

College	Dept	Name/Rank	Merit
A&S	Agricultural and Industrial Sciences	Marcy M. Beverly, Associate Professor	2,000
A&S	Agricultural and Industrial Sciences	Dominick E. Fazarro, Associate Professor	1,000
A&S	Agricultural and Industrial Sciences	Stanley F. Kelley, Professor/Acting Chair	0
A&S	Agricultural and Industrial Sciences	Douglas M. Kingman, Assistant Professor	2,300
A&S	Agricultural and Industrial Sciences	Robert A. Lane, Professor	2,300
A&S	Agricultural and Industrial Sciences	Michael H. Lau, Assistant Professor	3,000
A&S	Agricultural and Industrial Sciences	Matthew L. McMillan, Assistant Professor	2,300
A&S	Agricultural and Industrial Sciences	Joe E. Muller, Associate Professor	1,500
A&S	Agricultural and Industrial Sciences	Nedom C. Muns, Professor	1,000
A&S	Agricultural and Industrial Sciences	Dwayne Pavelock, Associate Professor	3,000
A&S	Agricultural and Industrial Sciences	Kyle J. Stutts, Assistant Professor	500
A&S	Agricultural and Industrial Sciences	Douglas R. Ullrich, Jr., Associate Professor/Coordinator	2,300
A&S	Art	Martin F. Amorous, II, Associate Professor	1,600
A&S	Art	John D. Barnosky, Associate Professor	1,000
A&S	Art	Mary K. Borcharding, Professor	1,600
A&S	Art	Charlotte M. Drumm, Associate Professor	1,000
A&S	Art	Rebecca L. Finley, Assistant Professor	1,500
A&S	Art	Matthew A. Guest, Assistant Professor	1,000
A&S	Art	Michael H. Henderson, Associate Professor	1,500
A&S	Art	O. Emmette Jackson, Professor	500
A&S	Art	Taehee Kim, Assistant Professor	3,000
A&S	Art	Patric K. Lawler, Associate Professor	1,000
A&S	Art	James E. Paster, Professor	0
A&S	Art	Thomas A. Seifert, Associate Professor	0
A&S	Art	Tony R. Shipp, Associate Professor/Department Chair	3,000
A&S	Art	Tamara J. Cook, Associate Professor/Associate Dean	2,500
A&S	Biological Sciences	James R. DeShaw, Professor	0
A&S	Biological Sciences	Anne R. Gaillard, Assistant Professor	2,300
A&S	Biological Sciences	Chad W. Hargrave, Assistant Professor	1,500
A&S	Biological Sciences	Joan E. N. Hudson, Associate Professor	500
A&S	Biological Sciences	Patrick J. Lewis, Assistant Professor	2,300
A&S	Biological Sciences	William I. Lutterschmidt, Associate Professor	3,000
A&S	Biological Sciences	Diane L. Neudorf, Associate Professor	1,000
A&S	Biological Sciences	Todd P. Primm, Assistant Professor	2,300
A&S	Biological Sciences	Christopher P. Randle, Assistant Professor	1,500
A&S	Biological Sciences	Matthew P. Rowe, Professor	500
A&S	Biological Sciences	Monte L. Thies, Professor	1,000
A&S	Biological Sciences	Jack C. Turner, Professor	500
A&S	Biological Sciences	Justin K. Williams, Associate Professor	1,600
A&S	Biological Sciences	Benny E. Arney, Jr., Professor	2,000
A&S	Biological Sciences	Thomas G. Chasteen, Professor	3,000
A&S	Biological Sciences	Paul A. Loeffler, Professor	1,500
A&S	Biological Sciences	Richard E. Norman, Professor/Department Chair	3,000
A&S	Biological Sciences	Ilona Petrikovics, Associate Professor	1,500
A&S	Biological Sciences	Rick C. White, Professor	1,000
A&S	Biological Sciences	Darren Lee Williams, Assistant Professor	2,500
A&S	Computer Science	David S. Burris, Professor	2,000
A&S	Computer Science	Lei Chen, Assistant Professor	2,000
A&S	Computer Science	Peter A. Cooper, Professor/Department Chair	2,000
A&S	Computer Science	Ken T. Hartness, Assistant Professor	800
A&S	Computer Science	Jiahuang Ji, Associate Professor	800
A&S	Computer Science	Timothy J. McGuire, Associate Professor	1,000
A&S	Computer Science	Karon N. Murff, Assistant Professor	1,500
A&S	Computer Science	Gary W. Smith, Associate Professor	1,500
A&S	Geography and Geology	Donald P. Albert, Associate Professor	1,000
A&S	Geography and Geology	Christopher T. Baldwin, Professor/Acting Chair	2,500
A&S	Geography and Geology	Brian J. Cooper, Associate Professor/Coordinator	1,000
A&S	Geography and Geology	John J. Degenhardt, Assistant Professor	0
A&S	Geography and Geology	Ben M. Gillespie, Associate Professor	1,500
A&S	Geography and Geology	Gang Gong, Assistant Professor	500
A&S	Geography and Geology	Mark R. Leipnik, Associate Professor	2,000
A&S	Geography and Geology	Velvet A. Nelson, Assistant Professor	3,000
A&S	Geography and Geology	Dennis I. Netoff, Professor	1,500
A&S	Geography and Geology	John B. Strait, Assistant Professor	1,000
A&S	Geography and Geology	James W. Tiller, Jr., Professor	500
A&S	Mathematics and Statistics	John G. Alford, Assistant Professor	1,500

A&S	Mathematics and Statistics	Yuliya V. Babenko, Assistant Professor	1,800
A&S	Mathematics and Statistics	Wathurawa Bandulasiri, Assistant Professor	2,300
A&S	Mathematics and Statistics	Ferry B. Butar, Associate Professor	1,500
A&S	Mathematics and Statistics	Max W. Coleman, Professor	1,000
A&S	Mathematics and Statistics	Beth L. Cory, Assistant Professor	2,300
A&S	Mathematics and Statistics	Rebecca E. Garcia, Assistant Professor	1,800
A&S	Mathematics and Statistics	Luis D. Garcia-Puente, Assistant Professor	1,800
A&S	Mathematics and Statistics	Cecil R. Hallum, Professor	2,000
A&S	Mathematics and Statistics	Melinda A. Holt, Associate Professor	2,300
A&S	Mathematics and Statistics	John C. Huber, Professor	1,200
A&S	Mathematics and Statistics	William A. Jasper, Associate Professor	3,000
A&S	Mathematics and Statistics	Jacqueline A. Jensen, Assistant Professor	3,000
A&S	Mathematics and Statistics	Dustin L. Jones, Assistant Professor	3,000
A&S	Mathematics and Statistics	Joe E. Kirk, Jr., Professor	500
A&S	Mathematics and Statistics	Mark L. Klespis, Professor	1,500
A&S	Mathematics and Statistics	Brian M. Loft, Assistant Professor	1,800
A&S	Mathematics and Statistics	Joseph N. O'Brien, Associate Professor	0
A&S	Mathematics and Statistics	Jon W. Short, Associate Professor	1,200
A&S	Mathematics and Statistics	Ken W. Smith, Professor/Department Chair	1,000
A&S	Mathematics and Statistics	Mary B. Swarthout, Assistant Professor	2,300
A&S	Mathematics and Statistics	Jianzhong Wang, Professor	1,500
A&S	Mathematics and Statistics	Linda R. Zientek, Assistant Professor	1,800
A&S	Physics	Hui Fang, Assistant Professor	2,000
A&S	Physics	Barry A. Friedman, Professor	3,000
A&S	Physics	E. Rex Isham, Professor/Department Chair	3,000
A&S	Physics	Carol R. James, Associate Professor	2,000
A&S	Physics	Gan Liang, Professor	2,300
A&S	Physics	Charles R. Meitzler, Associate Professor	500
A&S	Physics	Brian G. Oetiker, Assistant Professor	2,000
A&S	Physics	Joel W. Walker, Assistant Professor	2,300
A&S	Theatre and Dance	Gregg A. Buck, Assistant Professor	1,000
A&S	Theatre and Dance	Ron S. Destro, Assistant Professor	1,000
A&S	Theatre and Dance	Cindy L. Gratz, Professor	1,500
A&S	Theatre and Dance	Kristina S. Hanssen, Professor	2,300
A&S	Theatre and Dance	Penelope A. Hasekoester, Associate Professor/Department Chair	3,000
A&S	Theatre and Dance	Eric L. Marsh, Assistant Professor	2,300
A&S	Theatre and Dance	Maureen V. McIntyre, Professor	2,300
A&S	Theatre and Dance	David A. McTier, Associate Professor	1,500
A&S	Theatre and Dance	Dana E. Nicolay, Professor/Associate Dean	3,000
A&S	Theatre and Dance	Jennifer K. Pontius, Associate Professor/Coordinator	2,000
A&S	Theatre and Dance	Thomas C. Prior, Assistant Professor	2,500
A&S	School of Music	Randal L. Adams, Associate Professor	2,500
A&S	School of Music	James M. Bankhead, Professor/Department Chair	3,000
A&S	School of Music	A. Wayne Barrett, Jr., Associate Professor	0
A&S	School of Music	Patricia P. Card, Associate Professor	2,500
A&S	School of Music	Kathryn L. Daniel, Assistant Professor	2,300
A&S	School of Music	Peggy A. DeMers, Associate Professor	1,200
A&S	School of Music	James C. Franklin, Assistant Professor	500
A&S	School of Music	Trent W. Hanna, Assistant Professor	1,200
A&S	School of Music	Allen R. Hightower, III, Professor	1,800
A&S	School of Music	Henry E. Howey, Professor	0
A&S	School of Music	Kyle D. Kindred, Assistant Professor	1,200
A&S	School of Music	Mary K. Lake, Assistant Professor	1,200
A&S	School of Music	John W. Lane, Assistant Professor	3,000
A&S	School of Music	W. Matthew McInturf, Professor	500
A&S	School of Music	Christopher C. Michel, Assistant Professor	1,800
A&S	School of Music	Karen S. Miller, Assistant Professor	2,300
A&S	School of Music	Sheryl K. Murphy-Manley, Assistant Professor	2,300
A&S	School of Music	Dawn M. Padula, Assistant Professor	2,300
A&S	School of Music	Scott A. Phillips, Assistant Professor	500
A&S	School of Music	Scott D. Plugge, Associate Professor	3,000
A&S	School of Music	Sergio H. Ruiz, Assistant Professor	1,200
A&S	School of Music	Alfredo Velez, III, Assistant Professor	500
COBA	Accounting	Elsie C. Ameen, Associate Professor	1,000
COBA	Accounting	Carl W. Brewer, Associate Professor	1,000
COBA	Accounting	Linda G. Carrington, Associate Professor	1,000
COBA	Accounting	Ronald J. Daigle, Assistant Professor	2,200

COBA	Accounting	Jeff L. Harwell, Assistant Professor	1,000
COBA	Accounting	Ennis M. Hawkins, Professor	0
COBA	Accounting	Alice A. Ketchand, Professor	0
COBA	Accounting	Taylor S. Klett, Associate Professor	3,500
COBA	Accounting	Philip W. Morris, Associate Professor/Department Chair	3,600
COBA	Accounting	N. Ross Quarles, Professor	3,500
COBA	Accounting	N. Anna Shaheen, Assistant Professor	0
COBA	Accounting	Jeffrey W. Strawser, Associate Professor	0
COBA	Economics and International Business	J. Ulyses Balderas, Assistant Professor	2,100
COBA	Economics and International Business	Milo D. Berg, Jr., Associate Professor	1,000
COBA	Economics and International Business	Edward F. Blackburne, III, Associate Professor	1,000
COBA	Economics and International Business	Donald L. Bumpass, Professor	2,100
COBA	Economics and International Business	Viera Chmelarova, Assistant Professor	0
COBA	Economics and International Business	Mark W. Frank, Associate Professor	3,500
COBA	Economics and International Business	Donald G. Freeman, Professor/Department Chair	3,600
COBA	Economics and International Business	Fidel Gonzalez, Assistant Professor	3,500
COBA	Economics and International Business	Darren P. Grant, Assistant Professor	2,200
COBA	Economics and International Business	William B. Green, Professor	2,100
COBA	Economics and International Business	John M. Miller, Assistant Professor	2,100
COBA	Economics and International Business	Hiranya K. Nath, Associate Professor	2,200
COBA	Economics and International Business	Troy C. Quast, Assistant Professor	3,500
COBA	Economics and International Business	Isabel Ruiz, Assistant Professor	2,200
COBA	Economics and International Business	George E. Samuels, Professor	1,000
COBA	Economics and International Business	Markland H. Tuttle, Assistant Professor	2,200
COBA	Economics and International Business	Carlos Vargas-Silva, Assistant Professor	2,100
COBA	General Business and Finance	James B. Bexley, Professor	3,500
COBA	General Business and Finance	Jonathan P. Breazeale, Assistant Professor	2,200
COBA	General Business and Finance	Martin L. Griffin, Associate Professor	2,100
COBA	General Business and Finance	Stephen C. Henry, Assistant Professor	1,000
COBA	General Business and Finance	Kathy L. Hill, Associate Professor	1,000
COBA	General Business and Finance	Harold A. Hurry, Assistant Professor	2,200
COBA	General Business and Finance	Geraldine E. Hynes, Associate Professor	2,200
COBA	General Business and Finance	Joe F. James, Professor/Department Chair	3,600
COBA	General Business and Finance	G. Keith Jenkins, Associate Professor	1,000
COBA	General Business and Finance	Kurt R. Jesswein, Assistant Professor	1,000
COBA	General Business and Finance	Marguerite P. Joyce, Associate Professor	0
COBA	General Business and Finance	William H. Leavell, Professor	2,100
COBA	General Business and Finance	Balasundram Maniam, Professor	3,500
COBA	General Business and Finance	Robert B. Matthews, Assistant Professor	0
COBA	General Business and Finance	Lucia S. Sigmar, Assistant Professor	1,000
COBA	General Business and Finance	Charles R. Stowe, Professor	0
COBA	General Business and Finance	Robert H. Stretcher, III, Associate Professor	2,200
COBA	General Business and Finance	Laura L. Sullivan, Assistant Professor	3,500
COBA	General Business and Finance	Shirley H. Tucker, Associate Professor	0
COBA	Management and Marketing	Roger D. Abshire, Professor/Department Chair	3,600
COBA	Management and Marketing	Irfan Ahmed, Assistant Professor	2,200
COBA	Management and Marketing	Gary A. Baker, Assistant Professor	2,100
COBA	Management and Marketing	Charles J. Capps, III, Professor	3,500
COBA	Management and Marketing	Jo Ann Duffy, Professor	3,500
COBA	Management and Marketing	Michael D. Glissmeyer, Assistant Professor	0
COBA	Management and Marketing	Kenneth W. Green, Jr., Associate Professor	3,500
COBA	Management and Marketing	Joseph K. Kavanaugh, Associate Professor	2,200
COBA	Management and Marketing	Gerald Kohers, Professor	2,200
COBA	Management and Marketing	Renee G. Lee, Associate Professor	2,200
COBA	Management and Marketing	Juliana D. Lilly, Assistant Professor	3,500
COBA	Management and Marketing	Sanjay S. Mehta, Associate Professor	3,500
COBA	Management and Marketing	John J. Newbold, Associate Professor	3,500
COBA	Management and Marketing	Aneika L. Simmons, Assistant Professor	1,000
COBA	Management and Marketing	Victor E. Sower, Professor	3,500
COBA	Management and Marketing	David S. Taylor, Associate Professor	2,200
COBA	Management and Marketing	Kathleen M. Utecht, Associate Professor	2,100
COBA	Management and Marketing	Janis A. Warner, Assistant Professor	0
COBA	Management and Marketing	Pamela J. Zelbst, Assistant Professor	2,100
CJ	CJ	Gaylene S. Armstrong, Associate Professor	2,700
CJ	CJ	Todd A. Armstrong, Associate Professor	3,400
CJ	CJ	Carrie M. Butler, Assistant Professor	0
CJ	CJ	Joan A. Bytheway, Assistant Professor	2,400

CJ	CJ	Steven J. Cuvelier, Associate Professor	2,200
CJ	CJ	Rolando V. del Carmen, Distinguished Professor	2,600
CJ	CJ	Jerry L. Dowling, Professor	2,400
CJ	CJ	D.C. Jim Dozier, Associate Professor	2,200
CJ	CJ	Margo L. Frasier, Assistant Professor	0
CJ	CJ	David A. Gangitano, Assistant Professor	2,400
CJ	CJ	Randall L. Garner, Professor	2,400
CJ	CJ	Jurg Gerber, Professor	2,300
CJ	CJ	Howard M. Henderson, Assistant Professor	2,400
CJ	CJ	Larry T. Hoover, Professor	2,900
CJ	CJ	Hee-Jong Joo, Associate Professor	2,500
CJ	CJ	Glen A. Kercher, Professor	2,400
CJ	CJ	Sarah Kerrigan, Associate Professor	2,600
CJ	CJ	Brian A. Lawton, Assistant Professor	3,300
CJ	CJ	Dennis R. Longmire, Professor	2,900
CJ	CJ	Phillip M. Lyons, Jr., Professor	2,300
CJ	CJ	Scott W. Menard, Professor	2,400
CJ	CJ	Holly A. Miller, Associate Professor/Assistant Dean	2,800
CJ	CJ	Janet L. Mullings, Associate Professor/Associate Dean	2,400
CJ	CJ	Willard M. Oliver, Associate Professor	2,400
CJ	CJ	Mitchel P. Roth, Professor	2,400
CJ	CJ	Jennifer L. Schulenberg, Assistant Professor	0
CJ	CJ	Sam S. Souryal, Professor	2,200
CJ	CJ	Melissa A. Tackett-Gibson, Assistant Professor	2,300
CJ	CJ	Raymond H. Teske, Jr., Professor	2,200
CJ	CJ	Victoria B. Titterington, Professor/Assistant Dean	2,600
CJ	CJ	Michael S. Vaughn, Professor	2,400
CJ	CJ	William M. Wells, Associate Professor	2,800
CJ	CJ	Yan Zhang, Assistant Professor	2,500
CJ	CJ	Jihong Zhao, Professor	2,400
ED	Curriculum and Instruction	Charlene S. Crocker, Professor/Department Chair	0
ED	Curriculum and Instruction	William D. Edgington, Associate Professor	1,200
ED	Curriculum and Instruction	Bobby R. Ezell, Assistant Professor	1,200
ED	Curriculum and Instruction	Andrea S. Foster, Assistant Professor	100
ED	Curriculum and Instruction	Daphne D. Johnson, Associate Professor	2,200
ED	Curriculum and Instruction	Kimberly N. LaPrairie, Assistant Professor	0
ED	Curriculum and Instruction	Caroline J. Maier, Associate Professor	0
ED	Curriculum and Instruction	Marilyn P. Rice, Assistant Professor	1,200
ED	Curriculum and Instruction	Samuel L. Sullivan, Professor	700
ED	Curriculum and Instruction	Sylvia R. Taube, Assistant Professor	700
ED	Educational Leadership and Counseling	Rick A. Bruhn, Professor	700
ED	Educational Leadership and Counseling	Steven D. Busch, Assistant Professor	3,000
ED	Educational Leadership and Counseling	Rebecca M. Bustamante, Assistant Professor	2,200
ED	Educational Leadership and Counseling	Julie P. Combs, Assistant Professor	2,200
ED	Educational Leadership and Counseling	Daniel G. Eckstein, Associate Professor	1,200
ED	Educational Leadership and Counseling	Stacey L. Edmonson, Associate Professor	3,500
ED	Educational Leadership and Counseling	Alice M. Fisher, Associate Professor/Department Chair	3,000
ED	Educational Leadership and Counseling	Yvonne Garza, Assistant Professor	3,000
ED	Educational Leadership and Counseling	Anthony J. Harris, Associate Professor	2,200
ED	Educational Leadership and Counseling	Richard C. Henriksen, Jr., Associate Professor	1,800
ED	Educational Leadership and Counseling	Mack T. Hines, III, Assistant Professor	2,200
ED	Educational Leadership and Counseling	Beverly J. Irby, Professor/Department Chair	3,000
ED	Educational Leadership and Counseling	Shirley A. Johnson, Assistant Professor	3,000
ED	Educational Leadership and Counseling	Chi-Sing Li, Assistant Professor	3,000
ED	Educational Leadership and Counseling	Frederick C. Lunenburg, Professor	3,000
ED	Educational Leadership and Counseling	George W. Moore, Assistant Professor	700
ED	Educational Leadership and Counseling	Judith A. Nelson, Assistant Professor	2,200
ED	Educational Leadership and Counseling	Mary S. Nichter, Associate Professor	3,300
ED	Educational Leadership and Counseling	Anthony J. Onwuegbuzie, Professor	1,200
ED	Educational Leadership and Counseling	Carol H. Parker, Associate Professor	3,000
ED	Educational Leadership and Counseling	Barbara E. Polnick, Assistant Professor	2,200
ED	Educational Leadership and Counseling	Dianne G. Reed, Associate Professor	2,700
ED	Educational Leadership and Counseling	Rebecca A. Robles-Pina, Associate Professor	1,800
ED	Educational Leadership and Counseling	John R. Slate, Professor	1,800
ED	Educational Leadership and Counseling	Richard E. Watts, Professor	3,000
ED	Educational Leadership and Counseling	Victor V. Wiesner, Assistant Professor	400
ED	Health and Kinesiology	Martha A. Bass, Assistant Professor	0

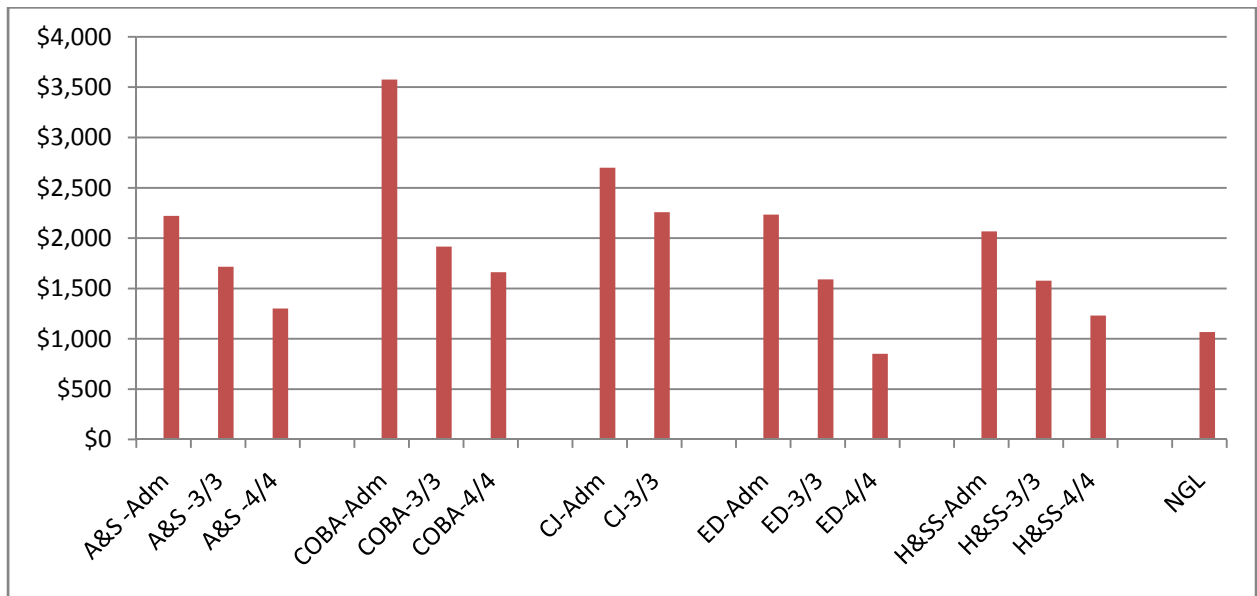
ED	Health and Kinesiology	Brent C. Estes, Assistant Professor	400
ED	Health and Kinesiology	David R. Ficklen, Assistant Professor	0
ED	Health and Kinesiology	Mark D. Gaus, Assistant Professor	700
ED	Health and Kinesiology	Jon P. Gray, Associate Professor	0
ED	Health and Kinesiology	William V. Hyman, Professor	400
ED	Health and Kinesiology	Rosanne S. Keathley, Associate Professor	2,700
ED	Health and Kinesiology	Gary L. Oden, Professor	1,800
ED	Health and Kinesiology	Emily A. Roper, Assistant Professor	1,800
ED	Health and Kinesiology	Ryan K. Zapalac, Assistant Professor	2,200
ED	Language, Literacy and Special Populations	Helen Berg, Assistant Professor	100
ED	Language, Literacy and Special Populations	Leonard G. Breen, Associate Professor	100
ED	Language, Literacy and Special Populations	Betty J. Higgins, Associate Professor	2,200
ED	Language, Literacy and Special Populations	Sharon A. Lynch, Professor	3,000
ED	Language, Literacy and Special Populations	Joyce K. McCauley, Professor	3,000
ED	Language, Literacy and Special Populations	Margaret A. McGuire, Assistant Professor	2,200
ED	Language, Literacy and Special Populations	Barbara A. Metzger, Assistant Professor	1,200
ED	Language, Literacy and Special Populations	Melinda S. Miller, Associate Professor	2,200
ED	Language, Literacy and Special Populations	Diana K. Nabors, Assistant Professor	2,200
ED	Language, Literacy and Special Populations	Debra P. Price, Professor	3,000
ED	Language, Literacy and Special Populations	Rhonda D. Richardson, Assistant Professor	100
ED	Language, Literacy and Special Populations	Mary E. Robbins, Professor/Department Chair	2,200
ED	Language, Literacy and Special Populations	Cynthia Simpson, Assistant Professor	2,200
ED	Language, Literacy and Special Populations	Vicky G. Spencer, Assistant Professor	1,800
ED	Language, Literacy and Special Populations	Philip R. Swicegood, Professor	100
ED	Language, Literacy and Special Populations	Nancy K. Votteler, Assistant Professor	700
ED	Library Science	Mary A. Bell, Associate Professor/Acting Chair	2,200
ED	Library Science	Rosemary S. Chance, Assistant Professor	400
ED	Library Science	Joanna F. Fountain, Assistant Professor	700
ED	Library Science	Frank W. Hoffmann, Professor	1,200
ED	Library Science	Tricia A. Kuon, Assistant Professor	100
ED	Library Science	Teresa S. Lesesne, Professor	1,200
ED	Library Science	Holly A. Weimar, Assistant Professor	400
H&SS	Communication Studies	Richard S. Bello, Associate Professor	2,100
H&SS	Communication Studies	Frances E. Brandau-Brown, Associate Professor	3,000
H&SS	Communication Studies	Mary Evelyn Collins, Associate Professor	900
H&SS	Communication Studies	Deborah A. Hatton, Instructor	1,000
H&SS	Communication Studies	James D. Ragsdale, Jr., Professor/Department Chair	1,900
H&SS	Communication Studies	Terry M. Thibodeaux, Professor/Associate Dean	1,900
H&SS	Communication Studies	Amber M. Walker, Assistant Professor	1,400
H&SS	Communication Studies	Shuangyue Zhang, Assistant Professor	2,300
H&SS	English	Ira R. Adams, Professor	1,100
H&SS	English	Lee Bebout, Assistant Professor	1,400
H&SS	English	Kimberly K. Bell, Assistant Professor	2,000
H&SS	English	Tracy E. Bilsing, Associate Professor	1,100
H&SS	English	Charles W. Bridges, Professor/Department Chair	2,700
H&SS	English	Paul W. Child, Professor	1,600
H&SS	English	Linda B. Cook, Associate Professor	1,100
H&SS	English	Lee F. Courtney, Professor	800
H&SS	English	Robert E. Donahoo, Professor	1,600
H&SS	English	Diane K. Dowdey, Associate Professor	800
H&SS	English	Julie E. Hall, Associate Professor	1,200
H&SS	English	S. Helena Halmari, Professor	2,000
H&SS	English	Darci N. Hill, Associate Professor	1,100
H&SS	English	Scott A. Kaukonen, Assistant Professor	1,400
H&SS	English	M. Douglas Krienke, Professor	2,500
H&SS	English	Andrew J. Lopenzina, Assistant Professor	1,400
H&SS	English	Sharon M. Mophew, Associate Professor	2,300
H&SS	English	Carroll F. Nardone, Associate Professor	1,000
H&SS	English	Ralph W. Pease, Professor	800
H&SS	English	Deborah L. Phelps, Professor	200
H&SS	English	Paul D. Ruffin, Distinguished Professor	2,600
H&SS	English	April A. Shemak, Assistant Professor	1,400
H&SS	English	Kandi A. Tayebi, Associate Professor/Associate Dean	2,600
H&SS	English	Eugene O. Young, Professor	2,550
H&SS	Family and Consumer Sciences	Laura P. Burlison, Assistant Professor	1,200
H&SS	Family and Consumer Sciences	Claudia V. Sealey-Potts, Assistant Professor	1,000
H&SS	Family and Consumer Sciences	Paula J. Tripp, Assistant Professor	1,900

H&SS	Family and Consumer Sciences	Janis H. White, Assistant Professor/Department Chair	1,400
H&SS	Foreign Languages	Madalina Akli, Assistant Professor	1,400
H&SS	Foreign Languages	Debra D. Andrist, Professor/Department Chair	2,000
H&SS	Foreign Languages	Yasser Derwiche Djazaerly, Assistant Professor	1,300
H&SS	Foreign Languages	Shirin E. Edwin, Assistant Professor	1,500
H&SS	Foreign Languages	David Ross Gerling, Associate Professor	1,600
H&SS	Foreign Languages	Frieda C. Koeninger, Associate Professor	500
H&SS	Foreign Languages	Alejandro E. Latinez, Assistant Professor	900
H&SS	Foreign Languages	Enrique D. Mallen, Professor	3,500
H&SS	Foreign Languages	Alcibiades G. Policarpo, Associate Professor	900
H&SS	Foreign Languages	Kay E. Raymond, Associate Professor	700
H&SS	Foreign Languages	Joaquin J. Rodriguez-Barbera, Assistant Professor	200
H&SS	Foreign Languages	Rafael E. Saumell-Munoz, Professor	2,000
H&SS	History	Nancy E. Baker, Assistant Professor	1,500
H&SS	History	Rosanne M. Barker, Associate Professor	600
H&SS	History	Terry D. Bilhartz, Professor/Department Chair	3,400
H&SS	History	Robert B. Bruce, Associate Professor	1,800
H&SS	History	Susannah U. Bruce, Associate Professor	2,700
H&SS	History	Robert T. Cashion, Associate Professor	1,500
H&SS	History	Thomas H. Cox, Assistant Professor	2,100
H&SS	History	Jeff L. Crane, Assistant Professor	1,700
H&SS	History	Caroline Castillo Crimm, Professor	2,900
H&SS	History	Brian F. Domitrovic, Assistant Professor	1,300
H&SS	History	Yvonne D. Frear, Assistant Professor	1,600
H&SS	History	Kenneth E. Hendrickson, III, Professor	3,000
H&SS	History	Jeffrey L. Littlejohn, Assistant Professor	1,400
H&SS	History	David C. Mayes, Assistant Professor	1,100
H&SS	History	James S. Olson, Distinguished Professor	3,400
H&SS	History	Nicholas C. J. Pappas, Professor	1,600
H&SS	History	Katherine A. Pierce, Assistant Professor	1,500
H&SS	History	Bernadette Pruitt, Associate Professor	1,200
H&SS	History	Robert L. Shadle, Associate Professor	200
H&SS	History	Tracy L. Steele, Associate Professor	1,300
H&SS	Mass Communication	Janet A. Bridges, Professor	0
H&SS	Mass Communication	Qun R. Chen, Assistant Professor	0
H&SS	Mass Communication	Marc W. A. Edge, Associate Professor	1,600
H&SS	Mass Communication	Anthony E. Friedmann, Associate Professor	200
H&SS	Mass Communication	Ruth M. Massingill, Instructor	1,300
H&SS	Mass Communication	Wanda Reyes Velazquez, Assistant Professor	1,400
H&SS	Mass Communication	Christopher F. White, Associate Professor/Acting Chair	1,900
H&SS	Political Science	Robert E. Biles, Professor	1,300
H&SS	Political Science	Robin M. Bittick, Assistant Professor	900
H&SS	Political Science	John M. Bolus, Assistant Professor	1,300
H&SS	Political Science	Rhonda L. Callaway, Assistant Professor	2,200
H&SS	Political Science	William E. Carroll, Associate Professor	1,100
H&SS	Political Science	James L. Carter, Professor	700
H&SS	Political Science	John C. Domino, Professor	1,000
H&SS	Political Science	John W. Holcombe, Professor/Acting Chair	1,300
H&SS	Political Science	Masoud Kazemzadeh, Associate Professor	1,600
H&SS	Political Science	Melinda Kovacs, Assistant Professor	1,500
H&SS	Political Science	Corliss C. Lentz, Associate Professor	600
H&SS	Political Science	Mitzi L. Mahoney, Assistant Professor	1,200
H&SS	Political Science	Sarmistha R. Majumdar, Assistant Professor	1,600
H&SS	Political Science	Stacy G. Ulbig, Assistant Professor	2,300
H&SS	Political Science	Tamara A. Waggener, Associate Professor	2,200
H&SS	Political Science	Richard M. Yawn, Clinical	2,200
H&SS	Psychology and Philosophy	Jeffrey S. Anastasi, Assistant Professor	2,000
H&SS	Psychology and Philosophy	Marcus T. Boccaccini, Assistant Professor	2,600
H&SS	Psychology and Philosophy	Marshall C. Bradley, Associate Professor	700
H&SS	Psychology and Philosophy	A. Jerry Bruce, Jr., Professor	1,400
H&SS	Psychology and Philosophy	Gina Coffee, Assistant Professor	0
H&SS	Psychology and Philosophy	Mary A. Conroy, Professor	3,000
H&SS	Psychology and Philosophy	Donna M. Desforges, Professor/Department Chair	2,000
H&SS	Psychology and Philosophy	Frank K. Fair, Professor/Coordinator	1,600
H&SS	Psychology and Philosophy	Marsha J. Harman, Professor	1,700
H&SS	Psychology and Philosophy	Craig E. Henderson, Assistant Professor	2,900
H&SS	Psychology and Philosophy	Stanley T. Kordinak, Professor	800

H&SS	Psychology and Philosophy	Audrey K. Miller, Assistant Professor	1,500
H&SS	Psychology and Philosophy	Rowland S. Miller, Professor	1,600
H&SS	Psychology and Philosophy	Joseph U. Neisser, Assistant Professor	1,500
H&SS	Psychology and Philosophy	David V. Nelson, Associate Professor	1,900
H&SS	Psychology and Philosophy	Ramona M. Noland, Assistant Professor	1,500
H&SS	Psychology and Philosophy	Glenn M. Sanford, Associate Professor	1,300
H&SS	Psychology and Philosophy	Teow C. Sim, Assistant Professor	400
H&SS	Psychology and Philosophy	D. Christopher Wilson, Professor	1,800
H&SS	Psychology and Philosophy	Thomas A. Wood, Professor (Early Retiree)	550
H&SS	Sociology	Alessandro Bonanno, Professor/Department Chair	2,800
H&SS	Sociology	Jin Young Choi, Assistant Professor	1,600
H&SS	Sociology	Douglas H. Constance, Associate Professor	3,100
H&SS	Sociology	Mary A. Davis, Assistant Professor	1,600
H&SS	Sociology	Furjen Deng, Professor	1,500
H&SS	Sociology	Karen M. Douglas, Assistant Professor	1,400
H&SS	Sociology	Lee M. Miller, Assistant Professor	1,500
H&SS	Sociology	Gene L. Theodori, Associate Professor	3,100
NGL	NGL	Erin E. Dorris, Assistant Professor	500
NGL	NGL	Eric A. Elmore, Assistant Professor	1,000
NGL	NGL	Glenda I. Griffin, Assistant Professor	800
NGL	NGL	Bruce D. Hall, Assistant Professor	1,700
NGL	NGL	R. Scott Harnsberger, Associate Professor	1,000
NGL	NGL	J. Ann Jerabek, Associate Professor	1,700
NGL	NGL	Abraham P. Korah, Assistant Professor	500
NGL	NGL	Janice P. Lange, Associate Professor	1,700
NGL	NGL	Tyler J. Manolovitz, Assistant Professor	0
NGL	NGL	Michelle M. Martinez, Assistant Professor	0
NGL	NGL	Lynn M. McMain, Associate Professor	1,800
NGL	NGL	Linda S. Meyer, Assistant Professor	1,800
NGL	NGL	Teri L. Oparanozie, Assistant Professor	1,700
NGL	NGL	Susan D. Strickland, Associate Professor	800
NGL	NGL	Linda M. Turney, Assistant Professor	1,000
			734,600

Faculty Affairs Committee Report
Report on the 2008 Merit Increases by Teaching Track
October 2, 2008

- Overall, \$734,600 was awarded as Merit in 2008 for faculty performance during the 2007 FES year.¹
- Excluding the \$91,700 that went to faculty administrators and the \$16,000 that went to faculty in the Newton Gresham Library, \$532,750 (85%) went to faculty classified as being on the 3/3 teaching track, while \$94,150 (15%) went to faculty on the 4/4 teaching track.²
- 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 merit increase among faculty on the 3/3 track was \$1,743. The average merit for faculty on the 4/4 track was \$1,307, a difference of \$436 (33%). Faculty administrators received an average merit increase of \$2,351, nearly double that of faculty on the 4/4 track.
- The chart below shows the breakdown of average merit by college and by track. The difference in average merit increase between faculty on the 3/3 track and faculty on the 4/4 track was greatest within the College of Education (+\$740), and least within the College of Business Administration (+\$255). In all of the colleges, faculty administrators received merit increases well above their peers on either the 3/3 track or the 4/4 track.



¹ Market Adjustments are excluded.

² 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 pool.