) or other similar products and the credit rating of the [Swap](#) Counterparty. The limits are as follows:

Swap Counterparty Long-Term Debt Rating (lowest prevailing rating from Standard & Poor’s / Moody’s)	Maximum Cumulative Mark-to-Market Value of Swaps Owed to System by Swap Counterparty (net of collateral posted)
AAA / Aaa	\$30 million
AA+ / Aa1	\$25 million
AA / Aa2	\$20 million
AA- / Aa3	\$15 million
A+ / A1	\$10 million
A / A2	\$5 million

If a [Swap](#) Counterparty’s credit rating is downgraded such that the cumulative mark-to-market value of all [Swap Agreements](#) or other similar products between the [Swap](#)

Counterparty and the System exceeds the maximum permitted by this policy, the [Swap Agreement](#) or similar product, post collateral securing the deficit as provided in_

the Swap Agreement, or provide other credit enhancement that is satisfactory to the System and ensures compliance with this policy.

Before execution/delivery of a Swap Agreement by the System, a Swap Advisor must provide a memorandum setting forth the exposure limit calculation, which will become a part of the official transcript for the transaction. Exposure limits will be reviewed by the Committee Board at least annually.

6.2.2. Limitations on transfers of Swap Agreements by a particular Swap Counterparty should be carefully analyzed. If the Swap Agreement unilaterally restricts transfer or assignment, then the System must have the right to terminate the Swap Agreement without penalty if the Swap Counterparty transfers or assigns the Swap Agreement or the Swap Counterparty merges with another entity that changes the credit profile of the Swap Counterparty, unless the System gives its prior written consent to the transfer, assignment, or merger.

6.2.3. If the maximum notional limit for a particular Swap Counterparty is exceeded solely by reason of merger or acquisition involving two or more Swap Counterparties, the System will expeditiously analyze the exposure, but is not be required to “unwind” existing Swap Agreements unless the System determines that such action is in its best interest, given all the facts and circumstances.

6.2.4. If any exposure limit is breached by a Swap Counterparty, then the System will:

- 6.2.4.1. Conduct a review of the exposure limit calculation of the Swap Counterparty;
- 6.2.4.2. Determine if collateral may be posted to satisfy the exposure limits; and
- 6.2.4.3. Subject to the terms of this policy, enter into an offsetting Swap Agreement, if appropriate.

6.2.5. The System will not enter into contracts with derivative product companies (“DPCs”) that are classified as “terminating” or “Sub-T” DPC’s by the Nationally Recognized Statistical Ratings Organizations/rating agencies.

6.3. Collateral Requirements

Collateral posting requirements between the System and each Swap Counterparty may not be unilateral in favor of the Swap Counterparty. As part of the Swap Agreement, the System or the Swap Counterparty may require collateralization to secure any or all swap payment obligations. Collateral requirements will be subject to the following guidelines:

6.3.1. A Swap Agreement may not impose Collateral requirements on the System if the requirements would impair the System’s existing operational flow of funds.

6.3.2. Each [Swap](#) Counterparty must provide a form of a Credit Support Annex in accordance with Section 6.

- 6.3.3. A list of acceptable securities that may be posted as collateral and the method of valuation of such collateral will be determined and mutually agreed upon with each [Swap Counterparty](#) during negotiation of the Swap Agreement.
- 6.3.4. The market value of the collateral must be determined as provided in the Swap Agreement on either a daily, weekly, or monthly basis by an independent third party.
- 6.3.5. Failure to meet collateral requirements will be a default under the Swap Agreement.
- 6.3.6. The Swap Agreement may provide for the right of assignment by one of the parties in the event of certain credit rating events affecting the other party. The System (or the [Swap Counterparty](#)) should first request that the [Swap Counterparty](#) (or the System) post credit support or provide a credit support facility. If the [Swap Counterparty](#) (or the System) does not provide the required credit support, then the System (or the [Swap Counterparty](#)) should have the right to assign the agreement to a third party acceptable to both parties and based on terms mutually acceptable to both parties. The credit rating thresholds to trigger an assignment should be included in the supporting documents.

7. Form of Swap Agreements and Other Documentation

Each Swap Agreement must contain terms and conditions as set forth in the International Swap & Derivatives Association, Inc. (“ISDA”) Master Agreement and such other terms and conditions included in any schedules, confirmations, and credit support annexes as approved in accordance with the Swap Resolution authorizing that transaction. The Swap Advisor must provide a disclosure memorandum that includes an analysis by the Swap Advisor of the risks and benefits of the transactions, with amounts quantified. This analysis will include, among other things, a matrix of maximum termination values over the life of the [Swap Agreement](#). The disclosure memorandum will become a part of the official transcript for the transaction. The Swap Advisor must also affirm receipt and understanding of the System’s [statement of swap policies](#) [Master Swap Policy](#) and must further affirm that the contemplated transactions fit within [its the swap](#) policies as described herein.

7.1. Modification of Swap [Agreements](#)

Each Swap Resolution must provide specific approval guidelines for the Swap [Agreements](#) to which it pertains. These guidelines will provide for modifications to any approved Swap [Agreements](#), provided such modifications, unless considered and ~~recommended~~ [approved](#) by the Board, do not extend the average life of the Swap [Agreement](#), increase the overall risk to the System, or increase the notional amount of the Swap [Agreement](#). The Swap Resolution must further designate which System officers are authorized to cause such modifications.

7.2. Aggregation of Swap [Agreements](#)

Unless the Swap Resolution states otherwise, the approval requirements set forth in each Swap Resolution are applicable for the total notional amount of transactions executed over a

consecutive three-month period for a given security or credit. Therefore, the notional amount of Swap [Agreements](#) including the average life of the [Swap Agreements](#) over a consecutive three-month period are considered in total (net of the notional amount of a Swap [Agreement](#) reversal) to determine what approval is required pursuant to a particular Swap Resolution.

8. **Reporting Requirements**

In the event the System has any outstanding swap instruments, The [Senior](#) Vice Chancellor for Administration and Finance will provide an annual ~~written~~ report to the Board which addresses at least the following items:

- 8.1. The terms of any outstanding Swaps [Agreements](#);
- 8.2. State the fair value of each Swap [Agreement](#);
- 8.3. State the value of any collateral posted to or by the System under any Swap [Agreements](#) with each [Swap](#) Counterparty at the end of the fiscal year and the cash flows of any Swap [Agreement](#);
- 8.4. Identify the [Swap](#) Counterparties to any Swap [Agreement](#), any guarantor of any [Swap](#) Counterparties, and the credit ratings of any [Swap](#) Counterparty and guarantor; and
- 8.5. Determine whether the continuation of any Swap [Agreements](#) under the agreement would comply with the System's ~~interest rate management agreement policy~~ [Master Swap Policy](#)

~~Approved: TBD~~
~~November 15, 2007~~

THE BOARD OF REGENTS OF THE UNIVERSITY OF HOUSTON SYSTEM

DEBT POLICY As of May 18, 2023

Purpose

This policy governs the use of debt to finance capital projects within The University of Houston System (System). The prudent use of debt can help the System achieve its strategic objectives while maintaining a credit rating that appropriately balances financial flexibility with cost of capital. As provided in the Texas Education Code, the Board of Regents may establish a systemwide revenue financing program.

Financing Programs

The System issues debt through two primary programs: the Consolidated Revenue Financing Program (CRFP) and the Higher Education Fund (HEF). This policy will govern the issuance of all System debt.

Consolidated Revenue Financing Program (CRFP) – This program was created by the Board of Regents of The University of Houston System (Board) through the adoption of a Master Resolution on April 15, 1990. The Board established this program for the System for the purpose of assembling the System’s revenue-supported debt capacity into a single financing program in order to provide a cost-effective debt program to component institutions of the System and to maximize the financing options available to the Board.

Higher Education Fund (HEF) - Article VII, Section 17 of the Texas Constitution authorizes the Board to issue bonds and notes secured by pledged revenues consisting of up to 50% of the money allocated annually to the Board. Bonds issued under this authority are typically referred to as HEF bonds or constitutional appropriation bonds. The proceeds from the sale of HEF bonds or notes may only be used to finance eligible projects as described in Article VII, Section 17 of the Texas Constitution including (i) acquiring land, constructing and equipping permanent improvements, major repair and rehabilitation of permanent improvements, acquiring capital equipment, library books and library materials, and refunding previously issued HEF indebtedness; and (ii) major repair and rehabilitation of leased buildings or other permanent improvements, provided there is clean and adequate consideration to the System in the overall transaction, such as the existence of a lease of sufficient length to provide expected benefits which would justify the expenditure. The Texas Constitution prohibits the issuance of HEF debt for maintenance, minor repairs, operating expenses, student housing, intercollegiate athletics, or auxiliary projects, except to the extent of a project’s use for educational and general activities. HEF bonds and notes must be competitively bid and may not be issued for more than 10 years.

Authority

All debt incurred by the System will be issued or incurred pursuant to resolutions approved by the Board and in accordance with the general laws of the State of Texas, including particularly Article VII, Sections 17 of the Texas Constitution, Chapter 55 of the *Texas Education Code*, and Chapters 1207 and 1371 of the *Texas Government Code*.

Before any debt can be issued, the System must obtain an opinion from nationally recognized bond counsel to the effect that the debt is a valid and legally binding obligation of the issuer, payable from the security described therein.

The System must also receive the necessary approval from the Texas Bond Review Board, as applicable, and the approving opinion of the Texas Attorney General.

Goals

The System seeks to manage its debt within its overall financial profile as follows:

- Strategically allocate the System's debt capacity to those projects identified as priority projects that are critical to the mission and that advance the strategic objectives of the System.
- Align the financial position of the System consistent with a targeted long-term bond rating in the "Aa2/AA" category in order to obtain favorable cost of capital, flexibility, and terms.

Debt Guidelines

Any debt must be issued in strict compliance with applicable law. The following debt guidelines will apply:

Project Funding - The System will borrow money, through the issuance of long-term debt, to finance only those projects that have been approved for financing by the Board. Capital projects are generally evaluated and prioritized through the System's Capital Improvement Program. For construction projects that require debt financing, bond proceeds will be provided only after the project's site, program and budget has been approved by the Board. Short-term financing may be issued to support the programming and design costs of a project prior to the availability of bond proceeds.

Interest Rate Exposure - The Treasurer will evaluate and recommend to the Senior Vice Chancellor for Administration and Finance the appropriate amount of its interest rate exposure, defined as the possible increase in capital costs resulting from rising short-term interest rates, associated with variable rate debt. The System will limit its variable rate debt in accordance with rating agency guidelines for assessing the debt structure of peer institutions of higher education with comparable credit ratings. In determining the amount of variable rate debt, the Treasurer will evaluate the level of variable rate assets that may be available to provide a natural

hedge to interest rate fluctuations. The System will seek to minimize its cost of capital within a prudent level of exposure to interest rate volatility.

Amortization - The amortization of tax-exempt and taxable debt will be based on the types of assets financed, the expected availability of cash flows to meet debt service requirements, tax regulations, and the Financing program. Generally, the amortization of tax-exempt and taxable debt should not exceed the useful life of the financed asset and, as relates to tax-exempt debt, may never exceed the Internal Revenue Service limit of 120% of the useful life of the financed asset.

- CRFP: The maximum maturity of CRFP debt is limited to 30 years from the projected completion of the projects being financed.
- HEF: The maximum maturity of HEF debt is limited to 10 years by Article VII, Section 17 of the Texas Constitution.

Financial Ratios – In evaluating its debt capacity and affordability, the System will consider current debt levels, future debt financings, and the goal to at least maintain its short term and long term credit ratings.

The System Treasurer's Office will annually calculate and benchmark the financial ratios used by the Nationally Recognized Statistical Ratings Organization to ensure the System is operating within metrics comparable to institutions within the same long term credit rating . These ratios arecalculated with and without consideration of the effect of state appropriations for Capital Construction Assistance Project (CCAP) bond issuances. Ratio trends and benchmarks will be compiled in summary format and provided to the System Senior Vice Chancellor for Administration and Finance.

Debt Financing Resources - Debt coverage is defined as Net Operating Income divided by Maximum Annual Debt Service.

Individual, non-gift, revenue streams considered for proposed debt service must meet a minimum 1.15 debt coverage ratio test, unless the debt service is supported by the State of Texas pursuant to the CCAP program. In such case, the debt coverage ratio requirement is 1.00 times. Capital projects funded by gift pledges cannot be considered for debt financing until signed pledge agreements and/or cash on hand is at least 75% of the total project cost. The costs of borrowing will be addressed in the project pro-forma. Pledges are preferred to be paid within 5 years but may be for no longer than 10 years. Pledges received in excess of debt service requirements will first be used to cover unfunded portions of the project and then retained for future debt service needs.

Annually, all units with revenue funded debt financing (including gift financed), will remit their current 10-year proforma to the System Treasurer's Office

Pro-forma financial reports will be compiled in summary format, including revenue shortfalls and unit action plans, and provided to the System Senior Vice Chancellor for Administration and Finance.

Economies of Scale - Debt financings will be coordinated to the extent practical so that multiple

project needs can be accommodated in a single borrowing, thereby increasing the efficiency of the debt issuance. Since many issuance costs do not vary with the size of a borrowing, a large bond issue increases the efficiency of the financing by spreading fixed costs over a greater number of projects.

Method of Sale – The System Senior Vice Chancellor for Administration and Finance shall determine the method of sale of bonds to be either competitive, negotiated or private placement. Generally, a competitive sale is the preferred method of sale but the other options may be appropriate because of project specifics or market conditions.

Refunding Opportunities - The Treasurer will consider refinancing of outstanding debt issues when net savings for that refinancing measured on a net present value basis are positive. As tax exempt refunding allows for a maximum of 90 days escrow, it is important to use refinancing opportunities wisely. In evaluating refunding opportunities, the Treasurer will consider the value of the call option to be exercised, including the amount of time to the call date and the amount of time from the call date to maturity. The System will generally use 4% to 5% net present value savings as its minimum threshold for determining the viability of a refunding under consideration. Refundings that do not produce savings or meet the minimum net present value savings threshold may be considered under certain circumstances, such as eliminating restrictive bond covenants or other situations that produce a greater benefit to the System.

Disclosure - The Treasurer will provide updated financial information and operating data and timely notice of specified material events to EMMA, pursuant to the System's continuing disclosure undertakings with respect to Rule 15c2-12 promulgated by the Securities and Exchange Commission.

Tax Compliance - The Office of the Treasurer will monitor the System's ongoing responsibilities for tax compliance including monitoring funds for yield restriction and arbitrage rebate calculations. The Office will ensure that arbitrage is timely calculated and remitted to the US Government as applicable in accordance with the Internal Revenue Code. Additionally, the Office of the Treasurer will monitor private use of any tax-exempt financed facilities, including contracts with private corporations or Federal or corporate sponsored research, and report to the Senior Vice Chancellor for Administration and Finance whenever private use of any bond issuance reaches 7% or greater.

Hedging Instruments - The Treasurer will consider and recommend to the Senior Vice Chancellor for Administration and Finance the use of interest rate swaps and other interest rate risk management tools after carefully evaluating the risks and benefits of any proposed transaction in accordance with the System's Interest Rate Swap Policy (see Appendix A). By using swaps in a prudent manner, the System may be able to take advantage of market opportunities to minimize expected costs and manage interest rate risk. As outlined in the System's Interest Rate Swap Policy, the use of swaps must be tied directly to System debt instruments. The System will not enter into swap transactions for speculative purposes.

Project Financing - The Treasurer will consider and recommend to the Senior Vice Chancellor for Administration and Finance the use of project financing in those limited circumstances

where the benefits of such a transaction exceed the increased costs. Project financing can be a useful financing technique in certain circumstances; however, these transactions are typically less efficient and more costly than traditional financing due to lower credit ratings, fewer economies of scale, the likely covenant to establish a reserve fund, and the cost of bond insurance. Project financing does not necessarily preserve or increase debt capacity relative to traditional financing. The Nationally Recognized Statistical Ratings Organizations and the System include project debt when assessing the System's debt capacity. The amount of such debt to include in the System's debt capacity assessment will depend on various considerations as outlined by the Nationally Recognized Statistical Ratings Organizations.

Taxable Debt - The System may use taxable debt for those projects that have an intended use or other characteristics that preclude the use of tax-exempt debt. The System will strive to allocate its available resources, including equity capital, among its various capital projects to minimize or eliminate the need to issue taxable debt, thereby minimizing the System's cost of capital. Any use of taxable debt will be identified during Board approval and be subject to the same statutory requirements as tax-exempt debt.

Reporting Requirements - The Results of Financial Operations Report, which is based on Annual Financial Report (AFR) and budgetary information is prepared by the System and presented to the Board, and will present the total outstanding bond and note indebtedness.

Commercial Paper – The System's commercial paper program is a short-term debt program used principally to provide interim financing for capital projects during construction. Commercial Paper issuances may not exceed the aggregate principal amount authorized by the Board. The maximum amount of commercial paper that can mature in any single business day is \$20 million, and the maximum amount of commercial paper that can mature in any five consecutive business days is \$40 million, unless scheduled for repayment via the issuance of long term debt. The Senior Vice Chancellor for Administration and Finance will prioritize requests for the use of commercial paper.

The System Office of the Treasurer is responsible for monitoring and reporting on the issuance of commercial paper, including rollover and payment of interest. Commercial Paper cannot be issued beyond the end of the next fiscal year unless there is an approved financing plan in place with the System Office of the Treasurer. The System Senior Vice Chancellor for Administration and Finance must approve all such financing plans. The commercial paper will be refinanced through the issuance of long term debt. The System will be responsible for making timely payments to the paying agent as required by the commercial paper dealer in accordance with the related resolution.

The conversion of commercial paper notes to long-term indebtedness will be approved by the Board. The long term debt will be amortized and paid to the System as directed by the System. The System will be responsible for making timely payments to the paying agent as required by the related bond resolution and paying agent agreement.

Failed Remarketing Procedures – The Failed Remarketing Plan procedures, as provided in

Exhibit A, will be administered by the Treasurer in the event of a failed remarketing of commercial paper or variable rate demand bonds, as applicable.

Compliance – The System shall have appropriate procedures related to tax exempt commercial paper and bond compliance, including issuance, expenditure of proceeds, and post-issuance compliance consistent with regulations and statutes. The Senior Vice Chancellor for Administration and Finance, or delegated representative of the System, is responsible for ensuring that all bond covenants are in compliance and that all necessary approvals, certifications and authorizations are fully documented.

The System Office of the Treasurer and The Office of the General Counsel will identify appropriate System staff and ensure that they receive training on compliance with policy and IRS regulations regarding debt financing.

Miscellaneous

- A. The Senior Vice Chancellor for Administration and Finance is delegated the authority to designate a financing team consisting of System staff, bond counsel, financial advisor and underwriters. The Chair of the Finance and Administration Committee and the Vice Chair of the Board of Regents are authorized to price bond issues.
- B. The Treasurer will take steps to effect the timely transfer of System funds for debt service payments and ensure that all payments are made.
- C. Debt service funding is the responsibility of each System component participating in the Consolidated Revenue Financing Program and the Higher Education Fund Program.
- D. The Treasurer or Designated Financial Officer is authorized and directed to execute Reimbursement Certificates as required by U.S. Treasury Regulations, Section 1.150-2, in connection with projects the Board intends to debt finance.

Appendix A – Master Swap Policy

1. The System

Texas Education Code chapter 55 and Texas Government Code chapter 1371 authorize the System to enter into interest rate swap transactions and related agreements (each a “Swap Agreement”, and collectively the “Swap Agreements”) with one or more counterparties (each a “Swap Counterparty”, and collectively the “Swap Counterparties”). By resolution (a “Swap Resolution”), the Board of Regents (the “Board”) of the University of Houston System (the “System”), may authorize on a case-by-case basis one or more Swap Agreements on behalf of the System.

Each Swap Resolution must authorize the Swap Agreements and their major provisions in substantially final form, including the notional amount of the Swap Agreements, security for and terms of payment of the Swap Agreements, and qualified Swap Counterparties. Each Swap Resolution must specify the appropriate System official or officials (the “System Authorized Representative”) authorized to modify and complete the Swap Agreements, and specify the parameters for modification and final acceptance of the Swap Agreements. If the Swap Resolution and the Master Swap Policy conflict, then terms and conditions of the Swap Resolution control.

2. Purpose

The purpose of the Policy is to establish responsibilities, objectives, and guidelines for the approval, execution and maintenance of Swap Agreements used to manage the debt portfolio of the System. A Swap Agreement may be an integral part of the System’s asset/liability and debt management strategy. By using Swap Agreements, the System may be able to take advantage of market opportunities which reduce the costs of existing or planned Consolidated Revenue Financing Program (CRFP) debt or allow the System to hedge the interest rate of existing or planned CRFP debt. Swap Agreements can allow the System to actively manage asset and liability interest rate risk, balance financial risk, and achieve debt management goals and objectives through synthetic fixed rate and variable rate financing structures. The System will not enter into Swap Agreements for speculative purposes.

3. General Guidelines for Interest Rate Swap Agreements

The following are guidelines the System will follow in the evaluation and recommendation of Swap Agreements:

3.1. Legality

Each Swap Agreement must comply with Texas and federal law, and must not conflict with the material provisions and covenants of existing System resolutions, indentures or contracts. Each Swap Agreement governing a Swap transaction must be: 1) approved by the Board by a Swap Resolution; 2) approved by the Texas Attorney General in accordance with Texas Government Code chapter 1371; 3) accompanied upon delivery by an opinion acceptable to a System

Authorized Representative from nationally recognized bond counsel to the effect that the Swap Agreement is a legal, valid, and binding obligation entered into by the System in accordance with applicable State and federal laws.

3.2. Goals

The Swap Resolution should clearly state the goals to be achieved through the use of any Swap Agreements and any Swap Agreement execution parameters should be consistent with the System's stated goals.

3.3. Nationally Recognized Statistical Ratings Organizations

Execution of a Swap Agreement may not adversely impact any existing System credit rating without express consent of the Board. A contemplated Swap Agreement must conform to and may not conflict with the System's outstanding commitments or agreements with bond insurers, credit enhancers, surety providers and the System's liquidity requirements related to outstanding debt.

3.4. Term

The System will determine on a case-by-case basis the appropriate term for a Swap Agreement. However, the term of a Swap Agreement entered into for liability management purposes may not extend beyond the final maturity date of the underlying debt.

3.5. Impact on Variable Rate Capacity

The impact of a Swap Agreement on the System's variable rate debt exposure and the impact on the System's continued issuance of traditional variable rate products should be assessed before execution of any Swap Agreement. The Treasurer, with input from the System's financial advisor, will estimate the amount of basis risk and optional termination risk associated with a Swap Agreement (taking into account such risk from existing Swap Agreements) and include the estimate in the calculation of the System's total variable rate exposure.

3.6. Enhancements

If authorized by Texas law, the System may utilize other swap enhancement products, including but not limited to forward starting swaps, swap options, basis swaps, caps, floors, collars, and cancellation options, provided that such products are approved in accordance with Section 7 – Form of Swap Agreements and Other Documentation. The costs, benefits, and other matters regarding the swap enhancement should be considered during the approval process. Execution of swap option agreements in which the System receives up-front cash are prohibited.

3.7. Accounting Compliance

The impact of compliance with prevailing accounting principles must be disclosed in the System's annual financial reports.

3.8. Exit Strategy

The mechanics for determining termination values at various times and upon various occurrences must be explicit in each Swap Agreement. The potential termination costs should be considered before recommending to the Board approval of a Swap Resolution.

4. **Basis of Award**

4.1. Competitive Bid

Competitively bid Swap Agreements are deemed "quasi-competitive" and must include bona fide solicitations for bids from no fewer than three firms. Solicitations for bids must be made only to potential Swap Counterparties who are qualified under the terms of this policy.

4.2. Negotiated Transactions

In the case of a purely negotiated transaction, the System should obtain a "fair value opinion" from a swap advisor selected by the System that is regulated by the Securities and Exchange Commission and the Municipal Securities Rulemaking Board, which may be the System's financial advisor (the "Swap Advisor"). The Swap Counterparty must disclose payments to third parties regarding the execution of any derivative contract.

A System Authorized Representative may procure a Swap Agreement by negotiation in the following situations, in each instance as authorized in the Swap Resolution:

- 4.2.1. The System Authorized Representative determines that due to the complexity of a particular transaction, a negotiated bid will result in the most favorable pricing.
- 4.2.2. A System Authorized Representative determines that, in light of the facts and circumstances, a negotiated transaction will promote the System's interests by encouraging and rewarding innovation.

5. **Management of Swap Agreement Transaction Risk**

Swap Agreements with numerous Counterparties create risks for the System. To manage the associated risks, the following risks and related guidelines and parameters must be considered for each Swap Agreement:

5.1. Counterparty Risk

Limiting the exposure caused by a concentration of Swap Agreements between the System and any single Swap Counterparty reduces losses which may result from a Swap Counterparty default. In addition, the System may require under the terms of a Swap

Agreement the posting of mark-to-market collateral by any Swap Counterparty, as requested by the System, in accordance with the guidelines described in Section 6.3 – Collateral Requirements.

5.2. Termination Risk

5.2.1. *Optional Termination:*

The System will retain the right to terminate a Swap Agreement at any time during the term of the Swap Agreement at the then-prevailing market value of the Swap Agreement. In general, exercising the right to optionally terminate a Swap Agreement should produce a benefit to the System, either through receipt of a payment from a termination, or if a termination payment is made by the System, through conversion to a more beneficial debt position. Termination value must be readily determinable by one or more independent Swap Counterparties, who may assume the System's obligations under the Swap Agreement. A Swap Counterparty shall not have the option to terminate the Swap Agreement.

5.2.2. *Mandatory Termination:*

A termination payment may be required if a Swap Agreement is terminated for any reason. It is the intent of the System to review all available options prior to effecting a termination or making any termination payment. At a minimum, prior to making any termination payment, the System must have sufficient time to determine whether it is financially advantageous to obtain a replacement Swap Counterparty.

5.3. Amortization Risk (Term)

The slope of the swap curve, the marginal change in swap rates from year to year along the swap curve, termination value, and the impact that the term of the Swap Agreement has on the overall risk exposure of the System should be considered in determining the appropriate term of any Swap Agreement. Any Swap Agreement designated as a hedge should reflect the amortization of the debt that it is hedging.

5.4. Liquidity Risk

The System should consider if the swap market is sufficiently liquid (i.e., if enough potential qualified Swap Counterparties participate actively in the market to assure fair pricing) for the type of Swap Agreement or other product being considered and the potential ramifications of an illiquid market for such types of Swap Agreements. There may not be another appropriate party available to act as an offsetting Swap Counterparty.

5.5. Basis (Index) Risk (including Tax Risk)

Any index chosen as part of a Swap Agreement must be a recognized market index, including but not limited to The Securities Industries and Financial Markets Association Municipal Swap Index (SIFMA) or London Interbank Offering Rate (LIBOR).

The System will not enter into Swap Agreements that do not have a direct (one to one) correlation with the movement of an index without analyzing the risk associated with the enhancement.

The tax risk and impact to the System of each Swap Agreement should be detailed through the Swap Counterparty disclosure requirements outlined in Section 7 – Form of Swap Agreements and Other Documentation.

5.6. Bankruptcy Risk

Bond or swap counsel will be specifically engaged to review for the System the legal issues arising from the bankruptcy of a Swap Counterparty under a Swap Agreement or other product. Specifically, such bond or swap counsel will be engaged to review for the System the bankruptcy issues associated with the method of holding any collateral required to be posted.

6. **Counterparty Approval Guidelines**

6.1. Eligibility

The System may enter into Swaps Agreements only with eligible Swap Counterparties. To qualify as a Swap Counterparty under this policy, at the time a Swap Agreement is executed by the System, a proposed Swap Counterparty (i) must be rated at least AA-/Aa3/AA- by at least two of the three Nationally Recognized Statistical Ratings Organizations (Standard & Poor's, Moody's, and Fitch Ratings, respectively) and must have a minimum capitalization of \$50 million, or (ii) must be rated at least BBB-/Baa3/BBB- by two of the three Nationally Recognized Statistical Ratings Organizations and provide a credit support annex ("CSA") to the schedule to the ISDA master agreement that requires such party to deliver to a third party under an escrow, collateral or similar agreement collateral for the benefit and security of the System (a) that is of a kind and in such amounts as are specified therein and which relate to various rating threshold levels of the Swap Counterparty or its guarantor, from AA-/Aa3/AA- through BBB-/Baa3/BBB-, (b) that, in the judgment of the System, is reasonable and customary for similar transactions, taking into account all aspects of such transaction including without limitation the economic terms of such transaction and the creditworthiness of the Swap Counterparty or, if applicable, its guarantor; and (c) complies with any security requirements applicable to the System under Texas law, or (iii) must obtain credit enhancement from a provider with respect to its obligations under the transaction that satisfies the requirements of clause (i) of this paragraph, given the undertaking involved with the particular transaction.

Before execution of the Swap Agreement by the System, the Swap Counterparty must make available audited financial statements and rating and credit reports of the Swap Counterparty

(and any guarantor), and must identify to the best of its ability the amount and type of its derivative exposure and the net aggregate amount of its exposure to all parties (the System and others). The Swap Counterparty must agree in the Swap Agreement (and any guarantor must agree) that it will provide such financial statements and rating and credit reports to the System at least annually thereafter.

6.2. Swap Counterparty Exposure Limits and Transfer

In order to limit and diversify the System’s Swap Counterparty risk and to monitor credit exposure to each Swap Counterparty, the System will not enter into an Swap Agreement with a qualified Swap Counterparty if the following exposure limits are reached per Swap Counterparty:

- 6.2.1. As a percent of total outstanding debt, the maximum notional amount of Swap Agreements between a particular Swap Counterparty (and its unconditional guarantor, if applicable) and the System must not exceed 25% immediately after a proposed Swap would be delivered by the System. The net exposure total of all notional amounts between each Swap Counterparty and the System must include the total amount of System debt outstanding and authorized. As such, notional amounts for fixed to floating Swap Agreements may be used to “offset” the notional amounts for floating to fixed Swap Agreements, or vice-versa. Exposure limit calculations are net of insured termination payments.

Additionally, the System must not enter into a Swap Agreement with an otherwise qualified Swap Counterparty unless the cumulative mark-to-market termination value owed by the Swap Counterparty (and its unconditional guarantor, if applicable) to the System at the time of calculation is less than or equal to \$30 million. The \$30 million limitation is the sum of all mark-to-market values between the qualified Swap Counterparty and the System regardless of the type of Swap Counterparty or other similar product, net of collateral posted by the Swap Counterparty. Specific limits by any Swap Counterparty are based on the cumulative mark-to-market value of the Swap Agreement(s) or other similar products and the credit rating of the Swap Counterparty. The limits are as follows:

Swap Counterparty Long-Term Debt Rating (lowest prevailing rating from Standard & Poor’s / Moody’s)	Maximum Cumulative Mark-to-Market Value of Swaps Owed to System by Swap Counterparty (net of collateral posted)
AAA / Aaa	\$30 million
AA+ / Aa1	\$25 million
AA / Aa2	\$20 million
AA- / Aa3	\$15 million
A+ / A1	\$10 million
A / A2	\$5 million

If a Swap Counterparty’s credit rating is downgraded such that the cumulative mark-to-

market value of all Swap Agreements or other similar products between the Swap Counterparty and the System exceeds the maximum permitted by this policy, the Swap Counterparty must either terminate a portion of the Swap Agreement or similar product, post collateral securing the deficit as provided in the Swap Agreement, or provide other credit enhancement that is satisfactory to the System and ensures compliance with this policy.

Before execution of a Swap Agreement by the System, a swap advisor must provide a memorandum setting forth the exposure limit calculation, which will become a part of the official transcript for the transaction. Exposure limits will be reviewed by the Board at least annually.

6.2.2. Limitations on transfers of Swap Agreements by a particular Swap Counterparty should be carefully analyzed. If the Swap Agreement unilaterally restricts transfer or assignment, then the System must have the right to terminate the Swap Agreement without penalty if the Swap Counterparty transfers or assigns the Swap Agreement or the Swap Counterparty merges with another entity that changes the credit profile of the Swap Counterparty, unless the System gives its prior written consent to the transfer, assignment, or merger.

6.2.3. If the maximum notional limit for a particular Swap Counterparty is exceeded solely by reason of merger or acquisition involving two or more Swap Counterparties, the System will expeditiously analyze the exposure, but is not be required to “unwind” existing Swap Agreements unless the System determines that such action is in its best interest, given all the facts and circumstances.

6.2.4. If any exposure limit is breached by a Swap Counterparty, then the System will:

6.2.4.1. Conduct a review of the exposure limit calculation of the Swap Counterparty;

6.2.4.2. Determine if collateral may be posted to satisfy the exposure limits; and

6.2.4.3. Subject to the terms of this policy, enter into an offsetting Swap Agreement, if appropriate.

6.2.5. The System will not enter into contracts with derivative product companies (“DPCs”) that are classified as “terminating” or “Sub-T” DPC’s by the Nationally Recognized Statistical Ratings Organizations.

6.3. Collateral Requirements

Collateral posting requirements between the System and each Swap Counterparty may not be unilateral in favor of the Swap Counterparty. As part of the Swap Agreement, the System or the Swap Counterparty may require collateralization to secure any or all swap payment obligations. Collateral requirements will be subject to the following guidelines:

- 6.3.1. A Swap Agreement may not impose Collateral requirements on the System if the requirements would impair the System's existing operational flow of funds.
- 6.3.2. Each Swap Counterparty must provide a form of a Credit Support Annex in accordance with Section 6.
- 6.3.3. A list of acceptable securities that may be posted as collateral and the method of valuation of such collateral will be determined and mutually agreed upon with each Swap Counterparty during negotiation of the Swap Agreement.
- 6.3.4. The market value of the collateral must be determined as provided in the Swap Agreement on either a daily, weekly, or monthly basis by an independent third party.
- 6.3.5. Failure to meet collateral requirements will be a default under the Swap Agreement.
- 6.3.6. The Swap Agreement may provide for the right of assignment by one of the parties in the event of certain credit rating events affecting the other party. The System (or the Swap Counterparty) should first request that the Swap Counterparty (or the System) post credit support or provide a credit support facility. If the Swap Counterparty (or the System) does not provide the required credit support, then the System (or the Swap Counterparty) should have the right to assign the agreement to a third party acceptable to both parties and based on terms mutually acceptable to both parties. The credit rating thresholds to trigger an assignment should be included in the supporting documents.

7. Form of Swap Agreements and Other Documentation

Each Swap Agreement must contain terms and conditions as set forth in the International Swap & Derivatives Association, Inc. ("ISDA") Master Agreement and such other terms and conditions included in any schedules, confirmations, and credit support annexes as approved in accordance with the Swap Resolution authorizing that transaction. The Swap Advisor must provide a disclosure memorandum that includes an analysis by the Swap Advisor of the risks and benefits of the transactions, with amounts quantified. This analysis will include, among other things, a matrix of maximum termination values over the life of the Swap Agreement. The disclosure memorandum will become a part of the official transcript for the transaction. The Swap Advisor must also affirm receipt and understanding of the System's Master Swap Policy and must further affirm that the contemplated transactions fit within its policies as described herein.

7.1. Modification of Swap Agreements

Each Swap Resolution must provide specific approval guidelines for the Swap Agreements to which it pertains. These guidelines will provide for modifications to any approved Swap Agreements, provided such modifications, unless considered and approved by the Board, do not extend the average life of the Swap Agreement, increase the overall risk to the System,

or increase the notional amount of the Swap Agreement. The Swap Resolution must further designate which System officers are authorized to cause such modifications.

7.2. Aggregation of Swap Agreements

Unless the Swap Resolution states otherwise, the approval requirements set forth in each Swap Resolution are applicable for the total notional amount of transactions executed over a

consecutive three-month period for a given security or credit. Therefore, the notional amount of Swap Agreements including the average life of the Swap Agreements over a consecutive three-month period are considered in total (net of the notional amount of a Swap Agreement reversal) to determine what approval is required pursuant to a particular Swap Resolution.

8. Reporting Requirements

In the event the System has any outstanding swap instruments, The Senior Vice Chancellor for Administration and Finance will provide an annual report to the Board which addresses at least the following items:

- 8.1. The terms of any outstanding Swaps Agreements;
- 8.2. State the fair value of each Swap Agreement;
- 8.3. State the value of any collateral posted to or by the System under any Swap Agreements with each Swap Counterparty at the end of the fiscal year and the cash flows of any Swap Agreement;
- 8.4. Identify the Swap Counterparties to any Swap Agreement, any guarantor of any Swap Counterparties, and the credit ratings of any Swap Counterparty and guarantor; and
- 8.5. Determine whether the continuation of any Swap Agreements under the agreement would comply with the System's Master Swap Policy

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

ITEM: Annual Report on Intercollegiate Athletics at the University of Houston

DATE PREVIOUSLY SUBMITTED: December 2022

SUMMARY:

Mr. Chris Pezman, Vice President for Intercollegiate Athletics, will present to the Committee a report on the academic achievement of student athletes and financial position for the University of Houston Athletics program.

SUPPORTING DOCUMENTATION: Presentation

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston System



CHANCELLOR

Renu Khator



DATE

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

ITEM: Update on Senate Bill 17 (DEI) Compliance Implementation – University of Houston System

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

GC Cornell will provide an update on the process and policies to be implemented to maintain compliance with Senate Bill 17 regarding Diversity, Equity, and Inclusion initiatives.

SUPPORTING DOCUMENTATION: Presentation

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston System

Renu Khator
CHANCELLOR

Renu Khator

8/17/2023
DATE

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

ITEM: Approval of Senate Bill 18 (Tenure) Board Policy Revisions – University of Houston System

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

GC Cornell will provide a report on the updates and revisions implemented to maintain compliance with Senate Bill 18 regarding Tenure.

SUPPORTING DOCUMENTATION: Presentation

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston System



CHANCELLOR

Renu Khator



DATE

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

ITEM: Approval of the Current University of Houston System Board of Regents Planner for FY2023-FY2024

DATE PREVIOUSLY SUBMITTED: August 2022

SUMMARY:

Approval is requested for the updated Board of Regents Planner for FY2024 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: FY2023-FY2024 UH System Board of Regents Planner

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System



CHANCELLOR

Renu Khator



DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2024**

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 2029	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	August	Facilities, Cons. & Master Planning

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2024**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Policies (cont'd)						
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
	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						
1.5.1	Statement of Board Expectations signed by each Board member	X		Annually	August	Board Office
1.5.2	Conflict of Interest Certification Statement signed by each Board member.	X		Annually	August	Board Office

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2024**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Bylaws (cont'd)						
1.5.3	Regental Disclosure Statement signed by each Board member	X		Annually	August	Board Office
5.1.1.(b)	Review Performance of Chief Audit Executive	X		Annually	May	Audit & Compliance Committee
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 by Committee	November	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 2024	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 2025	February	Chief Audit Executive

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2024**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Statutes (cont'd)						
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 2024	February	Academic & Student Success
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 2023	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 2024	February	Academic & Student Success
SACS Criteria 4.2g	Board Self-Evaluation		X	Every 2 years; Due 2024	TBD Board Retreat	Board
Reports						

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2024**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Reports (cont'd)						
	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 and Approval of UHS Endowment Fund Statement of Investment Objectives & Policies	X		Annually	February	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
	Annual Review and Approval of UHD and UHV Master Plans	X		Annually	November	Facilities, Cons. & Master Planning
	Low Producing Programs Report for UHS		X	Annually	November	Academic & Student Success

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2024**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Reports (cont'd)						
	Review of Legislative Session		X	Every 2 years; Due 2023	August	Government Relations
	Review of Legislative Agenda Priorities		X	Every 2 years; Due 2024	November	Government Relations
	Sponsored Research Contracts and Grants over \$1M Report		X	Annually	November	Division of Research
	Board Retreat Meeting			Annually	Varies	Board Office
	Annual Regental Refresher		X	Annually	Varies	Board Office General Counsel

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

ITEM: Approval of Proposed Calendar of Dates for the FY2025 University of Houston System Board of Regents Committee/Board Meetings

DATE PREVIOUSLY SUBMITTED: November 2022

SUMMARY:

Board approval is requested for the proposed calendar of dates for the University of Houston System Board of Regents committee/board meetings for FY2025 academic year.

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 Committee

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 FY2025

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator
CHANCELLOR

Renu Khator

8/17/2023
DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS FY2024-2025 CALENDAR**

LIST OF PROPOSED MEETING DATES

COMMITTEE MEETING DATES –November 21, 2024

Thursday, November 21, 2024 – 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 20, 2025

Thursday –February 20, 2025 – 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 15, 2025

Thursday – May 15, 2025 – 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 21, 2025

Thursday – August 21, 2025 – 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

****DATES, TIMES, AND LOCATIONS ARE SUBJECT TO CHANGE****

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

ITEM: Resolution in Honor of Marquette Hobbs' service to the Board of Regents –
University of Houston System

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for a Resolution in Honor of Marquette D. Hobbs' service to the University of Houston System Board of Regents

SUPPORTING DOCUMENTATION: Resolution in Honor of Marquette Hobbs

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System



CHANCELLOR Renu Khator



DATE

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

ITEM: Resolution in Honor of the Members of the Texas Legislature and Statewide Leadership who, during the 88th Legislative Session, Supported the Creation of the Texas University Fund (TUF) – University of Houston System

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for a resolution in honor of the members of the Houston delegation and other members of the Texas Legislature, as well as Governor Greg Abbott, Lt. Governor Dan Patrick and Speaker Dade Phelan, who enthusiastically supported the University of Houston's vision of being ranked among the nation's Top 50 public universities through the creation of the Texas University Fund (TUF). The fund was created through the passage of House Joint Resolution 3 (HJR 3), 88th Regular Legislative Session. The resolution seeks to recognize those members who had the courage and vision to support and vote in favor of the legislation that will invest additional state resources to elevate the reputation of state research universities not eligible for the Permanent University Fund (PUF).

**SUPPORTING
DOCUMENTATION:**

Resolution in honor of the members of the Texas Legislature and Statewide Leadership who, during the 88th Legislative Session, supported the creation of the Texas University Fund (TUF).

FISCAL NOTE:

None

**RECOMMENDATION/
ACTION REQUESTED:**

Approval

COMPONENT:

University of Houston System



CHANCELLOR

Renu Khator



DATE

The motion to adopt the conference committee report on **HJR 3** prevailed by (Record 2238): 110 Yeas, 30 Nays, 1 Present, not voting.

Yeas — Allison; Anchía; Anderson; Ashby; Bailes; Bell, C.; Bell, K.; Bhojani; Bonnen; Buckley; Bucy; Bumgarner; Burns; Burrows; Button; Campos; Canales; Capriglione; Clardy; Cole; Cook; Craddick; Cunningham; Darby; Davis; Dean; DeAyala; Dorazio; Flores; Frank; Gámez; Gates; Gerdes; Geren; Gervin-Hawkins; Goldman(C); González, M.; Goodwin; Guerra; Guillen; Harless; Harris, C.E.; Harris, C.J.; Hayes; Hefner; Hernandez; Holland; Howard; Hull; Hunter; Isaac; Jetton; Johnson, A.; Johnson, J.E.; Jones, J.; Jones, V.; Kacal; King, K.; King, T.; Kitzman; Klick; Kuempel; Lambert; Leach; Leo-Wilson; Longoria; Lopez, J.; Lopez, R.; Lozano; Lujan; Martinez; Martinez Fischer; Metcalf; Meyer; Moody; Morales, E.; Morrison; Muñoz; Murr; Noble; Oliverson; Ordaz; Orr; Ortega; Patterson; Paul; Plesa; Price; Raney; Raymond; Reynolds; Rogers; Schaefer; Schatzline; Schofield; Shine; Slawson; Smith; Spiller; Stucky; Talarico; Tepper; Thimesch; Thompson, E.; Toth; Troxclair; VanDeaver; Walle; Wilson; Zwiener.

Nays — Allen; Bernal; Bowers; Bryant; Cain; Collier; Cortez; Dutton; González, J.; Harrison; Johnson, J.D.; Lalani; Manuel; Meza; Morales, C.; Morales Shaw; Neave Criado; Perez; Ramos; Romero; Rose; Sherman; Smithee; Swanson; Thierry; Thompson, S.; Tinderholt; Vasut; Vo; Wu.

Present, not voting — Mr. Speaker.

Absent, Excused — Frazier; Garcia; Herrero; Shaheen.

Absent — Hinojosa; Landgraf; Rosenthal; Turner.

STATEMENTS OF VOTE

When Record No. 2238 was taken, I was in the house but away from my desk. I would have voted yes.

Hinojosa

When Record No. 2238 was taken, I was shown voting yes. I intended to vote no.

J. Jones

When Record No. 2238 was taken, I was in the house but away from my desk. I would have voted yes.

Landgraf

When Record No. 2238 was taken, I was shown voting no. I intended to vote yes.

Neave Criado

When Record No. 2238 was taken, I was shown voting yes. I intended to vote no.

Reynolds

When Record No. 2238 was taken, I was in the house but away from my desk. I would have voted yes.

Rosenthal

When Record No. 2238 was taken, I was shown voting yes. I intended to vote no.

Schaefer

When Record No. 2238 was taken, I was shown voting no. I intended to vote yes.

Smithee

When Record No. 2238 was taken, I was shown voting no. I intended to vote yes.

Thierry

When Record No. 2238 was taken, I was shown voting yes. I intended to vote no.

Toth

HB 4843 - MOTION TO DISCHARGE CONFEREES

Representative Holland called up with senate amendments for consideration at this time,

HB 4843, A bill to be entitled An Act relating to increasing the criminal penalty for the offense of unlawful possession of a firearm by a person convicted of a felony.

Representative Holland moved to discharge the conferees and concur in the senate amendments to **HB 4843**.

HB 4843 - POINT OF ORDER

Representative J. Jones raised a point of order against further consideration of **HB 4843** under Rule 11, Section 2, of the House Rules on the grounds that the senate amendments change the original purpose of the bill. The point of order was withdrawn.

The motion to discharge conferees was withdrawn.

MESSAGE FROM THE SENATE

A message from the senate was received at this time (see the addendum to the daily journal, Messages from the Senate, Message No. 4).

SB 22 - CONFERENCE COMMITTEE REPORT ADOPTED

Without objection, Representative Guillen submitted the conference committee report on **SB 22**.

Representative Guillen moved to adopt the conference committee report on **SB 22**.

**CONFERENCE COMMITTEE REPORT ON
HOUSE JOINT RESOLUTION 3 ADOPTED**

Senator Huffman called from the President's table the Conference Committee Report on **HJR 3**. The Conference Committee Report was filed with the Senate on Friday, May 26, 2023.

On motion of Senator Huffman, the Conference Committee Report was adopted by the following vote: Yeas 30, Nays 1.

Nays: Hall.

**CONFERENCE COMMITTEE REPORT ON
HOUSE BILL 1595 ADOPTED**

Senator Huffman called from the President's table the Conference Committee Report on **HB 1595**. The Conference Committee Report was filed with the Senate on Friday, May 26, 2023.

On motion of Senator Huffman, the Conference Committee Report was adopted by the following vote: Yeas 30, Nays 1.

Nays: Hall.

SENATE RESOLUTION 691

Senator Huffman offered the following resolution:

BE IT RESOLVED by the Senate of the State of Texas, 88th Legislature, Regular Session, 2023, That Senate Rule 12.03 be suspended in part as provided by Senate Rule 12.08 to enable the conference committee appointed to resolve the differences on Senate Bill 10 (certain benefits paid by the Teacher Retirement System of Texas) to consider and take action on the following matters:

(1) Senate Rule 12.03(2) is suspended to permit the committee to omit text not in disagreement in proposed SECTION 1 of the bill, adding Section 824.703(a), Government Code, by striking "an additional" and substituting "a".

Explanation: The change is necessary to remove unnecessary language.

(2) Senate Rules 12.03(3) and (4), are suspended to permit the committee to add text on a matter not in disagreement and not included in either the house or senate version of the bill in proposed SECTION 1 of the bill, by adding Section 824.703(c)(3), Government Code, to read as follows:

(3) is an alternate payee under Section 804.005, to be eligible for the adjustment:

(A) the annuitant must be living on the effective date of the adjustment;
and

(B) the effective date of the annuitant's election to receive the annuity payment was on or before August 31, 2020.

Explanation: The change is necessary to clarify that an alternate payee makes the election and specify that an alternate payee must be living on the effective date of the cost-of-living adjustment required by the proposed bill.

(3) Senate Rules 12.03(3) and (4), are suspended to permit the committee to add text on a matter not in disagreement and not included in either the house or senate version of the bill by adding proposed SECTION 2(c) of the bill to read as follows: