

Faculty Senate
Meeting Minutes
April 27, 2018

Approved Electronically, May the Fourth, 2018

1. Call to Order

Chair Farmer called the meeting to order at 3:00 p.m.

2. Roll Call

Present:

Barbour, Bertau, Bohannon (Drummond, sub.), Chwialkowska, Cormican, Dahms, Dutt, Edelman, Elman, Fleming, Fujita, Green, Guo, Henderson, Hipchen, Hong, Johnson, Khodkar, Lee, McKendry-Smith, Merrem, Miller (Loicano, sub.), Moon, Neely, Morris, Penco, Perryman, Reber, Remshagen, Robinson, Rutledge, Schoon, Schroer, Trotman-Scott, Self, Smallwood, Stanfield, Sterling, Stuart, Tweraser (Hunt, sub.), Vasconcellos, Velez-Castrillon, Hall-Webb, Welch, Williams, Willox, Zamostny, and Zot

Absent:

DeFoor, Hoang, and Varga

3. Minutes

A) Approval of minutes from March 30, 2018

Minutes approved by unanimous voice vote.

4. Committee Reports

Committee I: Undergraduate Programs Committee (Nick Sterling, Chair)

Action Items:

A) College of Arts and Humanities

1) Art Department

a) [Bachelor of Fine Arts with a Major in Art](#)

Request: Modify

Item approved by unanimous voice vote.

b) [ART 3700: Survey of Photography](#)

Request: Add

Item approved by unanimous voice vote.

- c) [ART 3705: Artificial Lighting](#)

Request: Add

Item approved by unanimous voice vote.

- 2) History Department

- a) [Bachelor of Arts with a Major in History, General](#)

Request: Modify

Item approved by unanimous voice vote.

- B) Richards College of Business

- 1) Management Department

- a) [Bachelor of Business Administration with a Major in Management Information Systems](#)

Request: Modify

Item approved by unanimous voice vote.

- b) [Bachelor of Business Administration with a Major in Management](#)

Request: Modify

Item approved by unanimous voice vote.

- 2) Marketing and Real Estate Department

- a) [Certificate in Advertising](#)

Request: Modify

Item approved by unanimous voice vote.

- C) College of Science and Mathematics

- 1) Mathematics

- a) [1001L: Support for Quantitative Reasoning](#)

Request: Add

Item approved by unanimous voice vote.

- D) College of Social Sciences

- 1) Mass Communications Department

- a) [Bachelor of Science with a Major in Mass Communications](#)

Request: Modify

Item approved by unanimous voice vote.

- 2) Political Science Department
 - a) [POLS 4604: Democratic Theory](#)
Request: Add

Item approved by unanimous voice vote.

- 3) Psychology Department
 - a) [PSYC 4085: Horizon Seminar](#)
Request: Modify

Item approved by unanimous voice vote.

- b) [PSYC 4884: Integrative Seminar](#)
Request: Modify

Item approved by unanimous voice vote.

- E) Tanner Health System School of Nursing
 - 1) Nursing Department
 - a) [NURS 4486: Study Abroad](#)
Request: Add

Item approved by unanimous voice vote.

Committee II: Graduate Program Committee (Susan Hall Webb, Chair)

Action Items:

- A) Tanner Health System School of Nursing
 - 1) Master of Science in Nursing (MSN) Program
 - a) [Health Systems Leadership, Clinical Nurse Leader Track, Full Time](#)
Request: Modify

Item approved by unanimous voice vote.

- b) [Health Systems Leadership, Clinical Nurse Leader Track, Part Time](#)
Request: Modify

Item approved by unanimous voice vote.

- c) [Health Systems Leadership, Nurse Leader/Manager Track, Full Time](#)
Request: Modify

Item approved by unanimous voice vote.

- d) [Health Systems Leadership, Nurse Leader/Manager Track, Part Time](#)
Request: Modify

Item approved by unanimous voice vote.

- e) [Nurse Education Track, Full Time](#)

Request: Modify

Item approved by unanimous voice vote.

- f) [Nurse Education Track, Part Time](#)

Request: Modify

Item approved by unanimous voice vote.

- g) [NURS 6102: Role of the Caring Healthcare Professional](#)

Request: Modify

Item approved by unanimous voice vote.

- h) [NURS 6109: Informatics, Technology, and Healthcare Outcomes](#)

Request: Modify

Item approved by unanimous voice vote.

- i) [NURS 6123: Health Systems Leadership, Clinical Nurse Leader Practicum](#)

Request: Modify

Item approved by unanimous voice vote.

- j) [NURS 6125: Health Systems Leadership, Clinical Nurse Leader Seminar](#)

Request: Modify

Item approved by unanimous voice vote.

- B) Richards College of Business

- 1) Management Department

- a) [Master of Business Administration \(MBA\)/Master of Professional Accountancy \(MPAcc\), Combined Degree Program](#)

Request: Modify and Add

Item approved by unanimous voice vote.

Information Item:

- A) College of Science and Mathematics

- 1) Mathematics Department

- a) [Master of Science with a Major in Mathematics](#)

Request: Modify

Committee IV: Faculty Development Committee (Megumi Fujita, Chair)

Action Items (Addendum IV):

A) Revision of *Faculty Handbook*, Section 103.0302-5 (**Figure 1**)

- 1) Addition of **community engagement** components to the section entitled “Acceptable Evidentiary Sources Relevant to Promotion and Tenure”

Request: Approve

Item approved by unanimous voice vote.

Information Item:

A) Basu Dutt will serve as chair of the FDC during AY 18-19

Committee VI: Student Affairs (Markesha Henderson, Chair)

Information Item:

A) Markesha Henderson will serve as chair of the Student Affairs committee during AY 18-19

Committee VII: Facilities and Information Technology (Craig Schroer, Chair)

Information Items:

A) AY 2018-19 Parking Code

B) Field Course Proposal Endorsement, Randy Kath and Karen Tefend

C) Christie Johnson will serve as chair of FIT during AY 18-19

Committee X: Rules Committee (Susan Welch, Chair)

Action Items:

A) UWG Statutes

- 1) Article V, Section 3, Removal of a Faculty Member (**Figure 2**)

Request: Modify

Four motions were made concerning this item, the first three of which regarded the following paragraph's last sentence, which Rules had voted to remove:

A. The President may at any time remove any faculty member for cause. Adequate cause for dismissal will be related directly or substantially to the fitness of the faculty member in his or her professional capacity. *Dismissal will not be used to restrain faculty members in their exercise of academic freedom or rights of American citizens.*

- *Motion 1*

There was a motion and a second to retain the whole sentence in the revised policy.

Results: The majority wanted to retain the entire sentence; four did not want the sentence in at all.

- *Motion 2*

There was a motion to end the sentence after “academic freedom,” so that it would read
“*Dismissal will not be used to restrain faculty members in their exercise of academic freedom.*”

The motion was seconded.

Results of a roll call vote on this motion were as follows:

Barbour, aye

Bertau, aye

Bohannon (Drummond, sub.), aye

Chwialkowska, nay

Cormican, nay

Dahms, nay

Dutt, aye

Edelman, nay

Elman, nay

Fleming, nay

Fujita, abstain

Green, nay

Guo, abstain

Henderson, nay

Hipchen, aye

Hong, nay

Johnson, aye

Khodkar, aye

Lee, aye

McKendry-Smith, aye

Merrem, aye

Miller (Loicano, sub.), aye

Moon, aye

Neely, aye

Morris, aye

Pencoe, aye

Perryman, nay
Reber, aye
Remshagen, aye
Robinson, nay
Rutledge, nay
Schoon, aye
Schroer, nay
Trotman-Scott, nay
Self, nay
Smallwood, aye
Stanfield, nay
Sterling, aye
Stuart, aye
Tweraser (Hunt, sub.), nay
Vasconcellos, aye
Velez-Castrillon, aye
Hall-Webb, aye
Welch, aye
Williams, aye
Willox, nay
Zamostny, nay
Zot, aye

Results of roll-call vote:

28 aye

18 nay

2 abstentions

- *Motion 3*

The final motion regarding this paragraph was to revise the sentence to “*Dismissal will not be used to restrain faculty members in their exercise of academic freedom or rights protected by the United States Constitution.*” This motion for revision was seconded.

Results: Item was approved with this amendment, and change is reflected in Figure 2 below.

- *Motion 4:*

The last motion concerns number 3 of the proposed policy:

3. Unlawful manufacture, distribution, sale, use or possession of marijuana, a controlled substance, or other illegal or dangerous drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member's performance of duty or his/her responsibilities to the institution or to his/her profession (BOR minutes 1989-90, pp.384-385).

The motion was to strike the words "marijuana, a controlled substance, or other" and the words "or dangerous." The revision would read:

3. Unlawful manufacture, distribution, sale, use or possession *of illegal drugs as defined by Georgia laws*; teaching or working under the influence of alcohol which interferes with the faculty member's performance of duty or his/her responsibilities to the institution or to his/her profession (BOR minutes 1989-90, pp.384-385).

The motion to amend was seconded.

Results: item received one nay vote, the rest aye's. Item passed. The revision is reflected in Figure 2 below.

Final Results: After all motions on separate portions of the item were heard, the entire proposed item was approved unanimously. Item will go forward to the General Faculty in August.

B) *UWG Faculty Handbook*

- 1) 103.03, Procedures and Criteria for Promotion and Tenure (**Figure 3**)

- a) 103.0301, Time Limits, Promotion

Request: Modify

Dr. Crafton proposed a friendly amendment to this item. Instead of "For further questions regarding tenure please see BOR 4.5 Award of Promotion," the sentence should read "For further questions regarding tenure please see BOR Academic and Student Affairs Manual 4.5."

Results: item was approved unanimously with friendly amendment. The revision is reflected in Figure 3 below.

C) *UWG Academic Affairs, Policies and Procedures*

- 1) UWG Policy 2.2, Promotion

- a) UWG Procedure 2.2.1, Time Limits for Promotion (**Figure 4**)

Request: Approve

Item was approved unanimously

5. Old Business

6. New Business

7. Announcements

A) Meta-Majors, David Jenks

Dr. Jenks handed the discussion over to the Provost, and Dr. Crafton shared information related to meta-majors, which are designed to channel undeclared students into content areas as they debate choosing a major. Goals of the meta-major initiative include preventing students from accumulating extraneous credit hours thus progressing them towards timely graduation.

B) Senate Liaison Reports

1) *As Liaison on the SAFBA committee, Dr. Henderson reported that there were 1.2 million dollars in awards, less than last year. However, everyone who requested funding received some monies.*

2) *Chair Farmer indicated that she had shared faculty concerns related to low-cost/no-cost course designations at the USGFC meeting. The Chancellor confirmed that the aim of the initiative is not to lower standards or negatively impact academic freedom.*

C) *Lara Willox announced that Angela Pashia will serve as chair of DANDI during AY 18-19*

D) *Dr. Crafton announced that the bookstore, helmed by Matt Reeves, will handle the designation of Low Cost/No Cost to avoid placing extra work on faculty members.*

E) *Chair Farmer introduced the new Senators for AY 18-19:*

LIBR

Angela Pashia

THSSON

Sally Richter

COAH (all At-Large)

Ben Geyer

Ihor Pidhainy

Nathan Rees

COSM

John Hansen, Chemistry

Mark Faucette, At-Large

RCOB

David Nickell, Real Estate and Marketing

COE

Cindy Head, At-Large

Cindy Wadlington, At-Large

Angela Branyon, Educational Technology and Foundations

F) President Marrero discussed AY 18-19 budget allocations (**Figure 5**)

Dr. Marrero distributed copies of the spreadsheet that provides a line-by-line summary of funded budget lines and available new resources. He indicated that he is pleased and appreciative of the budget allocated to UWG. Further, he indicated that we did not raise tuition and thus we did not receive any new tuition funding nor any funds for meritorious salary increases. UWG's priority is to fund the e-tuition undergraduate differential reduction of approximately \$1.63M representing 16.5 FTEs. We always cover faculty promotion and tenure centrally. Our commitment to salaries is still in place. In-range increases can be given if departments have the available funds. It must go through the HR process, have VP approval, and not negatively impact the operating budget of the department.

8. Adjournment

Chair Farmer adjourned the last Senate meeting of the spring semester at 4:43

Respectfully Submitted,

Dr. Angela Insenga

Associate Professor of English

Executive Secretary of the General Faculty and Faculty Senate

Figure 1

5.1. Teaching:

- 5.1.1. Effectiveness as shown by peer or supervisor evaluation
- 5.1.2. Honors or special recognitions for teaching accomplishments
- 5.1.3. Letters from former students attesting to the candidate's instructional abilities
- 5.1.4. Successful direction of individual student work (e.g., independent projects, theses, exit papers, etc.)
- 5.1.5. Scholarly Teaching (e.g., reading pedagogical literature, attending professional development related to teaching, experimentation with new instructional methods and assessment of effectiveness. For a complete description see the USG Academic and Student Affairs Handbook, section 4.7.2).
- 5.1.6. Successful development of courses
- 5.1.7. Development of effective curricula and/or instructional methods
- 5.1.8. Faculty directed student research that complements classroom learning
- 5.1.9. Student evaluations
- 5.1.10. Evidence of student learning such as student self-assessments, pre- and post-test results, external test scores, rubric-based assessments, portfolios, examples of student work, and other relevant discipline-specific evidence.
- 5.1.11 Evidence of teaching that incorporates community-engaged approaches and methods.

5.2. Service to Institution:

- 5.2.1. Successful development of service programs or projects.
- 5.2.2. Effective service-related consultation work or technical assistance.
- 5.2.3. Effective advisement of student organizations.
- 5.2.4. Successful counseling/advising of students.
- 5.2.5. Successful service on local, statewide, regional, national, or international levels in community-service organizations (e.g., committees, boards, panels).
- 5.2.6. Honors, awards and special recognitions for service to the institution or the community.
- 5.2.7. Significant contributions to the improvement of student, faculty or community life.
- 5.2.8. Successful mentoring of colleagues.
- 5.2.9. Collaborating with PK-12 schools, university colleagues, or external agencies to strengthen teaching quality and to increase student learning (as stipulated in BOR policy 8.3.15)
- 5.2.10 Successful service that includes community-engaged approaches and methods.

5.3. Professional Growth and Development:

5.3.1. Scholarly Publications (as determined by the disciplines): a. Books published by peer-reviewed presses b. Other published books related to the candidate's professional field c. Articles published in refereed journals d. Papers and articles published elsewhere

5.3.2. Presentations before learned societies and professional organizations

5.3.3. Scholarship of Teaching and Learning (e.g., publications and/or presentations on research conducted in schools or the university classroom that are peer-reviewed. For a complete description see the USG Academic and Student Affairs Handbook, section 4.7.2).

5.3.4. Grants a. Grants received for research, scholarship, or creative activity b. Grants received for curricular development or other academic projects c. Submitted proposals for competitive external grants

5.3.5. Honors and awards for research, scholarship, or other creative activities

5.3.6. Recognition by professional peers

a. Reviews of a candidate's publications or creative work by persons of recognized competence in the discipline.

b. Election or appointment to offices in professional organizations, successful committee work and important service to state, regional, national or international professional associations and learned societies, including editorial work.

c. Receipt of competitively awarded fellowships, or selective admission to seminars related to one's discipline, scholarship, and/or creative activities.

d. Successful performances in significant recitals or productions in which such performances are invited or selected after competitive review.

e. Other performances related to academic field.

f. Exhibitions of creative works in which such works are invited or selected after competitive review.

g. Non-refereed exhibitions.

h. Membership on editorial boards, juries judging art works, or juries auditioning performing artists.

i. Development of scholarly applications of technology, e.g., laboratory devices, computer software packages or programs, videotapes, etc.

j. Consultation which involves scholarly application of professional expertise

5.3.7. Scholarship that promotes and improves student learning and achievement in PK-12 schools and/or in the university (as stipulated in BOR policy 8.3.15)

5.3.8. Evidence of scholarship that uses community-engaged approaches and methods.

5.3.9. Other as approved by departments and colleges

Figure 2

Grounds for Dismissal ([Statutes, Art. V, Se. 3](#))

SECTION 3. Removal of a Faculty Member

A. The President may at any time remove any faculty member for cause. Adequate cause for dismissal will be related directly or substantially to the fitness of the faculty member in his or her professional capacity. Dismissal will not be used to restrain faculty members in their exercise of academic freedom or rights protected by the United States Constitution.

B. The Board of Regents Policy Manual states grounds for dismissal ([8.3.9.1](#)) of tenured faculty. Board Policy ([8.3.9.1.9](#)) permits institutions to make additions to grounds for dismissal. The grounds for dismissal which follow are institutional grounds are superseded by Board Policy in all cases of conflict. Grounds or “cause” for dismissal may include, but shall not be limited to, the following conduct unbecoming a faculty member:

1. Conviction or admission of guilt of a felony or of a crime involving moral turpitude during the period of employment—or prior thereto if the conviction or admission of guilt was willfully concealed.
2. Professional incompetency, intentional or habitual neglect of duty, or default of academic integrity in teaching, in research, or in scholarship.
3. Unlawful manufacture, distribution, sale, use or possession of illegal drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member’s performance of duty or his/her responsibilities to the institution or to his/her profession (BOR minutes 1989-90, pp.384-385).
4. Conviction or admission of guilt in a court proceeding of any criminal drug offense (BOR Minutes, 1989-90, pp. 384- 385).
5. Physical or mental incompetency as determined by law or by a medical board of three (3) or more licensed physicians, or as otherwise authorized by law.
6. Intentional misrepresentation related to official documents filed with the Institution
7. Disruption of any teaching, research, administrative, disciplinary, public service or other authorized activity.
8. Willful violation of Regents’ or Institution’s published policies and procedures that constitute serious misconduct.

C. Refer to *Faculty Handbook* for procedures regarding dismissal.

Figure 3

103.0301 Time Limits—Promotion

The institutional timeline for the review of faculty for promotion must be considered by early February of a given academic year to meet the data entry deadline of the end of February for the annual report to the Board of Regents.

A Lecturer may serve in rank six years. Reappointment after six consecutive years of service will be permitted only if the lecturer has demonstrated exceptional teaching ability and extraordinary value to the institution. Lecturers who have served for a period of at least six years at the University of West Georgia may be considered for promotion to Senior Lecturer if they have met criteria for Senior Lecturer.

An Instructor may serve in rank a maximum of seven years. He or she should be considered for promotion as soon as he or she has met criteria for Assistant Professor. To be considered for tenure-track appointment at the assistant professor level, BOR policy 8.3.7.6 should be applied regarding years of service. An Assistant Professor is eligible for and may be reviewed for promotion in rank during their fifth year of service in their current rank at the University of West Georgia. A maximum of three (3) years' credit toward the minimum probationary period may be allowed for service in tenure track positions at other institutions. If recommended for promotion, the new rank will go into effect at the beginning of the next contract period. Recommendations for promotion are not normally considered for individuals who are currently on leaves of absence.

An Associate Professor is eligible for and may be reviewed for promotion in rank during their fifth year of service in their current rank. A maximum of three (3) years' credit toward the minimum probationary period may be allowed for service in tenure track positions at other institutions. If recommended for promotion, the new rank will go into effect at the beginning of the next contract period. Recommendations for promotion are not normally considered for individuals who are currently on leaves of absence.

Under special circumstances, faculty who are performing significantly above the expectations for their current rank may be considered for "early" promotion. Early promotion may only be considered according to the following time table:

- For early promotion from Lecturer to Senior Lecturer, faculty must have served a minimum of three years as a Lecturer
- For early promotion from Instructor to Assistant Professor, faculty must have served a minimum of three years as an instructor
- For early promotion from Assistant Professor to Associate Professor, faculty must have served a minimum of four years as an Assistant Professor
- For early promotion from Associate Professor to Full Professor, faculty must have served a minimum of four years as an Associate Professor

At research and comprehensive universities, faculty may be considered for “early” promotion with less than the required minimum years of service in rank listed above. However, these cases require strong justification and approval by the president.

The granting of promotion in rank by the university recognizes the significance of a faculty member’s contribution to the institution and his/her enhanced value as a scholar-teacher. Because of this, promotion must be accompanied by a salary increase. If in times of extreme financial crisis such salary increases are suspended, the institution must retroactively apply such promotion increases to individuals who did not receive them at the time of promotion.

For further questions regarding tenure please see the USG Academic and Student Affairs Handbook, section [4.5 Award of Promotion](#), and [BOR Policy 8.3.6, Criteria for Promotion](#).

Figure 4



UWG PROCEDURE NUMBER: UWG Procedure 2.2.1, Time Limits for Promotion

Authority: UWG POLICY: **UWG Policy 2.2, Promotion**

The **University of West Georgia faculty**, pursuant to the authority of UWG Policy 2.2, establishes the following procedures for compliance with UWG Policy 2.2 on **Promotion**:

Purpose of the procedure is to clearly communicate to University of West Georgia faculty the Time Limits for Promotion.

A. Criteria.

1. A Lecturer may serve in rank six years. Reappointment after six consecutive years of service will be permitted only if the lecturer has demonstrated exceptional teaching ability and extraordinary value to the institution. Lecturers who have served for a period of at least six years at the University of West Georgia may be considered for promotion to Senior Lecturer if they have met criteria for Senior Lecturer.
2. An Instructor may serve in rank a maximum of seven years. He or she should be considered for promotion as soon as he or she has met criteria for Assistant Professor. To be considered for tenure-track appointment at the assistant professor level, BOR policy 8.3.7.6 should be applied regarding years of service.
3. An Assistant Professor is eligible for and may be reviewed for promotion in rank during their fifth year of service in their current rank at the University of West Georgia. A maximum of three (3) years' credit toward the minimum probationary period may be allowed for service in tenure track positions at other institutions. If recommended for promotion, the new rank will go into effect at the beginning of the next contract period. Recommendations for promotion are not normally considered for individuals who are currently on leaves of absence.
4. An Associate Professor is eligible for and may be reviewed for promotion in rank during their fifth year of service in their current rank. A maximum of three (3) years' credit toward the minimum probationary period may be allowed for service in tenure track positions at other institutions. If recommended for promotion, the new rank will go into effect at the beginning of the next contract period. Recommendations for promotion are not normally considered for individuals who are currently on leaves of absence.

5. Under special circumstances, faculty who are performing significantly above the expectations for their current rank may be considered for “early” promotion. Early promotion may only be considered according to the following time table:
 - a. For early promotion from Lecturer to Senior Lecturer, faculty must have served a minimum of three years as a Lecturer
 - b. For early promotion from Instructor to Assistant Professor, faculty must have served a minimum of three years as an instructor
 - c. For early promotion from Assistant Professor to Associate Professor, faculty must have served a minimum of four years as an Assistant Professor
 - d. For early promotion from Associate Professor to Full Professor, faculty must have served a minimum of four years as an Associate Professor
 - e. At research and comprehensive universities, faculty may be considered for “early” promotion with less than the required minimum years of service in rank listed above. However, these cases require strong justification and approval by the president.

C. Compliance [or Penalties].

The University of West Georgia follows the Board of Regents policies on this matter, and to the extent the language conflicts, the Board of Regents language prevails. (BOR Academic and Student Affairs Handbook [4.5 Award of Promotion](#), and [BOR Policy 8.3.6](#), BOR Manual).

Issued by the [title of person charged with writing procedure], *the* ____ *day of* _____, *2018.*

Signature, [title of person charged with writing procedure]

Reviewed by President [or VP]: _____

FY19 Budget Allocations

NEW Funding:

Priority	Div	FTE	Item	Original Request	State Funding	Comments	Cummulative
			Faculty Promotion/Tenure		\$224,000	36 faculty	\$224,000
1	AA		QEP	\$50,000	\$50,000	Fund PT faculty paid from course fees & English 1101	\$274,000
2	AA	1.0	OFE Dept Assistant COE	\$51,567	\$50,412	Fund at actual cost	\$324,412
3	AA	1.0	Education Research Faculty TT	\$82,100	\$82,100		\$406,512
4	AA	0.5	Geoscience TT Faculty	\$50,879	\$21,830	adjusted for new 88%, removed one time and \$2,000 op expense	\$428,342
5	AA	1.0	Math Instructor NTT	\$56,655	\$61,516	adjusted for new 88%	\$489,858
6	AA	1.0	Math Instructor NTT	\$56,655	\$61,516	adjusted for new 88%	\$551,374
7	AA	1.0	Math Instructor NTT	\$56,655	\$61,516	adjusted for new 88%	\$612,890
8	AA	1.0	Management Lecturer NTT	\$86,360	\$99,522	removed \$2,500 op; adjusted for new 88%	\$712,412
9	AA	1.0	Education Research Faculty TT	\$82,100	\$82,100		\$794,512
10	AA	1.0	Nursing Assoc Prof TT	\$109,380	\$109,380		\$903,892
11	AA	1.0	Health/Comm Wellness Instructor	\$67,220	\$67,220		\$971,112
12	AA	1.0	Criminology Lecturer	\$57,303	\$57,303		\$1,028,415
13	AA	0.1	Mass Comm Professional Staff	\$16,250	\$12,400	Currently .875 FTE salary budget \$35,092, no health needed	\$1,040,815
14	AA	1.0	Misc Assist Prof TT	\$77,150	\$75,150		\$1,115,965
15	AA	1.0	Economics Faculty TT	\$127,036	\$121,036	removed \$5,000 op; adjusted for new 88%	\$1,237,001
16	AA	1.0	Sociology Lecturer	\$54,989	\$54,002	removed \$1,000 op; adjusted for new 88%	\$1,291,003
17	SAEM	1.0	Assoc Director Advising Center	\$82,100	\$82,100	removed op expense, PG10 @\$52,056	\$1,373,103
18	ITS	1.0	Cybersecurity-Malware Protection Maint	\$28,000		firewall service, \$40K software from year end	\$1,373,103
19	AA	0.5	Dept Assistant Sr (.5)	\$29,890	\$32,121	Have need in 3 areas	\$1,405,224
20	AA	1.0	Art Assist Professor TT	\$71,700	\$69,700	removed \$2,000 op	\$1,474,924
21	AA	1.0	Criminology Assist Prof TT	\$76,660	\$74,660	removed \$2,000 op	\$1,549,584
22	AA	1.0	Costume Shop Coordinator	\$50,200	\$51,100	removed \$500 op	\$1,600,684
23	AA	1.0	Professional Advisor-Newman	\$54,093	\$52,593	removed \$500 op, adjusted salary per revised request	\$1,653,277
24	BF SAEM	1.0	HR Student Employment Dept Assoc (CALV)	\$55,004	\$56,207	removed op expense, PG7 @\$38,000	\$1,709,484
21.1				New Funding Total			\$1,709,484

Priority	Div	FTE	Item	Original Request	State Funding	Comments	Cummulative
Replacement Funding:							
		1.0	Nursing Tenured Faculty & EdD Director	\$136,485	\$136,485		\$136,485
		1.0	Spanish Tenured Faculty	\$77,931	\$77,931		\$214,416
		1.0	Accounting Tenured Faculty	\$165,002	\$165,002		\$379,418
		1.0	Ingram Library Tenured Faculty	\$102,206	\$102,206		\$481,624
		1.0	Management Tenured Faculty	\$139,614	\$139,614		\$621,238
		1.0	Management Tenured Faculty	\$148,654	\$148,654		\$769,892
		1.0	Nursing Tenure Track Faculty	\$92,900	\$92,900		\$862,792
		1.0	LSI-COE Tenure Track Faculty -Admin &Supv	\$81,066	\$81,066		\$943,858
		1.0	COE Tenure Track Faculty	\$77,510	\$77,510		\$1,021,368
		1.0	Criminology Tenure Track Faculty	\$89,033	\$89,033		\$1,110,400
		1.0	Mass Communications Tenure Track Faculty	\$75,564	\$75,564		\$1,185,964
		1.0	Psychology Tenure Track Faculty	\$80,724	\$80,724		\$1,266,689
		1.0	Art Tenure Track Faculty	\$69,781	\$69,781		\$1,336,470
		1.0	COE-Instructional Technology Tenure Track F	\$80,127	\$80,127		\$1,416,596
		1.0	COE-Comm. & Science Disorders Tenure Trac	\$78,602	\$78,602		\$1,495,198
		1.0	Criminology Tenure Track Faculty	\$73,380	\$73,380		\$1,568,578
		0.5	Chemistry Tenured Faculty	\$65,876	\$65,876		\$1,634,454
		16.5	eTuition Total Replacement		\$1,634,454		
		37.6	Total Request		\$3,343,938		