

MARKET ADJUSTMENTS

College	Dept	NAME	RANK	DEG	ADJUST
A&S	AGR	Marcy M. Beverly	ASSOC	PHD	1,000
A&S	AGR	Stanley F. Kelley	PROF	PHD	11,286
A&S	AGR	Joe E. Muller	ASSOC	PHD	1,500
A&S	ART	David Dawson	ASST	MFA	2,000
A&S	CHM	Darren L. Williams	ASST	PHD	2,000
A&S	MTH	Beth L. Cory	ASST	PHD	2,000
A&S	THR	Ron S. Destro	ASST	MFA	2,000
A&S	THR	Eric Marsh	ASST	MFA	2,000
A&S	THR	David A. McTier	ASSOC	PHD	2,000
A&S	THR	Thomas C. Prior	ASST	MFA	1,500
A&S	DNC	Jennifer K. Pontius	ASSOC	MFA	1,500
COBA	ACC	Taylor S. Klett	ASSOC	JD	5,000
COBA	ACC	Jeffrey W. Strawser	ASSOC	PHD	4,000
COBA	BAN	Milo D. Berg	ASSOC	PHD	1,000
COBA	ECO	Fidel Gonzalez	ASST	PHD	2,000
COBA	ECO	Hiranya K. Nath	ASSOC	PHD	1,000
COBA	ECO	Markland H. Tuttle	ASST	PHD	1,000
COBA	FIN	Stephen C. Henry	ASST	PHD	5,000
COBA	FIN	Kurt Jesswein	ASST	PHD	5,000
COBA	FIN	William H. Leavell	PROF	DBA	3,000
COBA	FIN	Robert H. Stretcher, III	ASSOC	PHD	2,000
COBA	GBA	Lucia S. Sigmar	ASST	PHD	2,000
COBA	GBA	Laura L. Sullivan	ASST	JD	2,000
COBA	MGT	Charles J. Capps, III	PROF	DBA	3,000
COBA	MGT	Joseph K. Kavanaugh	ASSOC	PHD	3,000
COBA	MGT	Pamela J. Zelbst	ASST	PHD	3,000
CJ	CJ	Brian A. Lawton	ASST	PHD	1,000
CJ	CJ	Yan Zhang	ASST	PHD	1,000
ED	EDL	Rebecca M. Bustamante	ASST	PHD	1,000
ED	EDL	Stacey L. Edmonson	ASSOC	EDD	1,000
ED	EDL	Yvonne Garza	ASST	PHD	1,000
ED	EDL	Mack T. Hines III	ASST	EDD	1,000
ED	EDL	Shirley A. Johnson	ASST	EDD	1,000
ED	EDL	Beverly J. Irby	PROF	EDD	1,000
ED	EDL	Lunenburg, Fred C.	PROF	PHD	1,000
ED	EDL	George W. Moore	ASST	PHD	2,000
ED	EDL	Mary S. Nichter	ASSOC	PHD	1,000
ED	EDL	Dianne G. Reed	ASSOC	EDD	1,000
ED	EDL	Rebecca A. Robles-Pina	ASSOC	PHD	1,000

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ED	EDL	Richard E. Watts	PROF	PHD	2,000
ED	L S	Mary A. Bell	ASSOC	EDD	2,000
ED	L S	Rosemary Chance	ASST	PHD	1,000
ED	L S	Joanna Fountain	ASST	PHD	1,000
ED	L S	Frank W. Hoffmann	PROF	PHD	1,000
ED	L S	Teresa S. Lesesne	PROF	EDD	1,000
ED	L S	Holly Weimar	ASST	EDD	2,000
ED	LLSP	Helen Berg	ASST	PHD	2,000
ED	LLSP	Leonard Breen	ASSOC	EDD	1,000
ED	LLSP	Betty J. Higgins	ASSOC	PHD	1,000
ED	LLSP	Joyce K. McCauley	PROF	PHD	1,000
ED	LLSP	Rhonda D. Richardson	ASST	PHD	1,000
ED	LLSP	Vicky G. Spencer	ASST	PHD	1,000
ED	LLSP	Nancy K. Votteler	ASST	EDD	1,000
H&SS	COMM	Francis Brandau-Brown	ASSOC	PHD	1,000
H&SS	COMM	J.D. Ragsdale	PROF	PHD	2,000
H&SS	ENG	Robert E. Donahoo	PROF	PHD	2,000
H&SS	ENG	Scott A. Kaukonen	ASST	PHD	1,000
H&SS	ENG	Sharon M. Morphew	ASSOC	PHD	1,000
H&SS	ENG	Kandi Tayebi	ASSOC	PHD	3,000
H&SS	F L	Debra D. Andrist	PROF	PHD	1,000
H&SS	F L	Yasser Derwiche Djazaerly	ASST	PHD	500
H&SS	F L	David Gerling	ASSOC	PHD	1,000
H&SS	F L	Frieda Koeninger	ASSOC	PHD	1,500
H&SS	F L	Alejandro E. Latinez	ASST	PHD	500
H&SS	F L	Enrique Mallen	PROF	PHD	1,000
H&SS	F L	Alcibiades Policarpo	ASSOC	PHD	1,000
H&SS	F L	Rafael E. Saumell-Munoz	PROF	PHD	3,000
H&SS	FCS	Claudia V. Sealey-Potts	ASST	PHD	500
H&SS	FCS	Paula J. Tripp	ASST	PHD	1,500
H&SS	FCS	Janis White	ASST	PHD	1,500
H&SS	HIS	Caroline C. Crimm	PROF	PHD	2,000
H&SS	MASS	Christopher White	ASSOC	PHD	3,000
H&SS	POL	John Holcombe	PROF	PHD	3,000
H&SS	PSY	Marcus T. Boccaccini	ASST	PHD	1,000
H&SS	PSY	Mary A. Conroy	PROF	PHD	2,000
H&SS	PSY	Marsha Harmon	PROF	PHD	1,000
H&SS	PSY	Craig Henderson	ASST	PHD	1,000
H&SS	PSY	Ramona Noland	ASST	PHD	500

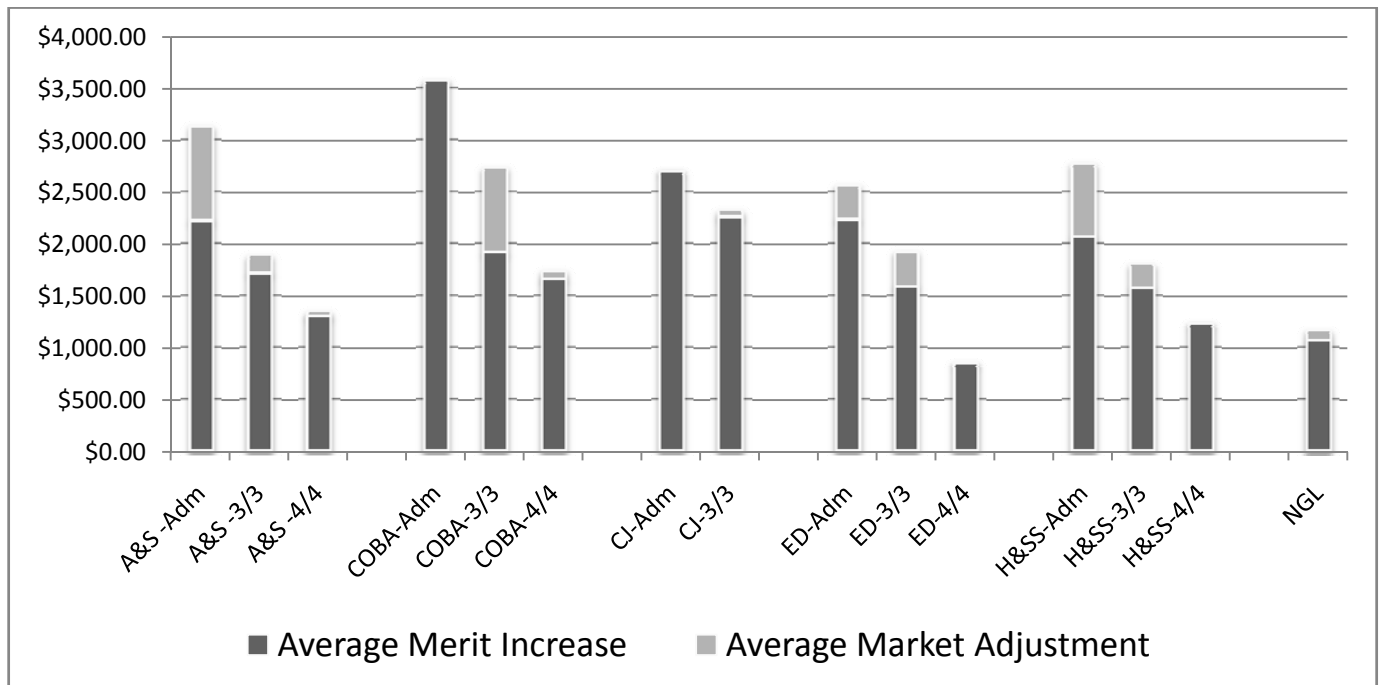
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College	Dept	NAME	RANK	DEG	ADJUST
H&SS	PSY	D. Christopher Wilson	PROF	PHD	1,000
H&SS	SOC	Douglas Constance	ASSOC	PHD	2,000
H&SS	SOC	Furjen Deng	PROF	PHD	2,000
NGL	NGL	Erin E. Dorris	ASST	MS	1,134
NGL	NGL	Abraham P. Korah	ASST	MS	396

Faculty Affairs Committee Report

Report on the 2008 Market Increases by Teaching Track October 16, 2008

- Overall, \$123,316 was awarded for Market Adjustments in 2008 for the 2007 FES year, representing approximately 1/6th the size of Merit pool.
- Excluding the \$23,286 that went to faculty administrators and \$1,530 that went to faculty in the Newton Gresham Library, \$96,000 (98%) went to faculty classified as being on the 3/3 teaching track, and \$2,300 (2%) went to faculty on the 4/4 teaching track.¹
- Many more faculty are on the 3/3 track than the 4/4 track (81% and 19%, respectively). (Again excluding faculty administrators and faculty in the Newton Gresham Library.) Considering this, the average market adjustment among faculty on the 3/3 track was \$313. The average market adjustment for faculty on the 4/4 track was \$35. Faculty administrators received an average market adjustment of \$597, over 17 times greater than of faculty on the 4/4 track.²
- The chart below shows the breakdown of average merit and market increases by college and by track. The difference in total pay increase between faculty on the 3/3 track and faculty on the 4/4 track was greatest within the College of Education (+\$1,072), and least within the College of Arts and Sciences (+\$544). In all of the colleges, faculty administrators received total pay increases well above their peers on either the 3/3 track or the 4/4 track.



¹ Faculty administrators are: Acting Chairs, Department Chairs, Assistant Deans, Associate Deans, and Coordinators. Deans and all other administrators are not included in the faculty merit/market pool.

² The average for faculty administrators appears heavily skewed by an \$11,286 market adjustment awarded to one department chair within the College of Arts and Sciences.