



SRI FY 23 Budget Presentation

College of Arts
and Sciences

Executive Summary



The College of Arts and Sciences has invested strongly in the institution achieving Carnegie R1 status while maintaining strong academic programs that prepare students for a wide variety of career pathways. We are piloting partnerships and collecting data on how such partnerships influence student success, are continuing successful faculty scholarship support programs, and are developing new online courses and programs to increase flexibility to allow students to reach their educational goals.

Accomplishments 2021-2022



- 1112 Degrees Awarded
- Research Activity
 - 145, 162, and 182 proposals awarded over the last 3 years, over 20% growth
 - CC* Integration -Large: mGuard: A Secure Realtime Data Distribution System with Fine -Grained Access Control for mHealth Research, National Science Foundation (NSF), PI: Lan Wang,, \$825,000.00, Computer Science
 - Catalytic H2 Evolution by Molecular Cobalt Complexes with Pentadentate Ligands in Aqueous Solutions, National Science Foundation (NSF), PI: Xuan Zhao, \$475,000.00, Chemistry
 - Evaluation of the Impact of Health and Education Programs in the Mississippi Delta, Data Health Alliance, PI: Wesley James, \$ 1,381,320, Sociology
 - Approaches for Reducing Alcohol Use and Consequences Among Diverse Community -Dwelling Emerging Adults, NIH, PI: James Murphy, \$3 15,140, Psychology
 - Majoring in the Minor: Forging a New Career Path to Address Teacher Diversity in Tennessee (MiM), THEC, PI: Alfred Hall, \$84,800, (COE/CAS collaboration)
- 198,071 Credit Hours Generated (133,637 onground / 59,237 online: highest other than AY20 -21/ 5,197 online RODP: lowest since AY15-16)
- DEI progress: Top 5 in nationwide black philosophy PhD production, first black female commissioned into the US Space Force from aerospace studies, fully online Master of Nonprofit Management program, with Social Justice and Fundraising & Philanthropy tracks launched, NSF/DOD -funded NeuroSTART program aims to increase representation of minorities in behavioral neuroscience research, anthropology general education classes redesigned to achieve DEI goals
- Scholarship highlights: physics faculty using NASA's James Webb Space Telescope and testing devices on the International Space Station, math faculty member delivered seminar at the University of Cambridge, political science faculty member invited to join Organization for Economic Cooperation and Development (OECD) Expert Group on New Measures of the Public Acceptability of Reforms
- CAS departments have nationally -ranked graduate (CJUS, PSYC, SWRK, ESCI, MATH, ENGL, HIST, BIOL, SPAN) and others have undergraduate (COMP, HIST, POLS, PSYC, ENGL, CJUS, SOCI, ANTH, PHIL) programs

Goals and Objectives 2022-2023



- Continue to migrate RODP enrollments to online M50 sections (collaborative with UMglobal/registrar) through targeted M50 development and strategic section management
- Launch CAS Research Council (planning initiated and then paused due to reluctance to add service responsibilities during the pandemic)
 - Advisory to Dean on emerging interdisciplinary research areas that may constitute strategic investment opportunities (of faculty positions, research stimulus funding, research development time investment, and new academic program opportunities)
- Invest in Data Science to support continued dramatic academic program growth and strong external funding success

Key Metrics-Degrees



Number of Degrees Awarded						
Level	Degree Name	2016-17	2017-18	2018-19	2019-20	2020-21
Baccalaureate	Bachelor of Arts	652	696	638	631	630
	Bachelor of Science	194	179	174	205	178
	B. S. Chemistry	1	2	1	1	1
	Baccalaureate Subtotal	847	877	813	837	809
Graduate Certificate		33	52	36	32	42
Masters	Master of Arts	67	64	63	66	63
	Master of City and Regional Planning	8	12	10	7	7
	Master of Fine Arts	12	6	7	10	7
	Master of Public Admin	16	15	8	16	13
	Master of Science	73	73	75	59	74
	Master of Social Work	56	52	62	56	60
	Masters Subtotal	232	222	225	214	224
Doctoral	Doctor of Philosophy	64	43	58	64	37
Total		1,176	1,194	1,132	1,147	1,112

Key Metrics-Enrollment



Enrollment by College of Major (Fall 2018 - Fall 2021)

Fall Enrollment Trends - Headcount			
Cohort Term	UG	GR	Total
Fall 2021	3,920	1,028	4,948
Fall 2020	4,117	967	5,084
Fall 2019	4,114	921	5,035
Fall 2018	4,037	1,017	5,054

Credit Hours Instructed by Type



	Onground	Online	Online RODP	TOTAL
2021-22	133,637	59,237	5,197	198,071
2020-21	78,579	122,807	7,202	208,588
2019-20	170,512	36,215	6,546	213,273
2018-19	181,309	30,233	5,508	217,050
2017-18	193,303	24,583	6,692	224,578
2016-17	198,796	19,374	7,959	226,129
2015-16	194,018	18,202	6,791	219,011

Key Metrics

Low Enrollment Courses (UG)



UG Conventional/Web/Hybrid Sections with Less than 10 Students

Academic Year	UG Course Sections	UG Course Sections Under 10 Students	% UG Course Sections Under 10 Students	# of Faculty/Instructors Teaching Sections with <10 UG Students
2020 -21	837	162	19.4%	104
2019-20	864	191	22.1%	119
2018-19	863	181	21.0%	106
2017-18	848	172	20.3%	103

Lower Division UG Conventional/Web/Hybrid Sections with Less than 20 Students

Academic Year	UG Lower Div. Course Sections	UG Lower Div. Course Sections Under 20 Students	% UG Lower Div. Course Sections Under 20 Students	# of Faculty/Instructors Teaching Lower Div. Sections with <20 UG Students
2020 -21	1,632	530	32.5%	193
2019-20	1,650	491	29.8%	180
2018-19	1,698	532	31.3%	198
2017-18	1,676	482	28.8%	178

Key Metrics

Low Enrollment Courses (Graduate)



GR Conventional/Web/Hybrid Sections with Less than 7 Students

Academic Year	GR Course Sections	Gr Course Sections Under 7 Students	% GR Course Sections Under 7 Students	# of Faculty/Instructors Teaching Sections with <7 GR Students
2020-21	306	73	23.9%	55
2019-20	291	78	26.8%	64
2018-19	312	93	29.8%	71
2017-18	319	86	27.0%	67

Key Metrics-Teaching Activity (Course Releases)



Provide justification for faculty with *less than a 2-2* teaching load/ distribution for AY20-AY22 (Fall/Spring only)

		COURSES TAUGHT (per semester)						
Faculty Name	College of Instruction	2019-2020		2020 -2021		2021-2022		Justification for Course Release
		F	S	F	S	F	S	
	CAS							47 (20.8%) departure or recent start
	CAS							41 (18.1%) heavy service
	CAS							41 (17.7%) leave (PDA, FMLA...)
	CAS							25 (11.1%) startup
	CAS							22 (9.7%) buyout
	CAS							21 (9.3%) current/former chairs
	CAS							19 (8.4%) research

Research-related: $\sim 1/2$ of $41+25+22+19 = 86$ (38%)

Faculty Name / Job Title/ Eclass / College of Instruction / Dept					2021-22				2020-21				2019-20				Comments
					F Course s	S Course s	F Enr	S Enr	F Course s	S Course s	F Enr	S Enr	F Course s	S Course s	F Enr	S Enr	If OTHR, Provide explanation.
Brondo,Keri	Professor Chair	F9	AS	ANTH	3	1.5	28	3	3	1	21	17	1	1	1	1	CHR
Feldman,Lindsey	Asst Professor	F9	AS	ANTH	3	0.5	61	2	3	3	46	28	3	2	36	72	PDA Spring 22
Gilmore,John	Instructor Coordinator	FA	AS	ANTH													
					2	3	64	70	2	3	80	89	2	3	68	94	
Hicks,Kathryn	Assoc Professor	F9	AS	ANTH	3.33	4	63	35	4	3	40	41	1	1	20	1	CHR; Fall 2019; PDA Spring 2020
Latta,Kenneth	Instructor Coordinator	FA	AS	ANTH													
					3	3	57	58	3	3	105	95	3	3	58	68	
Maclin,Edward	Instructor	F9	AS	ANTH	5	3	125	51	4	4	57	91	5	4	99	111	
Mickelson,Katherine	Instructor	F9	AS	ANTH	5	3	144	112	4	4	122	93	4	3	156	79	
Perez,Michael	Asst Professor	F9	AS	ANTH	2	3	3	21	3	3	75	29	3	3	72	55	
Robertson,William	Asst Professor	F9	AS	ANTH	2	2	67	46	.	.	.	.	.	.	.	.
Trapp,Micah	Assoc Professor	F9	AS	ANTH													FMLA Fall 2020; OTHR - Moch Fellowship
					2	1	23	2	0	2	.	55	4	4	20	20	(Spring 22)
Richards,Fayana	Asst Professor	F9	AS	ANTH	.	.	.	.	2	2	48	24	2	1	63	28	STUP Spring 2020
Thomann,Matthew	Asst Professor	F9	AS	ANTH	.	.	.	.	.	.	.	.	2	1	45	1	No longer at UM
Abell,Amy	Assoc Professor	F9	AS	BIOL													
					1	1	7	7	0	1.25	.	50	1	2	15	18	OTHR reduction based on supporting >=2 graduate students on large NIHgrant
Adelman,James	Asst Professor	F9	AS	BIOL	1	1	37	7	1	0	25	.	1	0	4	.	STUP hired fall 2019
Bayer,Randall	Professor	F9	AS	BIOL													
					1	2	15	18	1	1	14	6	3	0	31	.	PDA spring 2020 – teaches 2-2 as courses he teaches are a combination of lecture and lab sections
Beck,Melvin	Professor	F9	AS	BIOL													
					1.25	0.25	99	28	1.25	1.34	101	53	1	0.25	56	30	OTHR serves as coordinator for team taught Biol 1120 and teaches Genetics lab section
Benford,Jennifer	Instructor Coordinator	FA	AS	BIOL													
					2.25	2.75	28	58	0.5	0.83	29	44	0	1.25	0	31	OTHR Director of advising center
Boardman, Leigh	Asst Professor	F9	AS	BIOL	0.25	0	23	.	.	.	.	.	.	.	.	.	STUP – hired fall 2021
Bowers,Emerson	Asst Professor	F9	AS	BIOL	6	3	157	35	5	0	150	.	5	2	146	26	
Brown,Martha	Asst Professor	F9	AS	BIOL	3	2	198	119	3	3	214	192	4	3	240	157	
Brown,Shawn	Asst Professor	F9	AS	BIOL	1	2	3	30	1	1	10	37	0	1	.	24	STUP
Clarke,David	Lecturer	F9	AS	BIOL	6	4	67	38	4	4	54	27	0	3	.	53	STUP, hired spring 2020
Cole,Judith	Assoc Professor	F9	AS	BIOL	2.5	2	49	22	2	2	45	27	2.5	3.25	53	76	
Cook,Rebecca	Sr Lecturer	F9	AS	BIOL	6	6	158	169	6	4	211	163	5	5	242	165	
Coons,Lewis	Professor	F9	AS	BIOL													
					2	1	165	76	2	1	165	114	2	1	123	119	OTHR, second course canceled for low enrollment
Daigle,Bernie	Assoc Professor	F9	AS	BIOL	1.25	0.25	44	42	1	1.25	12	49	2	0	11	.	OTHR – Coordinator for Bioinformatics certificate program
Estrano,Carlos	Assoc Professor	F9	AS	BIOL	1.25	3.25	63	96	2.25	3.25	73	139	2	3.25	21	105	

Ferkin,Michael	Professor	F9	AS	BIOL	3	5	35	29	3	2	37	7	4	4	48	61	
Freeman,David	Assoc Professor Chair	F9	AS	BIOL	2	2	156	280	1	4	190	288	2	3	203	307	CHR
Kennedy,Michael	Professor	F9	AS	BIOL	2	1	30	9	1	1	11	14	3	0	15		OTHR Director of Meeman field station until spring 2020; 2nd Section canceled low enrollment fall 2020 and sp 2022
Kubicek,Charles	Lecturer	F9	AS	BIOL	5	4	32	51	5	5	46	51	7	6	141	81	
Lessman,Charles	Professor	F9	AS	BIOL	2.75	1	101	8	2.25	2	122	9	2	2	79	16	OTHR – second course in spring 2022 canceled due to low enrollment
Mandel,Jennifer	Assoc Professor	F9	AS	BIOL	1	1	6	6	1.25	1	43	1	0	0.25	0	41	OTHR 2020 new coordinator of Biol 1110 redesign team (performing funded research external grant)
McKenna,Duane	Professor	F9	AS	BIOL	1	1	21	41	2	1	18	45	2	1	17	41	OTHR - Director of Biodiversity Center; performing funded research (large external grant)
Parris,Matthew	Assoc Professor	F9	AS	BIOL	2.25	2.25	207	74	2.25	3.25	181	186	3	3.25	313	208	
Puckett,Emily	Asst Professor	F9	AS	BIOL	1	1	2	52	1	1	7	84	0	2		74	STUP
Sabel,Jaime	Asst Professor	F9	AS	BIOL	2.5	2.25	14	164	1.75	2.5	14	16	2.5	0	127		
Schwartzbach,Steven	Professor	F9	AS	BIOL	2	2	45	75	2	2	43	89	2	3	38	84	
Sharma,Alka	Instructor	F9	AS	BIOL	4	3.25	177	236	4.25	3	226	193	2	3.25	117	210	
Skalli,Omar	Professor	F9	AS	BIOL	2	2	33	40	1	2	19	47	1	3	16	36	GC, IMC Director
Taller,Barbara	Assoc Professor	F9	AS	BIOL	5	7.5	166	198	6	9	138	180	18	9	602	180	
Wong,Tit-Yee	Professor	F9	AS	BIOL					1	3	91	60	1	1	107	92	OTHR – Retired spring 2021
Brem,Forrest	Lecturer	F9	AS	BIOL									6	0	116		No longer at UM
Sutter, Carrie	Research Assoc Professor	F9	AS	BIOL									0	0			OTHR – Research Associate Professor, no teaching expectation in contract
Choi,Eunseo	Assoc Professor	F9	AS	CERI	1	1	4	8	1	1	4	5	1	1	1	5	OTHR: By contract, CERI TT faculty are expected to teach 1/1
Goebel,Thomas	Asst Professor	F9	AS	CERI	1	1	7	9	1	1	6	9	0	1		8	OTHR: By contract, CERI TT faculty are expected to teach 1/1
Kyriakopoulos,Christodoulos	Asst Professor	F9	AS	CERI	1	1	3	7	0.5	0.75	3	6	0	0.75		6	OTHR: By contract, CERI TT faculty are expected to teach 1/1
Langston,Charles	Professor Director	F9	AS	CERI	1	2	8	11	1	1.25	2	6	1	0.25	6	1	CHR, OTHR: By contract, CERI TT faculty are expected to teach 1/1
Cramer,Chris	Professor	FA	AS	CERI									0	1		7	OTHR: Research Faculty
Alexander,William	Assoc Professor	F9	AS	CHEM	2	7	62	489	2	1	20	47	1	1	8	36	OTHR-Active Grant/Grant Pursuit; Coordinator for Gen. Chem. I Lab
Baker,Daniel	Assoc Professor	F9	AS	CHEM	4	5	84	89	4	5.5	80	147	4	5.5	77	64	
Brewster, Timothy	Assoc Professor	F9	AS	CHEM	1	0	31		1	1	4	7	1.5	1	99	128	OTHR-Active research group; Active Grant/Grant Pursuit; FMLA/PPL
Bridson,Peter	Assoc Professor	F9	AS	CHEM	3	3	30	83	5	5.5	61	59	6	6	91	140	
Brown,Michael	Asst Professor	F9	AS	CHEM	2	1	23	83									STUP; OTHR-Active Grant/Grant Pursuit;
Burkey,Theodore	Professor	F9	AS	CHEM	2	1	12	1	2	2	14	14	8	1	139	3	OTHR: Facilities Committee Chair and Faculty Senate



Clark,Kensha	Asst Professor	F9	AS	CHEM	2	1	7	10	2	2	99	34	1.5	1	113	22	STUP: OTHR: Coordinator CHEM 4101/6101 Inorganic Lab; Active research group of PhD students; Active Grant/Grant Pursuit
DeYonker,Nathan	Assoc Professor	F9	AS	CHEM	1	1	73	5	1	1	99	102	2	1	28	8	
Fujiwara,Tomoko	Professor	F9	AS	CHEM	1	4	8	61	1	1	26	3	1	1	12	17	OTHR-Active research group of PhD students; Active Grant/Grant Pursuit; Faculty advisor Student group (SMACS)
Garner,Charles	Assoc Professor	F9	AS	CHEM	7	2	172	9	7	5	244	151	1	5	93	60	"OTHR: Safety Committee Chair; Active research group of PhD students; Active Grant/Grant Pursuit"
Huang,Xiaohua	Professor	F9	AS	CHEM	1	1	54	7	1	0.5	49	5	1	1	93	17	STUP; OTHR-Coordinator for CHEM 3301 Foundations of Organic Labs; Active research group of PhD students; Active Grant/Grant Pursuit
Johnson,Jermaine	Instructor Coordinator	F9	AS	CHEM	.	.	.	.	4	4	41	25	4	6	35	53	
		FA	AS	CHEM	9	2	645	117	.	.	.	.	.	.	.	.
Jones,Aaron	Sr Lecturer	F9	AS	CHEM	4	4	46	43	.	.	.	.	.	.	.	.
Nascimento,Daniel	Asst Professor	F9	AS	CHEM	1	1	7	23	0	1	.	4	.	.	.	.	STUP; OTHR-Active Research Group of PhD Students
Sacui,Iulia	Instructor	F9	AS	CHEM	4	6	335	309	4	6	335	365	4	6	313	437	
Simone,Paul	Assoc Professor Chair	F9	AS	CHEM	2.33	2	20	55	2	0.5	23	5	2	0	41	.	
Wang,Yongmei	Professor	F9	AS	CHEM	1	2	58	74	1	1	10	61	2	2	114	84	UC; Active research group of PhD students; Active Grant/Grant Pursuit
Zhao,Xuan	Assoc Professor	F9	AS	CHEM	2	2	42	35	1	1	8	32	1	1	12	37	OTHR-Active Grant/Grant Pursuit; Active Research Group of PhD students
Kurtz,Henry	Professor	F9	AS	CHEM	.	.	.	.	2	2	74	45	1	1	49	28	Retired Spring 2021
Santagata,Nancy	Instructor	F9	AS	CHEM	.	.	.	.	9	6	668	551	9	6	669	536	Left University Spring 2021
Burraston,Bert	Assoc Professor Chair	F9	AS	CJUS	1	1	32	20	2	2	64	39	2	2	33	32	CHR: Fall 2021 – present.
Dupont,Randolph	Professor	F9	AS	CJUS	2	1	24	37	1	1	47	19	1	1	24	22	OTHR: Buyout-one course per semester
Gurley,Michael	Instructor	F9	AS	CJUS	4	3	91	74	5	4	99	102	.	.	.	.
Iratzoqui-Greenfield,Amaia	Assoc Professor	F9	AS	CJUS	2	2	23	52	2	2	45	42	2	2	44	66	
Jenkins Keenan,Sheri	Clinical Asst Professor	FA	AS	CJUS	2	0	32	.	2	2	54	35	2	2	16	9	No longer with the University
Johnson,Amanda	Assoc Professor	F9	AS	CJUS	2	2	29	37	2	2	34	34	2	2	42	53	
Keith,Shelley	Assoc Professor	F9	AS	CJUS	2	2	28	42	0	0	.	.	1	1	7	30	PDA 20-21
McCuddy,Timothy	Asst Professor	F9	AS	CJUS	2.33	1	47	23	3	2	43	44	2	2	40	45	OTHR: Buyout-one course for Spring 2022
McCutcheon,James	Assoc Professor	F9	AS	CJUS	1	1	50	13	0	1	.	20	2	2	81	16	GC: 20-22; Parental Leave F2020.
Megelsh,George	Sr Lecturer	F9	AS	CJUS	4	4	93	94	4	4	73	71	5	4	60	45	
Senter,Jefferson	Instructor Coordinator	FA	AS	CJUS	2	2	34	66	2	2	47	80	2	2.5	77	120	
Watts,Stephen	Assoc Professor	F9	AS	CJUS	3	2	48	68	2	2	44	46	2	2	46	44	

Webb,Mari	Instructor Coordinator	FA	AS	CJUS		2	2	53	54									Started Fall 21.
Williams,Mark	Instructor	F9	AS	CJUS		4	4	80	102	5	4	87	88					
Miles,Laurel	Instructor Coordinator	FA	AS	CJUS						2.5	0	71		3	3	78	87	No longer with the University.
Turner, KB	Assoc Professor Chair	F9	AS	CJUS														CHR F2019 - 2021: Course releases due to service as chair of Faculty Athletics Committee and African American Male Academy; No longer with the university.
Wells,Lenard	Instructor	F9	AS	CJUS						1	0	19		0	0	0	0	Deceased
Baggett,William	Instructor	F9	AS	COMP		5	3	163	129	4	5	157	224	4	3	122	150	
Cook,Amy	Asst Professor	F9	AS	COMP		0	0			1	1	21	7	1	1	5	20	Parental Leave
Dasgupta,Dipankar	Professor	F9	AS	COMP														OTHR: reduction based on academic salary (buyout) and/or supporting >=2 graduate students on grant
Fleming,Scott	Assoc Professor	F9	AS	COMP		1	1	25	11	1	1	26	7	0	2		17	GC
Garzon, Max	Professor	F9	AS	COMP		0	0			2	2	25	59	3	1	27	25	PDA F21&S22
Huang,Xiaolei	Asst Professor	F9	AS	COMP		1	1	14	6	0	1		7					STUP
Kumar,Nirman	Asst Professor	F9	AS	COMP		2	2	49	59	2	2	42	12	2	2	88	61	
Li,Wei	Asst Professor	F9	AS	COMP		1	1	10	51	1	1	11	11					STUP
Malasri,Kriangsiri	Instructor	F9	AS	COMP		7	7	235	247	8	3	266	142	8	8	258	239	
Papadopoulos,Christos	Holder of the Chair Excellence	F9	AS	COMP														
Phan,Vinhthuy	Assoc Professor	F9	AS	COMP		1	1	4	25	0	1		19					COE - His regular teaching load is 1 and 1 as COE.
Rus,Vasile	Professor	F9	AS	COMP		2	1	74	43	2	1	67	55	2	0	59		UC
Sen,Fatih	Instructor	F9	AS	COMP		1	1	32	49	0	1		8	1	0	5		OTHR: reduction based on academic salary (buyout) and/or supporting >=2 graduate students on grant
Shiva,Sajjan	Professor	F9	AS	COMP		3	5	99	174	3	5	70	157	4	3	78	112	
Venugopal,Deepak	Assoc Professor	F9	AS	COMP		1	1	2	38	1	1	44	50	1	1	39	44	OTHR: Dr. Nenon's memo
Wang,Lan	Professor Chair	F9	AS	COMP		1	1	39	100	2	2	50	59	2	2	54	39	OTHR: reduction based on academic salary (buyout) and/or supporting >=2 graduate students on grant
Watson,Thomas	Asst Professor	F9	AS	COMP		0	0			0	0			0	0			CHR, OTHR: reduction based on academic salary (buyout) and/or supporting >=2 graduate students on grant
Won,Myounggyu	Asst Professor	F9	AS	COMP		3	1	90	28	3	0	44		2	1	42	17	
Yang,Kan	Asst Professor	F9	AS	COMP		2	2	66	76	1	1	24	63	1	1	37	54	
Yu,James	Instructor	F9	AS	COMP		2	2	48	54	2	2	55	62	2	2	20	36	
Zhang,Xiaofei	Asst Professor	F9	AS	COMP		3	3	155	140	3	5	127	115	3	3	116	122	
Gao,Xing	Asst Professor	F9	AS	COMP		2	2	38	73	1	1	19	11	1	1	11	12	
Adams,Rebecca	Assoc Professor	F9	AS	ENGL										1	1	33	9	No longer at UM
Amster,Irene	Instructor	F9	AS	ENGL		3	3	30	12	4	3	46	23	4	2	51	5	
Ansbro,Terry	Instructor	F9	AS	ENGL		4	4	107	72	4	4	89	108	0	3		41	
Black,Christopher	Instructor	F9	AS	ENGL		4	4	66	81	4	4	85	76	4	4	85	81	
Bolton,Carlos	Instructor	F9	AS	ENGL		4	3	95	54									
Britt,Theron	Assoc Professor	F9	AS	ENGL		3	4	65	113	3	4	73	95	3	4	62	115	
Buckner,Ralph	Instructor	F9	AS	ENGL		3	3	40	57	3	2	51	23	3	3	32	73	
Cervone,Cristina	Assoc Professor	F9	AS	ENGL		3	4	63	83									
Clement,William	Instructor	F9	AS	ENGL		2	4	24	39	2	2	11	33	2	2	28	29	
		F9	AS	ENGL		4	2	73	67	4	4	85	61	4	4	122	109	

Cohoon,Lorinda	Assoc Professor	F9	AS	ENGL	3	2	81	43	2	2	49	34	3	2	88	35	
Compton, Michael	Instructor	F9	AS	ENGL	0	0	.	.	2	2	29	70	4	3	77	54	OTHR - Medical Leave
Crosby,Shelby	Assoc Professor	F9	AS	ENGL	0	2	.	57	2	2	34	43	3	2	62	32	PDA, Fall 2021
Cusson,Jerome	Instructor	F9	AS	ENGL	4	0	85	.	3	4	60	78	3	4	53	85	
Dice,Catherine	Instructor	F9	AS	ENGL	4.5	2	92	40	2.5	2	44	48	3.5	1	84	34	
Duffy,William	Assoc Professor	F9	AS	ENGL	3	1	39	7	0	2	.	26	2	2	28	32	PDA Fall 2020
Fogle,Evelyn	Assoc Professor	F9	AS	ENGL	2	2	50	29	2	2	50	28	2	2	22	41	
Fredlund,Katherine	Assoc Professor	F9	AS	ENGL	6.33	7.83	322	350	9	6.83	382	340	14	6.33	815	424	
Fuentes,Ronald	Assoc Professor	F9	AS	ENGL	2.5	2	49	52	2	2	23	30	0	2.5	.	35	PDA Fall 2019
Gal,Ana-Graciela	Instructor	F9	AS	ENGL	4	4	82	100	5	3	130	41	5	4	96	115	
Graham,Sage	Professor	F9	AS	ENGL	1	1	12	12	2	1	28	11	2	1	27	15	OTHR: Editor of undergraduate research journal
Hanrahan Domingo,Darryl	Assoc Professor	F9	AS	ENGL	2	0	40	.	2	2	39	30	2	2	22	45	Freeburg Fellow, Spring 2022
Harris,Donal	Assoc Professor Director	F9	AS	ENGL	1	1	6	35	0	0	.	.	2	1	36	12	PDA 2020-2021; MOCH Director
Hayes,Paula	Instructor	F9	AS	ENGL	4	3	101	56	4	4	104	119	4	4	89	98	
Hilmerson,Gray	Sr Lecturer	F9	AS	ENGL	4	4	43	64	4	5	47	52	4	5	51	64	
Jones,Joseph	Assoc Professor	F9	AS	ENGL	1	1	3	13	1	1	9	11	2	1	25	24	UC
Jones,Tammy	Instructor	F9	AS	ENGL	3.5	3	73	81	4.5	3	126	65	4.5	4	112	99	
Kaplowitz Cantrell,Rachel	Instructor	F9	AS	ENGL	3	2	60	39	4	3	105	64	3	4	60	113	
Kim,Loel	Assoc Professor	F9	AS	ENGL	1	2	1	35	2	3	20	39	4	3	56	41	PDA, Fall 2021
Lane,Elizabeth	Asst Professor	F9	AS	ENGL	3	3	25	33	3	2	36	21	3	2	43	36	
Mayer,Mark	Asst Professor	F9	AS	ENGL	2	2	31	33	2	2	23	32	.	.	.	.
Mickalites,Carey	Assoc Professor	F9	AS	ENGL	3	2	69	21	0	2	.	40	2	3	68	83	
Mitchell,Verner	Professor	F9	AS	ENGL	2	2	38	42	2	2	66	30	2	0	45	.	
Myers,Cecilia	Instructor	F9	AS	ENGL	2	3	39	65	3	4	59	106	3	4	71	116	
Payne,Kimberly	Instructor	F9	AS	ENGL	4	4	110	98	4	4	73	91	.	.	.	.
Phillips,Joshua	Assoc Professor	F9	AS	ENGL	3	2	99	37	1	1	14	10	3	1.5	83	34	Former CHR
Powers,Rhonda	Instructor	F9	AS	ENGL	4	3	99	51	4	3	70	54	3	4	73	113	
Rodrigues,Donald	Asst Professor	F9	AS	ENGL	2	2	19	29	2	0	23	.	2	2	24	40	
Santo,Courtney	Instructor	F9	AS	ENGL	4	4	84	78	3	3	49	43	3	3	51	58	
Schlich,Eric	Asst Professor	F9	AS	ENGL	3	2	40	27	2	2	52	33	2	2	29	17	
Schultz,Kathy	Assoc Professor	F9	AS	ENGL	1	1	11	12	1	1	9	28	2	0	20	.	OTHR: Dir. of Women and Gender Studies
Scraba,Jeffrey	Assoc Professor	F9	AS	ENGL	1	3	25	43	2	2	40	15	1	3	4	36	
Skaja,Emily	Asst Professor	F9	AS	ENGL	2	2	24	28	2	2	23	30	.	.	.	.
Smith,Stacy	Instructor	F9	AS	ENGL	3	4	75	106	4	4	97	118	3	3	75	74	
Sundvall,Scott	Asst Professor	F9	AS	ENGL	2	2	31	40	1	1	18	13	1	2	17	24	OTHR: Dir. of CWC
Thrush,Emily	Professor	F9	AS	ENGL	2	2	31	50	2	2	47	29	2	2	29	31	
Tucker,Terrence	Assoc Professor Chair	F9	AS	ENGL	1	1	6	25	2	2	24	17	2	2	46	42	CHR
Verbist,Gilbert	Instructor	F9	AS	ENGL	4	4	88	74	4	4	73	77	4	4	78	78	
Weston,Elizabeth	Sr Lecturer	F9	AS	ENGL	4.5	4	55	53	4.5	4	66	77	4	4	53	51	
Wicker,Marcus	Assoc Professor	F9	AS	ENGL	2	2	24	24	0	2	.	31	2	3	24	40	
Wilson,Lakeitha	Instructor	F9	AS	ENGL	3.5	3	66	52	3	4	61	87	4	4	100	103	
Barlow,Gregory	Instructor	F9	AS	ENGL	.	.	.	.	4	4	123	115	3	4	59	106	
Bolin,Alice	Asst Professor	F9	AS	ENGL	.	.	.	.	2	1	13	9	3	2	26	17	
Ghanem,Romy	Asst Professor	F9	AS	ENGL	.	.	.	.	1	2	9	41	3	2	39	47	
McAdon,Brad	Assoc Professor	F9	AS	ENGL	.	.	.	.	2	0	18	.	2	2	17	39	
Menson-Furr,Ladrica	Assoc Professor Director	F9	AS	ENGL	.	.	.	.	.	.	.	.	.	.	.	.
Myers,Bess	Instructor	F9	AS	ENGL	.	.	.	.	5.5	1.5	55	15	4	2.5	69	43	OTHR: Assistant Dean
					.	.	.	.	2	3	37	70	3	3	66	65	No longer at UM



Willis,Sharese	Instructor	F9	AS	ENGL					4	4	72	80	4	4	71	71	No longer at UM
Dalle,Teresa	Assoc Professor	F9	AS	ENGL									1	2	27	28	No longer at UM
Holladay,Cary	Professor	F9	AS	ENGL									2	0	33		No longer at UM
Mummert,Maria	Instructor	F9	AS	ENGL									4	4	65	103	No longer at UM
Plunka,Gene	Professor	F9	AS	ENGL									2	0	15		No longer at UM
Tabachnick,Stephen	Professor	F9	AS	ENGL									2	2	57	49	No longer at UM
Antipova,Anzhelika	Assoc Professor	F9	AS	ERSC	2	2	29	53	2	2	13	50	2	2	30	50	
Bartholomew,Mervin	Professor	F9	AS	ERSC	2	2	107	45	2	2	43	48	2	2	55	43	
Burnette,Dorian	Assoc Professor	F9	AS	ERSC													
Cox,Randel	Professor	F9	AS	ERSC	2	2	105	43	0	1.33		87	2	2	117	28	PDA – Fall 20; OTHR Spring 21 team teaching
Dye,David	Professor	F9	AS	ERSC	2	2	60	76	3	3	90	90	2	2	131	64	
Fulton,Albert	Instructor	F9	AS	ERSC	1.5	4	72	146									
Hill,Arleen	Professor Chair	F9	AS	ERSC	1	2	24	24	1	1.33	126	14	0	2		185	CHR
Jackson,William	Asst Professor	F9	AS	ERSC	3.5	2	93	16	2.5	4	83	77					
Johnson,Julie	Instructor Coordinator	FA	AS	ERSC													
Kung,Hsiang	Professor	F9	AS	ERSC	17.5	14	535	272	22	14	595	563	28	26	765	817	
Kwon,Yongsang	Assoc Professor	F9	AS	ERSC	1	1	9	4	1	1	6	9	1	1	8	8	OTHR: East Asian Studies Institute Director
Larsen,Daniel	Professor	F9	AS	ERSC	2.5	2	48	85	2	2	33	83	2	2	55	89	
Leslie,Deborah	Asst Professor	F9	AS	ERSC	0	2		10	1	1	8	14	2	1	26	11	PDA Fall 21; OTHR: Research buyout Spring 22
Mickelson,Andrew	Assoc Professor	F9	AS	ERSC	2	2	66	22	2	2	74	33	1	2	11	53	
Ozdenerol,Esra	Professor	F9	AS	ERSC	1	1	30	7	2	2	98	30	2	2	15	11	OTHR: GC - covered academic roles while our staff position was open
Parish,Ryan	Assoc Professor	F9	AS	ERSC	1	2	11	6	2	2	40	17	2	2	17	18	OTHR: F2021 research + new M50 course development
Pujol, Jose	Professor	FA	AS	ERSC	2	3	68	39	3	4	40	88	2	3	115	113	
VanArsdale, Roy	Professor	F9	AS	ERSC					0	0			2	2	98	116	NA-Retired 8/31/2020
Bond,Beverly	Professor	F9	AS	HIST									2	0	27		NA-Retired 5/2020
Brand,Peter	Professor	F9	AS	HIST	2	3	126	149	2	2	47	137	2	2	47	40	
Coffey,Michele	Instructor	F9	AS	HIST	2	2	39	56	0	2		37	2	2	28	39	PDA: Fall 2020
Crawford,Charles	Professor	F9	AS	HIST	4	4	174	175	4	4	179	150	3	4	95	146	
Daily,Andrew	Assoc Professor	F9	AS	HIST	2	2	41	42	2	2	52	62	2	0	52		PDA: Spring 2020
Dixon,Bradley	Asst Professor	F9	AS	HIST	1	1	26	15	0	1		6	2	1	27	137	OTHR: Parental Leave; GC; GC
Duenas-Vargas,Guiomar	Professor	F9	AS	HIST	2	2	50	109	2	0	28		1	2	19	148	STUP; MOCH
Eisel,Christine	Instructor	F9	AS	HIST	2	2	43	41	2	2	56	49	2	2	25	17	
Fickle, James	Professor	F9	AS	HIST	4	4	99	108	4	4	103	117	4	4	105	97	
Goudsouzian,Aram	Professor	F9	AS	HIST	1	0	32		2	2	66	69	2	2	69	63	OTHR: Medical Leave/retiring
Goudsouzian,Chrystal	Instructor Coordinator	FA	AS	HIST	2	2	153	107	2	2	135	123	2	2	186	169	
Graham,Benjamin	Assoc Professor	F9	AS	HIST	3.83	4	130	144	4	4.5	171	139	5	3.5	291	139	
Kwoba,Brian	Asst Professor	F9	AS	HIST	1	2	17	100	2	2	148	125	0	2		83	PDA Fall 2019; OTHR: UC
Kynn,Tyler	Instructor	F9	AS	HIST	0	0			2	2	124	132	2	0	183		MOCH: Spring 2020; PDA 2021-2022
Laumann,Dennis	Professor	F9	AS	HIST	4	4	111	132	4	4	137	114					
Marler,Scott	Assoc Professor	F9	AS	HIST	2	2	139	92	1	0	120		1	2	164	142	UC; PDA Spring 2021
O'Donovan,Susan	Assoc Professor	F9	AS	HIST													OTHR: Fall 2021 Medical Leave, dept hired PT for one course, colleagues covered the other.
Onstine,Suzanne	Assoc Professor	F9	AS	HIST	1	2	10	138	3	2	139	149	2	2	191	186	PDA: Fall 2019
					2	1	53	4	2	2	29	96	2	0	42		Spring 2022 teaching 2 courses, one a second session course.

Peyton, Caroline	Instructor	F9	AS	HIST	2	4	71	91	4	4	121	98	4	4	138	140	
Phipps, Catherine	Assoc Professor	F9	AS	HIST	1	1	25	14	1	1	24	7	2	1	55	11	DIR International Studies
Potter, Sarah	Assoc Professor	F9	AS	HIST													MOCH Dir; PDA Fall 2019; OTHR: Associate Chair
					1	1	119	16	1	1	9	28	0	1		30	Spring 20-present.
Savage, Amanda Lee	Instructor Coordinator	FA	AS	HIST													OTHR: Online Coordinator; Undergrad Advisor;
					3	1	74	35	2	1	59	20	2	1	60	35	webmaster
Stein, Stephen	Assoc Professor	F9	AS	HIST	2	2	56	38	2	0	49		2	2	58	37	MOCH
Tsacoyanis, Beverly	Assoc Professor	F9	AS	HIST	2	2	39	56	2	2	44	25	2	2	46	56	
Unowsky, Daniel	Professor Chair	F9	AS	HIST	1	1	118	12	1	1.5	8	56	1	1	20	14	GC; CHR
Woolner, Christina	Asst Professor	F9	AS	HIST	2	2	34	69	0	2		73	2	2	131	27	MOCH: Spring 2019; PDA Fall 2020
Znamenski, Andrei	Professor	F9	AS	HIST	2	2	50	60	2	2	49	41	3	2	44	48	
Arnold, Catherine	Asst Professor	F9	AS	HIST									2	2	46	33	NA: No longer on faculty
Mole, Gregory	Instructor	F9	AS	HIST									4	4	114	94	NA: No longer on faculty
Banerjee, Bonny	Assoc Professor	F9	AS	IIS	1	1	11	64	1	1	15	39	1	1	8	39	OTHR (1/1 contract)
Olney, Andrew	Professor	F9	AS	IIS	3	2	19	2	2	3	16	3	1	2	8	16	OTHR (1/1 contract); BO 22% AY
Pavlik, Philip	Assoc Professor	F9	AS	IIS	3	2	11	10	3	3	21	16	3	3	20	9	OTHR (1/1 contract); BO 22% AY
Krug, Adam	Instructor	F9	AS	INTD	0	0			4	4	118	60					No longer with the university.
Powell, Christine	Professor	FA	AS	INTD													
					0	0			1	0	6		1	0	5		By contract, CERI TT faculty are expected to teach 1-1; OTHR: Retired Spring 22
Aggarwal, Manohar	Instructor	F9	AS	MATH	4	3	238	100	5	4	197	153	4	3	213	114	
Anastassiou, George	Professor	F9	AS	MATH	2	2	53	48	2	2	44	44	2	1	116	37	
Ba, Alpha	Instructor	F9	AS	MATH	4	3	257	150	5	4	273	216	4	4	196	163	
Bacopoulos, Dionysia	Instructor	F9	AS	MATH	3	2	117	45	3	2	115	86	3	2	108	45	
Botelho, Maria	Professor	F9	AS	MATH	2	1	11	45	1	2	39	50	2	1.5	90	29	GC
Bowman, Dale	Assoc Professor	F9	AS	MATH	2	3	21	12	0	3		21	3	3	48	29	PDA - F2020
Campbell, James	Professor	F9	AS	MATH	1	1	28	10	1	1.33	10	14	2	2	43	23	OTHR: Associate Chair
Chen, Hongqiu	Professor	F9	AS	MATH	2	2	20	16	2	2	27	62	2	2	48	52	
Deng, Lih	Professor	F9	AS	MATH	2	2	17	15	2	2	17	17	2	2	17	30	
Doroshenko, Nataliya	Instructor	F9	AS	MATH	4	4	313	249	6	5	406	308	6	6	423	420	
Dwiggins, David	Instructor Coordinator	FA	AS	MATH													
					4	3	111	89	3	3	67	113	3	2	151	78	
Englert, Dawn	Sr Lecturer	F9	AS	MATH	4	4	131	114	4	4	43	72	4	4	60	50	
Freeman, Misty	Instructor	F9	AS	MATH	6	6	263	207	7	5.5	266	191	5	4.5	268	158	
George, Ebenezer	Professor	F9	AS	MATH													OTHR: F2021 taught the second course 8672 listed as IS with 7 students.
					1	2	9	16	2	2	22	12	2	2	26	26	
Goldstein, Gisele	Professor	F9	AS	MATH													OTHR: We have 4-hour courses and Dr. Goldstein has taught several of those. We balance hours, and over the six semesters listed here, her load would have been 36 hours, she has taught 37 hours over that time period.
					2	1	45	3	2	2	70	48	2	1.5	47	48	
Goldstein, Jerome	Professor	F9	AS	MATH													OTHR: Dr. J Goldstein has taught several 4-hour courses over this time frame. His total hours for this 16-semester period is 35; his load would be 36.
					1	2	48	36	1	2	49	48	2	1	96	16	
Grant, Angela	Instructor	F9	AS	MATH	3	3	131	81	4	3	126	54	3	3	89	117	
Gryniewicz, David	Assoc Professor	F9	AS	MATH	2	2	29	37	2	2	60	19	3	2	40	44	
Hagen, Thomas	Professor	F9	AS	MATH	2	2	40	43	2	2	45	64	2	2	18	55	

Houston,Scotty	Instructor	F9	AS	MATH	5	3	162	52	5	3	265	150	4	5	254	278	
Kaminska,Anna	Professor	F9	AS	MATH													OTHR: 2020S: Medical leave; 2019F: Taught 4 hours; in last two terms, has taught 7 hours, for a total of 18, matching her load. 2021-F: Taught 8 cr in last two semesters.
Kodipelly,Vinay Kanth Rao	Instructor	F9	AS	MATH	1	2	31	81	2	2	83	69	1	0	33		OTHR: Leave w pay F2021
Lasiecka,Irena	Professor Chair	F9	AS	MATH	0	1		6	1	0	5		1	0	8		CHR, PDA S-2021
Lin,Pei-Kee	Professor	F9	AS	MATH													OTHR: He taught 7 hours 2019F, also 2021S, hence is only two hours deficient.
Londino,Joseph	Sr Lecturer	F9	AS	MATH	2	1	59	54	1	2	44	60	2	1	36	44	
McCarty,Benjamin	Assoc Professor	F9	AS	MATH	4	3	27	12	5	3	23	11	6	2	49	17	
McCutcheon,Randall	Professor	F9	AS	MATH	2	2	36	14	3	1	19	4	1	2	4	8	
Nikiforov,Vladimir	Professor	F9	AS	MATH		1	66	43	2	1	56	33	2	1	77	33	OTHR: McCutcheon teaches 12 hours per year, 8 during Fall, 4 during Spring
Noroozi,Majid	Asst Professor	F9	AS	MATH	2	2	30	66	0	2		18	2	2	157	63	PDA F-2020
Oladele,Joshua	Instructor	F9	AS	MATH	1	1	32	29									STUP
Tayahi,Iham	Instructor Coordinator	FA	AS	MATH	3	3	215	150	4	3	158	130	3	3	192	63	
Triggiani,Roberto	Professor	F9	AS	MATH	12	15.5	371	408	14	15.33	534	420	19	16.5	543	462	
Wierdl,Mate	Professor	F9	AS	MATH	1	3	5	24	1	0	6		1	2	9	11	OTHR: Distinguished Professor, reduced load; 2021S: PDA
Windsor,Alistair	Assoc Professor	F9	AS	MATH	1	1	9	13	2	2	27	13	3	2	17		OTHR: Taught extra course F2019 and 2 IS courses 2021-2022.
Yang,Ching-Chi	Asst Professor	F9	AS	MATH	1	1	44	7	1	2	23	28	2	1	27	6	OTHR: Reduced load as Director of Intelligent Systems Institute
Zheng,Bentuo	Professor	F9	AS	MATH	3	2	70	8	2	2	27	39	1	1	15	8	2019F-2020S: STUP
Chen,Su	Assoc Professor	F9	AS	MATH	0	2		51	2	2	54	25	2	2	56	55	PDA-F2021.
Haddock, John	Professor	F9	AS	MATH					2	2	70	19	0	1		4	OTHR: No longer at UM
Balister,Paul	Professor	F9	AS	MATH					0	0			1	1	50	3	NA - Retired
Chan,Tsz	Instructor	F9	AS	MATH									1	1.5	8	18	No longer at UM
Gillespie,Elizabeth	Asst Professor	F9	AS	PADM									5	4	56	239	No longer at UM
Hafer,Joseph	Asst Professor	F9	AS	PADM	1	2.5	22	23	1	2	12	16					STUP
Howell-Moroney,Michael	Professor	F9	AS	PADM	2	1	27	16	2	1	46	16					STUP
Nelson,Erin	Assoc Professor	F9	AS	PADM	2	2	25	25	2	2	24	21	2	2	21	17	
Topinka,John	Asst Professor	F9	AS	PADM	1	2	12	31	1	2	19	23	1	2	9	30	GC
Walsh,Candace	Instructor Coordinator	FA	AS	PADM	3	3	37	31	3	3	49	38	3	3	31	32	GC - MPA; Clinical Faculty
Wrobel,Sharon	Assoc Professor Chair	F9	AS	PADM		3	62	56	3	3	74	54	3	3	88	94	
Bahoh,James	Asst Professor	F9	AS	PHIL	1	1	23	9	1	1	28	13	1	1	6	13	CHR
Debes,Remy	Assoc Professor Chair	F9	AS	PHIL	1	2	35	45	2	2	47	34					OTHR: Started F20; UC starting F21
Garrett,Lucien	Sr Lecturer	F9	AS	PHIL		1	8	12	1	1	46	20	1	0	7		CHR
Gray,David	Asst Professor	F9	AS	PHIL	4	4	85	111	4	3	61	69	5	6	56	45	
Khawaja,Salman	Instructor	F9	AS	PHIL	2	2	107	26	2	2	23	48	2	0	84		OTHR: MOCH S20
Mader,Mary Beth	Professor	F9	AS	PHIL	0	3	124	88	4	3	181	119	3	3		104	Error: Taught full load F19, 3 courses.
Monahan,Michael	Assoc Professor	F9	AS	PHIL	2	2	27	51	0	0			2	2	100	36	PDA F20-S21
Roche,Timothy	Assoc Professor	F9	AS	PHIL		3	35	12	1	2	11	27	0	0			OTHR: Chair of Grad Admissions starting F20; PDA 19-20
					2	2	67	25	2	2	42	23	2	1	68	8	GC

Saghafi,Kas	Assoc Professor	F9	AS	PHIL	3	2	97	39	2	2	49	24	1	2	6	52	
Sen,Amit	Instructor Coordinator	FA	AS	PHIL													
Smith,Daniel	Asst Professor	F9	AS	PHIL	3	4	98	171	3	3	102	114	3	3	94	116	
Stewart,Lindsey	Asst Professor	F9	AS	PHIL	2	0	81		2	2	60	66	2	2	61	29	OTHER: MOCH S21
Taylor,Kevin	Instructor Coordinator	FA	AS	PHIL													
Tollefsen, Deborah	Professor	F9	AS	PHIL	3	2	109	61	4	2	123	47	3	3	79	87	
Borstad,Gustav	Instructor Coordinator	FA	AS	PHYS	0	0											OTHER: PDA 21-22
Hoang,Thang	Asst Professor	F9	AS	PHYS	3	2	78	81	2	2	60	67	1	2	37	85	Hired Summer 2019
Jahan,Muhammad	Professor	F9	AS	PHYS	2	2	25	36	2	2	12	12	1	2.5	11	14	STUP
Laradji,Mohamed	Professor	F9	AS	PHYS	4	4	93	115	3	5	94	133	1	3.5	43	117	Interim Chair, Fall 2019
Mensah,Samuel	Instructor Coordinator	FA	AS	PHYS	1	1	5	4	3	2	13	7	2.5	2	24	20	Heavy Service Load. UG Advisor, External funding PI
Mishra,Sanjay	Professor	F9	AS	PHYS	23	24	550	658	24	24	677	659	23	24	704	682	
Muller Sanchez,Francisco	Asst Professor	F9	AS	PHYS	2	2	22	14	2	2	52	11	2	1.5	58	39	
Peng,Chenhui	Asst Professor	F9	AS	PHYS	2	2	27	61	2	2	38	12	1	2	44	10	STUP (Year?)
Pollard, Shawn	Asst Professor	F9	AS	PHYS	1.5	3	37	15	2	1	55	20	1	0	39		STUP (year?)
Rhodes,Joanne	Instructor	F9	AS	PHYS	1.5	0	8		1	2	12	45					STUP: New hire- Oload agreement obligation
Sabri,Firouzeh	Professor Chair	F9	AS	PHYS	5	4	338	245	5	5	376	292	5	5	279	408	
Shen,Xiao	Assoc Professor	F9	AS	PHYS	2	2	9	22	1	1	17	28	2	2	45	11	CHR
Banai,Reza	Professor	F9	AS	PLAN	2	2	12	16	2	1	18	12	2.5	2	45	46	STUP; heavy service load
Chin,Jae Teuk	Asst Professor	F9	AS	PLAN	2	2	21	24	2	1	13	10	2	2	19	13	
Diko,Stephen	Asst Professor	F9	AS	PLAN	1.83	0	23		1.5	2	17	13	1	1	10	10	F21. OTHER: taught 1 full course and co-taught 2 others. S22: No longer at UofM
Guthrie,Andrew	Asst Professor	F9	AS	PLAN	0	1		10					2	0	23		S22. STUP; ERROR: Per department taught 2 in F21
Santo,Charles	Assoc Professor Chair	F9	AS	PLAN	1.5	2	22	17	1.5	1.5	8	19	0.5	1.5	3	13	F21. OTHER: Team teaching
Roakes, Susan	Assoc Professor	F9	AS	PLAN	0	1		16	1	1	7	17	1	0	13		F21. PDA. S22.: CHR
Chevannes,Derefe	Asst Professor	F9	AS	POLS									0	0			No longer at UofM
Dawkins,Ebony	Instructor Coordinator	FA	AS	POLS	1	2	18	18	1	0	16		1	2	28	19	STUP; MOCH Fellowship/work/life rebalancing
Detraz,Nicole	Professor	F9	AS	POLS	2	1	65	17	2	2	77	54	3	1	101	26	
Fulmer,Emily	Instructor	F9	AS	POLS	2	1	39	11	2	2	34	35	2	2	14	46	OTHER: Work/Life Rebalancing
Groenendyk,Eric	Professor	F9	AS	POLS	4	3	99	61	4	4	126	77	4	4	107	89	
Henderson,Molly	Instructor Coordinator	F9	AS	POLS	2	1	39	8	2	2	43	51	2	2	34	42	OTHER: Work/Life Rebalancing
Kaelberer,Matthias	Professor Chair	FA	AS	POLS	3	3	90	78	3	3	100	64	3	3	104	93	
Leedham,Jeffrey	Instructor	F9	AS	POLS	1.5	1.5	16	16	1.5	1.5	25	21	1	1.5	26	20	CHR
Madlock,William	Instructor Coordinator	F9	AS	POLS	3	2	112	38	3	2	111	60	4	4	160	74	
Mego,Paul	Sr Lecturer	FA	AS	POLS	2	2	91	61	3	4	124	103	3	4	123	132	
Peksen,Dursun	Professor	F9	AS	POLS	5.5	4	104	83	5	5	90	50	5	7	66	46	
Stanley,Sharon	Professor	F9	AS	POLS	0	2		40	2	2	37	36	2	2	41	20	PDA
Trump,Kris-Stella	Asst Professor	F9	AS	POLS	2	1	32	13	2	2	52	34	2	2	41	54	OTHER: Work/Life Rebalancing
		F9	AS	POLS	0	2		43	0	2		54	1	2	12	10	PDA (F20)/Parental Leave (F21)

Anderson, Mollie	Instructor	F9	AS	PSYC	0	0	.	.	4	4.5	414	321	4	4	439	265	OTHR-medical leave after accident in classroom in Sept 2021
Andrasik, Frank	Professor	F9	AS	PSYC	7	7	164	170	1	2	3	10	4	1	4	12	CHR (2010-19)
Baker, Karen	Sr Lecturer	F9	AS	PSYC	4	4.5	44	71	3	4.5	52	33	4	4.5	88	74	
Berlin, Kristoffer	Assoc Professor	F9	AS	PSYC	1	2	4	5	2	2	6	6	4	6	17	16	OTHR-Grant Funding
Berman, Jeffrey	Professor	F9	AS	PSYC	6	4	52	45	3	4	44	59	4	4	42	47	OTHR- Assoc. CHR
Bowers, Cheryl	Sr Lecturer	F9	AS	PSYC	4	2.5	34	26	4	3.5	44	33	4	3.5	54	58	
Caucci, Gina	Instructor	F9	AS	PSYC	3	2	59	46	2	3	41	88	.	.	.	.	ERROR: Per Chair, AY 19/20 Gina taught full load, 3/3.
Cohen, Robert	Professor	F9	AS	PSYC	4	2	37	24	4	4	51	20	5	2	58	19	GC
Cook, Melloni	Professor	F9	AS	PSYC	1	3	27	31	6	3	57	3	5	4	49	27	GC; OTHR- Assoc. CHR
Floyd, Randy	Professor Chair	F9	AS	PSYC	4.29	1	133	14	1	1	16	11	2	1	31	11	CHR (2020- 2022)
Holden, LaTasha	Asst Professor	F9	AS	PSYC	1	1	30	32	.	.	.	.	.	.	.	.	STUP
Howell, Kathryn	Assoc Professor	F9	AS	PSYC	2	2	2	2	1	2	1	3	8	4	15	9	
Huette, Stephanie	Assoc Professor	F9	AS	PSYC	3	2	78	28	3	3	68	62	6	3	63	53	OTHR: Grant funding
Irby, Sarah	Clinical Asst Professor	F9	AS	PSYC	2	2	12	11	2	4	18	31	.	.	.	.	GC, Started Fall 2020
Marcks, Brook	Clinical Asst Professor	F9	AS	PSYC	3	3	67	48	3	3	72	53	3	4	80	62	
McDevitt-Murphy, Meghan	Professor	F9	AS	PSYC	3	1	11	8	4	2	9	5	2	1	11	1	GC and OTHR-Grant funding
Meisinger, Elizabeth	Assoc Professor	F9	AS	PSYC	2	2	15	22	2	1	13	9	3	2	63	12	
Murphy, James	Professor	F9	AS	PSYC	4	1	15	1	3	4	18	4	6	1	15	1	
Robinson, Leslie	Professor	F9	AS	PSYC	2	2	53	50	5	3	66	70	2	4	27	78	
Sable, Helen	Assoc Professor	F9	AS	PSYC	6.5	5	71	17	5.5	5	276	199	4	5	213	226	OTHR: Associate Chair
Salgado Garcia, Francisco	Clinical Asst Professor Dir	FA	AS	PSYC	1	0	5	.	0	1	.	15	.	.	.	.	No longer at UOM; 20-21 STUP
Seals, Robert	Instructor	F9	AS	PSYC	3.71	5	478	380	3.5	2.5	335	150	3	2	328	232	
Simon, Nicholas	Asst Professor	F9	AS	PSYC	2	3	29	23	5	5	31	36	4	4	43	30	OTHR: Grant funding
Zhang, Jia Wei	Asst Professor	F9	AS	PSYC	2	2	62	59	3	2	47	42	3	3	57	52	
Fagan, Thomas	Professor	F9	AS	PSYC	.	.	.	.	1	2	10	23	1	2	12	23	OTHR: Retired, Emeritus
Hipp, Tracy	Asst Professor	F9	AS	PSYC	.	.	.	.	3	1	53	39	4	3	41	41	No longer at UOM
Houston, David	Assoc Professor	F9	AS	PSYC	.	.	.	.	2	0	62	.	3	3	120	123	No longer at UOM
Braasch, Jason	Assoc Professor	F9	AS	PSYC	.	.	.	.	.	.	.	.	7	10	22	83	No longer at UOM
Jiang, Xu	Asst Professor	F9	AS	PSYC	.	.	.	.	.	.	.	.	2	2	39	20	No longer at UOM
Neimeyer, Robert	Professor	F9	AS	PSYC	.	.	.	.	.	.	.	.	4	0	31	.	No longer at UOM
Bamford, Melissa	Instructor Coordinator	FA	AS	SOCI	6	4	231	149	5	5	191	186	6.5	5	257	192	
Dortch, Giovanni	Instructor	F9	AS	SOCI	4	5	122	167	5	5	176	141	5	5	196	221	
Enck, Graves	Assoc Professor	F9	AS	SOCI	4	0	148	.	3	4	112	150	3.5	3	152	136	OTHR; FMLA Spring 22
Fordahl, Clayton	Asst Professor	F9	AS	SOCI	2	2	38	74	0	2	.	45	3	2	69	47	Parental Leave Fall 20
James, Wesley	Professor	F9	AS	SOCI	2	1	48	5	2	1	77	12	2	2	19	13	OTHR, Grant Buyout Spring 21 and Spring 22
Khalsa, Simranjit	Asst Professor	F9	AS	SOCI	2	2	39	37	1	1	11	6	.	.	.	.	STUP 20-21
Larisey, Joseph	Assoc Professor	F9	AS	SOCI	0	1	.	7	1	2	19	23	3	2	73	37	GC 20-21; PDA Fall 21, GC Spring 22
Laybourn, Sunah	Asst Professor	F9	AS	SOCI	2	2	83	53	2	2	83	77	2	2	37	78	
Loftus, Jennifer	Assoc Professor	F9	AS	SOCI	2	2	73	75	2	2	36	73	2	2	65	64	
Murphy, Kendra	Instructor Coordinator	FA	AS	SOCI	4	4	125	128	3	3	95	96	3	3	97	104	
Peterson, Gretchen	Professor Chair	F9	AS	SOCI	0.5	3	5	47	2.5	0	45	.	1	1	13	19	CHR; PDA Fall 21; CHR Spring 22
Rambo, Carol	Professor	F9	AS	SOCI	2	2	51	67	2	2	41	77	2	2	50	80	
Smith, Darron	Instructor	F9	AS	SOCI	5	4	178	150	4	4	154	122	4	4	135	143	
Stockton, Cynthia	Instructor	F9	AS	SOCI	5	5	156	151	5	5	165	137	5	5	124	159	



Wang,Junmin	Professor	F9	AS	SOCI	1	2	18	38	2	2	23	41	0	0		PDA full year 19-20; CHR Fall 21
Ventimiglia, Joseph	Assoc Professor	F9	AS	SOCI									0	0		NA – retired following medical leave
Downey,Davia	Assoc Professor	F9	AS	SUAP	0.33	1	4	11								OTHER: Director, PhD in Urban Affairs
Lambert-Pennington,Amanda	Assoc Professor Director	F9	AS	SUAP												OTHER: Director of School of Urban Affairs & Public Policy; S22: PDA
Anderson,Kenya	Clinical Asst Professor	FA	AS	SWRK	2	1	13	1	2	0	13		2	2	9	10
Austin-Dotson,Morganne	Lecturer	F9	AS	SWRK	1	1	27	24	1	1	14	11	1	1.5	9	20
Cho,Minhae	Asst Professor	F9	AS	SWRK	3	3	65	58	1	4	16	34				Teaching load is 3:3; 20-21 was first year.
Delavega,Elena	Professor	F9	AS	SWRK	2	2	33	30	1	2	18	33	2	1	25	11
Elswick,Susan	Assoc Professor	F9	AS	SWRK	1	1	12	29	1	0.5	15	8	1	1.5	13	25
Hirshi,Melissa	Asst Professor	F9	AS	SWRK	1	1	26	29	1	1	14	24	1	1	31	16
Jin,Seok Won	Assoc Professor	F9	AS	SWRK	1	1	21	13	1	2.5	30	53	1.49	1	29	16
Landry,Margaret	Instructor Coordinator	FA	AS	SWRK	2	2	28	59	2	1	31	25	2	1	30	23
Leat,Sarah	Asst Professor	F9	AS	SWRK	5.5	1.5	106	30	5.5	4	124	80	2	2.5	52	58
Lennon-Dearing,Robin	Assoc Professor	F9	AS	SWRK	1	2	10	47								Course release for new faculty member
Malone,Cherry	Clinical Asst Professor	FA	AS	SWRK	2	1	37	17	2	1	41	19	0	1		16
Neely-Barnes,Susan	Professor Director Chair	F9	AS	SWRK	3	3	50	49	2.5	3	44	37	3.84	3	63	47
Norwood,Katie	Instructor Coordinator	FA	AS	SWRK	1	3	19	59	1	1	28	14	2.33	1	49	24
Seemann,Danielle	Instructor Coordinator	FA	AS	SWRK	2.5	2	60	36	3	2	63	49	2.5	2	54	52
Taylor,Laura	Asst Professor	F9	AS	SWRK	2	2	51	38	2	2	45	29	2	2	48	50
Washington,Gregory	Professor	F9	AS	SWRK	0.5	2	14	28	1	1	29	12	1	1	25	8
Watson,Jerry	Asst Professor	F9	AS	SWRK	1	1	8	8	1	2	14	33	1	1	19	13
Morrow,Veronica	Lecturer	F9	AS	SWRK	1	1	29	28	1	1	20	26	1	1	21	19
Ousley,Brandon	Instructor Coordinator	FA	AS	SWRK									4	2	47	15
Alcalde, Pilar	Assoc Professor	F9	AS	WDL									4	1.5	70	28
Barraza Toledo,Vania	Professor	F9	AS	WDL	3	0	43		2	2	23	37	2	2	26	28
Berry,Adoracion	Instructor	F9	AS	WDL	2	3	13	32	0	0			3	3	43	38
Burgos Perez,Fernando	Professor	F9	AS	WDL	3	2	58	39	4	3	90	46	4	6	93	116
Butera,Brianna	Asst Professor	F9	AS	WDL	2	2	47	50	2	2	49	47	2	2	22	28
Conroy,Melanie	Assoc Professor	F9	AS	WDL	2	2	34	16	3	3	35	29				
Edwards,Regan	Instructor	F9	AS	WDL	3	3	15	21	3	2	48	15	3	3	32	31
Gaudenzi,Cosetta	Assoc Professor	F9	AS	WDL	4	4	78	73	4	4	97	86	4	4	107	120
Gomez,Christina	Instructor	F9	AS	WDL	4	4	34	28	5	4	62	29	5	4	63	35
Grele,Denis	Professor	F9	AS	WDL	4	4	69	85	4	4	91	95	5	5	122	113
Johnston,Jennifer	Instructor	F9	AS	WDL	3	2	18	18	3	2	23	21	2	2	42	38
Joyner,Patty	Instructor	F9	AS	WDL	3	2	26	45	2	2	25	22	3	2	43	44
Kelz,Robert	Assoc Professor	F9	AS	WDL	4	3	75	57	4	4	91	97	5	4	120	99
Magana,Jose	Instructor	F9	AS	WDL	3	2	29	24	4	0	38		4	4	32	37
Matsuda,Yuki	Professor	F9	AS	WDL	3	3	33	36	4	4	58	54	3	4	70	89
Nave,Joshua	Instructor	F9	AS	WDL	2	2	20	22	2	1.5	21	31	2	2	19	19
Nenon,Monika	Professor	F9	AS	WDL	3	3	51	57	4	3	71	66	4	3	115	72
Nishi,Hironori	Asst Professor	F9	AS	WDL	3	2	28	25	3	3	32	34	3	7	27	56
		F9	AS	WDL	2	3	18	30	3	3	40	38	3	3	33	31

Nogueira,Fatima	Professor	F9	AS	WDLL	2	3	23	32	3	3	29	55	0	0	.	.	2019-2020: PDA
O'Neill,Errol	Assoc Professor	F9	AS	WDLL	3	2	63	48	3	3	54	50	3	2	46	35	
Ortega-Santos,Ivan	Assoc Professor	F9	AS	WDLL	2	2	18	26	0	0	.	.	3	3	40	44	2020-2021: PDA
Pasqui,Rita	Instructor	F9	AS	WDLL	4	4	50	46	3	4	62	65	4	3	47	25	
Polster,Heike	Assoc Professor	F9	AS	WDLL	2	3	27	30	2	4	17	52	4	3	49	43	
Rash,Robin	Sr Lecturer	F9	AS	WDLL	4	4	66	66	4	4	56	74	5	4	57	41	
Rodriguez-Leon,Romar	Instructor	F9	AS	WDLL	4	3	68	57	4.5	4	97	52	.	.	.	.
Ruggiero, Diana	Assoc Professor	F9	AS	WDLL	3	0	39	.	3	3	44	36	3	4	43	57	Freeburg fellow Spring 2022
Shelton,Lindsey	Instructor	F9	AS	WDLL	3	3	65	53	4	4	94	87	4	4	119	108	
Sparks,Benjamin	Instructor	F9	AS	WDLL	4	3	62	48	5	4	80	61	4	3	67	50	
Thompson,William	Assoc Professor Chair	F9	AS	WDLL	20.5	16	106	70	18.25	34	111	150	10	0	62	0	CHR
Vivar,Francisco	Professor	F9	AS	WDLL	2	3	27	44	0	3	.	48	3	3	40	44	
Watanabe,Shinobu	Instructor	F9	AS	WDLL	5	4	64	42	4.75	5	63	62	5	5	69	57	
Woodall,Dustin	Instructor	F9	AS	WDLL	4	4	71	65	.	.	.	.	.	.	.	.
Wright,Halle	Instructor	F9	AS	WDLL	0	4	.	95	.	.	.	.	.	.	.	.
Zhang,Lan	Assoc Professor	F9	AS	WDLL	3	2	34	20	3	3	35	24	2	3	25	28	
Albanese, Ralph	Professor	F9	AS	WDLL	.	.	.	.	0	0	.	.	3	3	27	39	No longer at UOM
Lastra,Jennifer	Instructor	F9	AS	WDLL	.	.	.	.	5	4	103	81	.	.	.	.	No longer at UOM
Gomez Soler,Inmaculada	Assoc Professor	F9	AS	WDLL	.	.	.	.	.	.	.	.	2	0	24	.	No longer at UOM
Guzman-Valencia,Julian	Instructor	F9	AS	WDLL	.	.	.	.	.	.	.	.	5	0	125	.	No longer at UOM

Diversity of Full Time Faculty



AS Humanities

	201480		201580		201680		201780		201880		201980		202080		202180	
	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM
Non Tenure Track	40	10.0%	40	20.0%	39	12.8%	45	13.3%	48	20.8%	48	16.7%	48	18.8%	48	14.6%
On Tenure Track	21	28.6%	20	25.0%	19	21.1%	23	34.8%	20	25.0%	17	23.5%	19	21.1%	15	20.0%
Tenured	65	18.5%	62	21.0%	63	19.0%	63	19.0%	64	20.3%	69	20.3%	65	21.5%	65	21.5%
Total	126	17.5%	122	21.3%	121	17.4%	131	19.8%	132	21.2%	134	19.4%	132	20.5%	128	18.8%

AS Sciences

	201480		201580		201680		201780		201880		201980		202080		202180	
	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM
Non Tenure Track	33	9.1%	33	15.2%	33	12.1%	33	12.1%	33	12.1%	40	12.5%	37	13.5%	38	15.8%
On Tenure Track	23	4.3%	24	4.2%	25	4.0%	26	3.8%	26	3.8%	27	3.7%	28	3.6%	29	6.9%
Tenured	84	8.3%	80	8.8%	75	8.0%	77	7.8%	80	7.5%	81	7.4%	81	7.4%	80	6.3%
Total	140	7.9%	137	9.5%	133	8.3%	136	8.1%	139	7.9%	148	8.1%	146	8.2%	147	8.8%

AS Social Sci

	201480		201580		201680		201780		201880		201980		202080		202180	
	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM	Faculty	% URM
Non Tenure Track	26	30.8%	33	30.3%	31	35.5%	35	40.0%	37	32.4%	42	31.0%	44	31.8%	43	30.2%
On Tenure Track	31	19.4%	29	20.7%	29	20.7%	27	14.8%	32	18.8%	26	19.2%	23	21.7%	20	25.0%
Tenured	48	8.3%	48	8.3%	46	8.7%	50	12.0%	50	12.0%	54	13.0%	53	13.2%	54	13.0%
Total	105	17.1%	110	18.2%	106	19.8%	112	21.4%	119	20.2%	122	20.5%	120	21.7%	117	21.4%

Diversity of Degrees Awarded



STEM Status: Humanities

	1415		1516		1617		1718		1819		1920		2021	
	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM
Bachelors	213	31.0%	178	30.3%	188	28.7%	172	29.7%	181	30.9%	184	26.1%	170	30.0%
Doctoral	10	30.0%	23	17.4%	22	9.1%	15	13.3%	25	16.0%	29	6.9%	13	15.4%
Grad Certificate	12	8.3%	14	42.9%	8	12.5%	12	33.3%	10	40.0%	7	28.6%	12	50.0%
Masters	48	14.6%	63	17.5%	41	9.8%	32	37.5%	34	38.2%	38	21.1%	41	34.1%
Total	283	27.2%	278	27.0%	259	23.6%	231	29.9%	250	30.8%	258	23.3%	236	30.9%

STEM Status: STEM

	1415		1516		1617		1718		1819		1920		2021	
	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM
Bachelors	176	18.2%	179	19.6%	208	20.7%	196	31.1%	181	27.1%	223	29.1%	187	31.6%
Doctoral	24	4.2%	21	4.8%	23	13.0%	19	0.0%	21	4.8%	28	7.1%	14	14.3%
Grad Certificate	2	0.0%	8	12.5%	8	12.5%	16	6.3%	7	0.0%	9	11.1%	14	14.3%
Masters	54	3.7%	62	8.1%	65	6.2%	62	8.1%	62	11.3%	42	11.9%	65	7.7%
Total	256	13.7%	270	15.6%	304	16.8%	293	22.9%	271	21.0%	302	24.2%	280	24.3%

STEM Status: Social Sciences

	1415		1516		1617		1718		1819		1920		2021	
	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM	Degrees	% URM
Bachelors	482	51.9%	466	49.8%	451	50.6%	509	49.3%	451	49.0%	430	48.1%	452	46.2%
Doctoral	13	15.4%	12	0.0%	19	5.3%	9	33.3%	12	33.3%	7	14.3%	10	20.0%
Grad Certificate	19	36.8%	27	40.7%	17	17.6%	24	25.0%	19	36.8%	16	18.8%	16	18.8%
Masters	133	27.8%	130	40.0%	126	44.4%	128	42.2%	129	36.4%	134	38.1%	118	42.4%
Total	647	45.7%	635	46.5%	613	47.0%	670	46.9%	611	45.7%	587	44.6%	596	44.3%

Diversity of Enrollment



Humanities

	Fall 14		Fall 15		Fall 16		Fall 17		Fall 18		Fall 19		Fall 20		Fall 21	
	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM
GR	316	16.8%	307	17.6%	293	22.2%	290	21.4%	259	23.9%	242	24.4%	235	25.5%	251	23.1%
UG	850	31.6%	756	30.6%	725	32.4%	691	31.5%	747	31.1%	724	31.4%	689	31.1%	609	33.2%
Total	1,166	27.6%	1,063	26.8%	1,018	29.5%	981	28.5%	1,006	29.2%	966	29.6%	924	29.7%	860	30.2%

STEM

	Fall 14		Fall 15		Fall 16		Fall 17		Fall 18		Fall 19		Fall 20		Fall 21	
	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM
GR	222	7.7%	241	8.7%	238	10.1%	234	10.3%	272	12.5%	252	9.9%	243	13.2%	236	12.3%
UG	1,018	31.4%	993	32.9%	1,017	34.1%	1,009	35.9%	1,346	39.7%	1,373	40.4%	1,379	41.5%	1,372	43.8%
Total	1,240	27.2%	1,234	28.2%	1,255	29.6%	1,243	31.1%	1,618	35.1%	1,625	35.7%	1,622	37.2%	1,608	39.2%

Social Sciences

	Fall 14		Fall 15		Fall 16		Fall 17		Fall 18		Fall 19		Fall 20		Fall 21	
	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM	Enrolled	%URM
GR	471	31.8%	483	36.2%	481	34.3%	480	31.5%	486	32.3%	427	30.4%	489	36.4%	541	34.4%
UG	2,196	52.6%	2,084	52.6%	1,948	52.1%	1,861	51.5%	1,944	50.5%	2,017	48.2%	2,049	49.9%	1,939	51.8%
Total	2,667	48.9%	2,567	49.5%	2,429	48.6%	2,341	47.4%	2,430	46.8%	2,444	45.1%	2,538	47.3%	2,480	48.0%

Challenges



- **R1 Maintenance Challenges**
 - Post-award support is intensifying as a pain point that impedes scholarly progress and research expenditures
 - Uncompetitive salary structure (for both staff and faculty) has led to loss of institutional knowledge and valued skills
 - Lack of health insurance for GAs puts CAS units at a competitive disadvantage in graduate student recruitment
 - Aiming to invest in areas traditionally under -resourced while maintaining strengths in other areas
- **Pandemic Challenges**
 - Increased number of tenure clock stop requests
 - Publisher timelines lengthening after submission
 - Mental health challenges increasing for students, faculty, and staff

Major Initiatives

- Working with Office of the Provost to pilot on -demand peer tutoring (platform managed by Knack): retention/graduation
- Development Priority is funding for Experiential Learning Fellowships: retention/graduation
- PDA/FRG/Freeburg Fellows/Research Equipment Cost Sharing (ongoing): faculty research/scholarly productivity
- Continuing investments in instructional faculty in departments with high PT faculty usage: retention/graduation
- Continuing development of career pathways for students through baccalaureate programs and into professional graduate programs (medicine, medical laboratory sciences, pharmacy, law, and others) and teaching careers: recruitment/student success
- CERI: Director transition: R1 maintenance
- Social Media Campaign: ABC's of CAS and CAS Scavenger Hunt designed to increase frequency and impact of CAS social media postings

Proposed Upcoming Strategic Investments



- **Data Science:** MS program in Data Science has grown over three terms from 5, to 35, to 70 tuition -paying students with additional growth anticipated
 - Full-time administrative support needed
 - Faculty needed to enable design of data science courses that can accommodate students entering from multiple backgrounds (1 requested here, additional growth will likely require additional lines in the future)
- **Institute of Intelligent Systems:** links and supports research interests of faculty from psychology, communication sciences and disorders, mathematical sciences, English, philosophy, World Languages, public health, and other units
 - Support placed in IIS effectively supports multiple areas, with new faculty lines and research software developers critical to current and future externally - funded projects

Carryforward History

The University of Memphis Carryforward Balances for FY19 Through FY21



	110001	114000	1145xx	126x	FY21 Total	FY20 Total	FY19 Total
College Carryforward Balances	E&G	IDCR	Cost Share	Acad Course Fees	Carryforward	Carryforward	Carryforward
College of Arts and Sciences	2,516,630	1,402,397	28,296	-	3,947,323	3,838,051	7,110,428
College of Business Economics	2,088,711	5,407	136,597	367,983	2,598,698	2,237,116	4,880,660
School of Comm Sci and Disorders	335,848	123,910		10,681	470,439	446,626	601,792
College of Communication Fine Arts	678,627	4,804	15,062	63,650	762,143	466,564	660,008
College of Education	1,788,635	790,732	(90)	668,427	3,247,704	2,593,505	3,561,108
College of Engineering	892,734	334,366	3,743	119,601	1,350,444	1,423,999	1,240,522
College of Health Sciences	155,977	94,045			250,022	387,198	764,728
School Hospitality & Resort Mgmt	(6,141)	177		50,358	44,394	50,556	120,458
School of Law	97,800			49,973	147,773	46,349	137,294
Loewenberg College of Nursing	614,918			321,535	936,453	528,279	689,628
School of Public Health	943,604	1,103,206	(751)		2,046,059	1,527,342	1,581,119
College of Prof & Liberal Studies	150,744	125,703		362,738	639,185	935,041	890,107
Total College Carryforwards	\$ 10,258,087	\$ 3,984,747	\$ 182,857	\$ 2,014,946	\$ 16,440,637	\$ 14,480,626	\$ 22,237,852

Note: Carryforward amounts above do not include Conference and Institute & other designated fund balances

Estimated Carryforward

The University of Memphis
FY22 Estimated Carryforward and Commitments



College Carryforward Balances	110001 E&G	114000 IDCR	1145xx Cost Share	126x Acad Course Fees	FY22 Estimated Carryforward
College of Arts and Sciences	3,685,955	1,743,604	52,115		5,481,674
College of Business Economics					-
School of Comm Sci and Disorders					-
College of Communication Fine Arts					-
College of Education					-
College of Engineering					-
College of Health Sciences					-
School Hospitality & Resort Mgmt					-
School of Law					-
Loewenberg College of Nursing					-
School of Public Health					-
College of Prof & Liberal Studies					-
Total College Carryforwards	\$ 3,685,955	\$ 1,743,604	\$ 52,115	\$ -	\$ 5,481,674

Carry Forward FY22 Commitments (eg. Part Time Instruc, Summer Instruction, Equipment, Startup, faculty dev, dept oper.)

- 1) Startup
- 2) Faculty Research Grants
- 3) Research expenses (recently received IDCR and cost-share)
- 4) Dept. operating

Prior Year Budget Allocations



If you received a FY22 budget allocation, please indicate how the allocation(s) was utilized and/or benefited the Unit *(include source of allocation e.g., either Central and/or Provost)*

<u>FY22 Allocation</u>		
<u>Source of Funding</u>	<u>Amount</u>	<u>How Allocation(s) was utilized and/or benefitted the Unit</u>
Provost	\$110,000	PDA replacement costs (to support faculty scholarship/R1 goal)
Provost	\$ 75,000	Legislative Internship Program
Provost	\$200,000	Salary Lapse Tax (one-time funds)
Provost	\$ 46,143	Support for Pre-Health New Staff Position and Reclassification

Budget Requests



Base Budget Requests (Prioritize)

FY23 Base Budget Requests		
Request	Request Amount	Justification
GA Health Insurance	822,672	R1 maintenance, competitive GA recruitment (80% of \$2364/student*435 students assuming no waivers): Could also base-fund half and cover half with limited funds to decline in the future with the expectation that new external funding will have adjusted fringe rates for externally-funded GAs but existing awards will not
Data Science T/TT Faculty	100,000	Enrollment growth
Staff Advisor (Computer Science)	45,000	Enrollment/retention/timely degree completion
Data Science Admin Support	40,000	Enrollment/retention/timely degree completion
TOTAL	1,007,672	

Budget Requests



One Time Budget Requests (Prioritize)

FY23 Budget Requests		
Request	Request Amount	Justification
Startup, limited instructors...	\$ 634,063	If CAS is allowed to retain all of the faculty salary lapse (without paying in a 'lapse tax' as a base deficit contribution) we will be able to handle all of our one-time commitments (startup, instructors on limited funding, program director annual pay...)
	\$ 634,063	



Questions?