

**Deans Council**  
**December 12, 2011**  
**1:30 PM**  
**Allen 611**

**Members Present:** Jerry Gilbert (chair), Richard Blackbourn, Sallie Harper (for Steven Brown), Timothy Chamblee, Frances Coleman, Lou D'Abramo, Jerry Emison, Halston Hales, Kent Hoblet, Julia Hodges, Walter Taylor (for George Hopper), Gary Myers, Sharon Oswald, Mike Rackley, Sarah Rajala, Peter Ryan, Christopher Snyder, Butch Stokes, Jim West.

**Others Present:** Judy Spencer.

**Minutes Taken By:** Martha Thomas

1. Upon a motion by Sarah Rajala and second by Lou D'Abramo, the minutes of the November 21, 2011, meeting were approved unanimously with the following correction:
  - a. Editing item 3dviii to read "Dr. Emison stated that there is not a well-developed understanding of the meaning of being an agent of the university rather than acting as an individual. There was discussion on personal versus professional liability."
2. Announcements:
  - a. Jerry Gilbert announced that the Office of the Provost has extended the deadline for staff nominations for the 2012 Irvin Atly Jefcoat Excellence in Advising Awards with the new deadline being February 3, 2012.
  - b. Dr. Gilbert discussed the request for proposals for SEC institutions to host a conference-wide research conference in 2014. Up to \$200,000 in funding is available and MSU can sponsor up to two proposals.
  - c. Dr. Gilbert commended Butch Stokes and the Registrar's Office on a successful commencement ceremony on December 9, 2011.
  - d. Dr. Gilbert announced that an academic department heads meeting will be held January 5, 2012, at 2:00 PM in the Swalm Auditorium. The benchmarking process will be discussed during this meeting. Deans are encouraged to attend.
  - e. Dr. Gilbert announced that the draft strategic plan is available on the MSU website for comment through January 13, 2012.
  - f. Dr. Gilbert led a discussion on the evaluation of faculty and its relation to SACS reaccreditation. SU may initiate a procedure wherein department heads send through their dean(s) and the provost to Human Resources Management a list of those faculty members who received annual reviews. The content of the reviews would not be shared beyond required in the governing policy.
    - i. Dr. Gilbert led a discussion on the evaluation of instructors.
  - g. Dr. Gilbert asked that the deans check with their department heads to ensure that there is a clear date by which faculty members must notify the department head that he/she is planning to apply for promotion and/or tenure.
    - i. There was discussion about suggestions for improving this procedure including the suggestion of including a deadline within the university promotion and tenure document.

- ii. Jim West expressed concern over the deans not having any input into the university promotion and tenure document.

3. Benchmarking:

- a. Julia Hodges led a discussion on progress made in the benchmarking initiative. This initiative was developed as part of the Select Committee on Efficiencies and Innovations process as a means to assess the productivity of the colleges and departments. Through this benchmarking initiative, it was discovered that this could also be used as a part of self-assessment.
- b. Dr. Hodges referred to a handout entitled “Benchmarking Summary / 2010-2011.”
- c. Dr. Hodges discussed the sampling process utilized up to this point and the lessons learned from this progress.
- d. The benchmarking group recommended Digital Measures as a university-wide benchmarking tool.
- e. Tim Chamblee distributed a handout with an example of data collected through the benchmarking process.
- f. Dr. Chamblee discussed the difficulties in attempting to calculate actual teaching loads of faculty.
- g. Dr. Gilbert discussed the difficulties associated with attributing dollars to the appropriate person(s) and unit(s) in terms of acknowledging the contributions of each.
- h. Dr. Gilbert acknowledged that some perceptions derived from the benchmarking process may be inaccurate but hopes that these perceptions may be addressed.
- i. Dr. Gilbert stated that the benchmarking process will not be used to compare departments internally.
- j. Dr. Gilbert briefly discussed his plan to lower the student to faculty ratio back to 19:1 over a 5-year period and the challenges that may be faced in the pursuit of this goal. Dr. Gilbert acknowledged that the university has had phenomenal progress despite the fact that we have been unable to grow our programs and faculty. He commended faculty and staff for their efforts in meeting these increasing demands.
- k. Richard Blackbourn stated that the first metric under the heading of Research on the list of Benchmarking Metrics, “Externally funded research and outreach expenditures in given fiscal year (FY),” is a weighted metric that often drives the other metrics listed under that heading.
- l. Gary Myers stated that the university needs to be sensitive to book authors who spend several years writing a book rather than publishing multiple journal articles annually.
- m. Jerry Emison asked how the benchmarking review process would interact with the existing five-year review process and expressed concern over requesting information from peer departments for multiple, frequent reviews.
- n. Dr. Gilbert stated that he hopes Digital Measures will assist with internal data collection and provide an easier means for running productivity reports.
- o. Dr. D’Abramo asked about the ease of finding comparative data for each of the departments. Dr. Chamblee answered that this was the reason

for the external review. Dr. Chamblee discussed other universities' tools that yield inaccurate or incomplete information.

- p. Dr. Chamblee will e-mail to the deans a copy of the survey sent to external peer departments and a chart of the information requested from the departments.

4. Other Items:

- a. Mr. Stokes announced that final semester grades are due December 13, 2011, at 12:00 noon.
- b. There was discussion about commencement:
  - i. Dr. Myers complimented the speech and prayer given at commencement.
  - ii. Dr. Rajala recommended that the diploma covers be distributed off-stage.
  - iii. Frances Coleman recommended the use of background music.
  - iv. Spring commencement will occur a week after finals have been completed. Students can either leave and return for commencement or stay in their residence halls.
- c. Mike Rackley discussed the Instructional Technology Advisory Committee's recommendation to acquire a mobile application for the Blackboard system. The app will be free for students and faculty to download.
- d. Dr. Myers announced that the College of Arts & Sciences will host their holiday open house December 16, 2011.

# **Handouts**

## **Benchmarking Summary 2010-2011**

The benchmarking committee was first appointed by Interim Provost Glenn Steele in January 2010. The committee was charged with determining the appropriate metrics with which to benchmark every department on campus against their peer and peer plus counterparts at other universities. Glenn indicated that the results can be used to assess productivity of the colleges and departments and to provide information needed for administrative decisions and strategic planning. As this effort has evolved, the committee has recognized the value of these metrics for departmental and college self-assessment.

The committee initiated the process by asking each dean to provide an appropriate set of metrics for their discipline. The metrics were to be measurable and consistent with P&T expectations. At the same time that the deans were defining their sets of metrics, committee members contacted representatives from each college to determine the relevant data that each college already had in electronic form. The committee also met with Richard Swann (SPA) and Kevin Edelblute (Controller & Treasurer) several times to discuss the data that they have and how relevant information can be extracted from it. Eventually the committee pared the very large set of suggested metrics provided by the different colleges to a smaller, more manageable set of common metrics. (See attached list of metrics.)

Due to the lack of access to data about peer and peer plus departments for most departments on campus, the committee decided to ask the department heads at the peer and peer plus departments to complete a survey in which they evaluated their MSU departments and provided similar data about their own departments. A pilot study was conducted in early 2011 with six departments on campus – Art, Kinesiology, Chemical Engineering, Ag Econ, MIS, and History. The department heads were given the opportunity to review the data for their department before the survey was sent to the external reviewers. The pilot studies included metrics in the areas of education and research/scholarly activity.

The major conclusion from this pilot study was that our survey instrument was too long and cumbersome, so the committee streamlined the survey (from 42 questions to 30 questions) before conducting a second pilot study. Another change made prior to the second pilot study was to increase the number of external reviewers to two from peer plus departments and six from peer departments. The additional external departments were selected by the committee and reviewed/edited by the MSU department heads. The second pilot study included four departments – Accounting, Chemistry, Mechanical Engineering, and Animal & Dairy Sciences. History was also included in this study (with a different peer plus and three peer departments than the ones used in the first pilot study) due to the lack of responses for this department in the

first pilot. Redacted versions of the external surveys have been shared with the department heads whose departments were a part of the pilot studies. (See attachment for the survey instrument used in the second pilot study.)

The committee had demos of different commercial productivity data management systems and recommended that the university purchase Digital Measures. The system has been installed on campus and is currently being inspected by Tim Chamblee.

The committee is now working on defining different groups of departments to participate in external benchmarking reviews (as done in the pilot studies) every five years. In each cycle, multiple years of data will be used.

## **Benchmarking Metrics**

### **General**

- Number of full-time tenured and tenure-track faculty
- Number of full-time non-tenure-track faculty
- Number of part-time faculty
- Number of graduate teaching assistants

### **Education**

- Number of graduate teaching assistants
- Number of undergraduate student credit hours produced in given academic year (AY)
- Number of graduate student credit hours produced in given AY
- Average teaching loads of tenured-tenure track faculty in given AY (as calculated by the department head)
- Undergraduate student enrollment in given fall semester
- Master's/Educational Specialist student enrollment in given fall semester
- Doctoral student enrollment in given fall semester
- Number of undergraduate degrees awarded in a given calendar year (CY)
- Number of Master's/Educational Specialist degrees awarded in a given CY
- Number of doctoral degrees awarded in a given CY

### **Research**

- Externally funded research and outreach expenditures in given fiscal year (FY)
- Number of non-duplicated peer-reviewed journal papers in a given CY
- Number of non-duplicated books in a given CY
- Number of non-duplicated juried/peer-reviewed presentations in a given CY
- Number of non-duplicated peer-reviewed national/international conference proceedings in a given CY

In addition to providing these numbers about their own departments, the external reviewers are asked to assess the MSU department in terms of research and/or outreach expenditures, publication rate, teaching loads given the level of research productivity, and overall assessment. These assessments are provided in terms of quartiles (top quartile, second quartile, etc.). The reviewers are also asked to indicate what degree programs are offered by their departments

Any Department 012345  
 Student Credit Hours (SCH)/FTE  
 Fall 2010 and Spring 2011 Courses

Fall 2010 + Spring 2011															
UG SCH/FTE		TOTAL			FUND 10 ONLY			FUND 10 ONLY		Fall 2010 JOB LABOR DISTRIBUTION				Fall 2010	
		Main Campus Student Credit Hours (SCH)	Fund 10 FTE's Funded	Main Campus SCH/ Fund 10 FTE	Starkville Campus SCH	Fund 10 Generating SCH FTE	Starkville Campus SCH/ Fund 10 FTE	AOCE Campus SCH#	AOCE Campus SCH/ Fund 10 FTE	FUND 10 \$				Job Labor Distribution	
										Total JLD Dollars	JLD/ MAIN SCH	JLD/ Starkville SCH	JLD/ AOCE SCH	Fund 16 Dollars	Fund 18 Dollars
&Faculty	Ten/Ten Track	1693.50	4.657	364	1693.50	4.657	364	0.00	0	\$401,878.13	\$237.31	\$237.31	\$0.00	\$291,609.25	\$12,855.88
	Non-Tenure	129.00	0.500	258	129.00	0.500	258	0.00	0	\$32,550.00	\$252.33	\$252.33	\$0.00	\$32,550.00	\$75,000.00
	Lecturers	140.00	1.450	97	95.00	1.450	66	15.00	10	\$102,400.00	\$0.00	\$0.00	\$0.00	\$39,600.00	\$0.00
	Supplemental	175.50	0.368	477	175.50	0.368	477	0.00	0	\$15,538.08	\$88.54	\$88.54	\$0.00	\$26,730.92	\$0.00
	GTA	385.00	1.750	220	385.00	1.750	220	0.00	0	\$17,500.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00
	<b>Total UG</b>	<b>2523.00</b>	<b>8.725</b>	<b>289</b>	<b>2478.00</b>	<b>8.725</b>	<b>284</b>	<b>15.00</b>	<b>2</b>	<b>\$569,866.21</b>	<b>\$225.87</b>	<b>\$229.97</b>	<b>\$0.00</b>	<b>\$405,490.17</b>	<b>\$87,855.88</b>

GR SCH/FTE															
&Faculty	Ten/Ten Track	148.08	4.657	32	148.08	4.657	32	0.00	0	\$401,878.13	\$2,713.93	\$2,713.93	\$0.00	\$291,609.25	\$12,855.88
	Non-Tenure	30.00	0.500	60	25.00	0.500	50	0.00	0	\$32,550.00	\$1,085.00	\$0.00	\$0.00	\$32,550.00	\$75,000.00
	Lecturers	65.00	1.450	45	40.00	1.450	28	10.00	7	\$102,400.00	\$0.00	\$0.00	\$0.00	\$39,600.00	\$0.00
	Supplemental	7.92	0.368	22	7.92	0.368	22	0.00	0	\$15,538.08	\$0.00	\$0.00	\$0.00	\$26,730.92	\$0.00
	GTA	0.00	1.750	0	0.00	1.750	0	0.00	0	\$17,500.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00
	<b>Total GR</b>	<b>251.00</b>	<b>8.725</b>	<b>29</b>	<b>221.00</b>	<b>8.725</b>	<b>25</b>	<b>10.00</b>	<b>1</b>	<b>\$569,866.21</b>	<b>\$2,270.38</b>	<b>\$2,578.58</b>	<b>\$0.00</b>	<b>\$405,490.17</b>	<b>\$87,855.88</b>

TOTAL SCH/FTE															
&Faculty	Ten/Ten Track	1841.58	4.657	395	1841.58	4.657	395	0.00	0	\$401,878.13	\$218.22	\$218.22	\$0.00	\$291,609.25	\$12,855.88
	Non-Tenure	159.00	0.500	0	154.00	0.500	308	0.00	0	\$32,550.00	\$204.72	\$211.36	\$0.00	\$32,550.00	\$75,000.00
	Lecturers	205.00	1.450	0	135.00	1.450	93	25.00	17	\$102,400.00	\$0.00	\$0.00	\$0.00	\$39,600.00	\$0.00
	Supplemental	183.42	0.368	498	183.42	0.368	498	0.00	0	\$15,538.08	\$84.71	\$84.71	\$0.00	\$26,730.92	\$0.00
	GTA	385.00	1.750	0	385.00	1.750	220	0.00	0	\$17,500.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00
	<b>Total UG &amp; GR</b>	<b>2774.00</b>	<b>8.725</b>	<b>318</b>	<b>2699.00</b>	<b>8.725</b>	<b>309</b>	<b>25.00</b>	<b>3</b>	<b>\$569,866.21</b>	<b>\$205.43</b>	<b>\$211.14</b>	<b>\$0.00</b>	<b>\$405,490.17</b>	<b>\$87,855.88</b>

&Includes non teaching faculty  
 Main Campus include AOCE courses



Any Department 012345  
 Course Credit Hours (CRHR)/FTE  
 Fall 2010 and Spring 2011 Courses

Fall 2010 + Spring 2011															
UG CRHR/FTE		TOTAL			FUND 10 ONLY			FUND 10 ONLY		Fall 2010 JOB LABOR DISTRIBUTION				Fall 2010	
		Main Campus Course Credit Hours (CRHR)	Fund 10 FTE's Funded	Main Campus CRHR/ Fund 10 FTE	Starkville Campus CRHR	Fund 10 Generating CRHR FTE	Starkville Campus CRHR/ Fund 10 FTE	AOCE Campus CRHR	AOCE Campus CRHR/Fund 10 FTE	FUND 10 \$				Job Labor Distribution	
										Total JLD Dollars	JLD/ MAIN CRHR	JLD/ Starkville CRHR	JLD/ AOCE CRHR	Fund 16 Dollars	Fund 18 Dollars
&Faculty	Ten/Ten Track	80.00	4.657	17	564.00	4.657	121	0.00	0	\$401,878.13	\$5,023.48	\$712.55	\$0.00	\$145,804.63	\$6,427.94
	Non-Tenure	43.00	0.500	0	43.00	0.500	0	0.00	0	\$32,550.00	\$756.98	\$756.98	\$0.00	\$16,275.00	\$37,500.00
	Lecturers	47.00	1.450	0	32.00	1.450	0	5.00	0	\$102,400.00	\$2,178.72	\$3,200.00	\$0.00	\$19,800.00	\$0.00
	Supplemental	58.50	0.368	159	58.50	0.368	159	0.00	0	\$15,538.08	\$0.00	\$0.00	\$0.00	\$13,365.46	\$0.00
	GTA	128.00	1.750	0	128.00	1.750	0	0.00	0	\$17,500.00	\$136.72	\$0.00	\$0.00	\$7,500.00	\$0.00
	<b>Total UG</b>	<b>356.50</b>	<b>8.725</b>	<b>41</b>	<b>825.50</b>	<b>8.725</b>	<b>95</b>	<b>5.00</b>	<b>1</b>	<b>\$569,866.21</b>	<b>\$1,598.50</b>	<b>\$690.33</b>	<b>\$0.00</b>	<b>\$202,745.09</b>	<b>\$43,927.94</b>
<b>GR CRHR/FTE</b>															
&Faculty	Ten/Ten Track	24.00	4.657	5	49.00	4.657	11	0.00	0	\$401,878.13	\$16,744.92	\$8,201.59	\$0.00	\$145,804.63	\$6,427.94
	Non-Tenure	10.00	0.500	0	8.00	0.500	0	0.00	0	\$32,550.00	\$0.00	\$0.00	\$0.00	\$16,275.00	\$37,500.00
	Lecturers	22.00	1.450	0	14.00	1.450	0	3.00	0	\$102,400.00	\$0.00	\$0.00	\$0.00	\$19,800.00	\$0.00
	Supplemental	3.00	0.368	8	3.00	0.368	8	0.00	0	\$15,538.08	\$0.00	\$0.00	\$0.00	\$13,365.46	\$0.00
	GTA	0.00	1.750	0	0.00	1.750	0	0.00	0	\$17,500.00	\$0.00	\$0.00	\$0.00	\$7,500.00	\$0.00
	<b>Total GR</b>	<b>59.00</b>	<b>8.725</b>	<b>7</b>	<b>74.00</b>	<b>8.725</b>	<b>8</b>	<b>3.00</b>	<b>0</b>	<b>\$569,866.21</b>	<b>\$9,658.75</b>	<b>\$7,700.89</b>	<b>\$0.00</b>	<b>\$202,745.09</b>	<b>\$43,927.94</b>
<b>TOTAL CRHR/FTE</b>															
&Faculty	Ten/Ten Track	104.00	4.657	22	613.00	4.657	132	0.00	0	\$401,878.13	\$3,864.21	\$655.59	\$0.00	\$145,804.63	\$6,427.94
	Non-Tenure	53.00	0.500	0	51.00	0.500	0	0.00	0	\$32,550.00	\$614.15	\$638.24	\$0.00	\$16,275.00	\$37,500.00
	Lecturers	69.00	1.450	0	46.00	1.450	0	8.00	0	\$102,400.00	\$1,484.06	\$2,226.09	\$0.00	\$19,800.00	\$0.00
	Supplemental	61.50	0.368	167	61.50	0.368	167	0.00	0	\$15,538.08	\$0.00	\$0.00	\$0.00	\$13,365.46	\$0.00
	GTA	128.00	1.750	0	128.00	1.750	0	0.00	0	\$17,500.00	\$136.72	\$0.00	\$0.00	\$7,500.00	\$0.00
	<b>Total UG &amp; GR</b>	<b>415.50</b>	<b>8.725</b>	<b>48</b>	<b>899.50</b>	<b>8.725</b>	<b>103</b>	<b>8.00</b>	<b>1</b>	<b>\$569,866.21</b>	<b>\$1,371.52</b>	<b>\$633.54</b>	<b>\$0.00</b>	<b>\$202,745.09</b>	<b>\$43,927.94</b>

&Includes non teaching faculty  
 Main Campus include AOCE courses

**Any Department 012345**

**Fall 2010 Student Headcount Enrollment/Fall 2010 Fund 10 FTE**

Class Level	Fall 2010 &Enrollment Headcount	Fall 2010 Tenure, Tenure Track FTE of Fund 10	Fall 2010 Student HC/ Tenure, Tenure Track FTE of FUND 10	Fall 2010 !Instructional FTE of FUND 10	Fall 2010 Student HC/ !Instructional FTE of FUND 10	Fall 2010 **Other FTE of FUND 10	Fall 2010 Student HC/ **Other FTE of FUND 10
Undergraduate	125	4.66	26.84	6.11	20.47	2.12	59.02
Masters/Ed Spec	75	4.66	16.10	6.11	12.28	2.12	35.41
Doctoral	60	4.66	12.88	6.11	9.82	2.12	28.33
<b>Total</b>	<b>260</b>	<b>4.66</b>	<b>55.83</b>	<b>6.11</b>	<b>42.57</b>	<b>2.12</b>	<b>122.76</b>

!Instructional=Ten/Ten-Track, Non-Tenure, Lecturers

\*\*Other=Supplemental and GTA

&Includes student enrolled In College of Ag & Life Sciences and also College of Engineering

**# 3HR COURSES/TTK PER YEAR**

<b>3.85</b>
-------------

**Fall 2010 Headcount**

Fall 2010 Headcount of Tenure, Tenure Track	Fall 2010 Headcount of Instructional Faculty
<b>9</b>	<b>11</b>

**Staff Funding**

	Fall 2010					
	Fund 10		Fund 16		Fund 18	
	FTE	Job Lbr Dist (JLD) Dollars	FTE	Job Lbr Dist (JLD) Dollars	FTE	Job Lbr Dist (JLD) Dollars
<b>Staff</b>	0.533	\$17,922.72	1.493	\$43,045.99	3.000	\$135,437.00
<b>SW/NT GA's</b>	2.750	\$25,041.16	10.590	\$93,511.28	0.000	\$0.00
<b>Totals</b>	<b>3.283</b>	<b>\$42,963.88</b>	<b>12.083</b>	<b>\$136,557.27</b>	<b>3.000</b>	<b>\$135,437.00</b>

SW=Student workers / NT GA's= non-teaching graduate assistants

**Degrees Awarded 2010/11**

Level	#
Undergraduate	35
Masters/Ed Spec	50
Doctoral	15
<b>Total</b>	<b>100</b>

Summer10/Fall10/Spring11

Includes BE degrees from College of Engr

**General**

Job Labor Distribution	Total	Fund 10	Fund 16	Fund 18
<b>FY 2011</b>	<b>\$1,063,212.26</b>	<b>\$569,866.21</b>	<b>\$405,490.17</b>	<b>\$87,855.88</b>
!Per Instructional FTE Fund 10	\$160,922.09	\$86,251.89		
Per Tenured/Tenure Track Fund 10 FTE	\$228,304.11	\$122,367.66		
Cost per Student Credit Hour for Fall 2010 and Spring 2011	\$678.07	\$363.44		

!Instructional=Ten/Ten-Track, Non-Tenure, Lecturers

**Any Department 012345**

**Research Expenditures**

<b>Faculty FTE</b>	<b>University FTE #</b>	<b>Fund 10</b>	<b>Fund 20</b>	<b>Fund 30</b>	<b>Total Research Expenditures</b>
FY11 Annual Research Expenditures		\$275,000	\$100,000	\$50,000	\$425,000
*Total Fall 2010 Faculty University FTE (excludes Instructors and Lecturers)	11.00				
Research Expenditure per Faculty		\$25,000	\$9,091	\$4,545	\$38,636

\*Includes Non-Teaching Faculty

<b>Faculty Headcount</b>	<b>Headcount #</b>	<b>Fund 10</b>	<b>Fund 20</b>	<b>Fund 30</b>	<b>Total Research Expenditures</b>
FY11 Annual Research Expenditures		\$275,000	\$100,000	\$50,000	\$425,000
*Total Fall 2010 Faculty University FTE (excludes Instructors and Lecturers)	11				
Research Expenditure per Faculty		\$25,000	\$9,091	\$4,545	\$38,636

\*Includes Non-Teaching Faculty

**!Publications**

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>	<b>Assistant Research Prof.</b>	<b>Duplicated Publications #</b>	<b>Non-Duplicated Publications #</b>	<b>NonDup/by HC of T/TT</b>	<b>Nondup/by HC of !!Professoral</b>
CY 2010 # of Peer-Reviewed Journal Papers	1	3		4	8	6	0.67	0.55
CY 2010 # of Books	1		2		3	3	0.33	0.27
CY 2010 # of Juried/Peer-Reviewed Presentations	3	2			5	2	0.22	0.18
CY 2010 # of Peer-Reviewed National/International Conference Proceedings	2				2	1	0.11	0.09

!Publications numbers are based on Fall 2010 data provided for 5-Year Scholarly Outcomes-which were submitted to OIRE by each department

!!Professoral=Professors, Associates, Assistants, including Research, Extension and Clinical Faculty with Professor in Title

**Any Department 012345**

*Faculty only includes EEO Category of 20 as of September 30, 2010*

LAST_NAME	FIRST_NAME	RANK	TENURE	TYPE	UNIV		Fund 10
					FTE	FT_PT	FTE
Sailorman	Popeye	Professor	T	INST	1.00	F	0.401
Bunny	Bugs	Assistant Professor	TTK	INST	1.00	F	0.700
Pig	Porky	Professor	T	INST	1.00	F	0.509
							0.462
Thecat	Tom	Assistant Professor	TTK	INST	1.00	F	0.000
Themouse	Jerry	Assistant Professor	TTK	INST	1.00	F	0.700
Leghorn	Foghorn	Assistant Professor	TTK	INST	1.00	F	0.400
Little	Chicken	Professor	T	INST	1.00	F	0.450
Boop	Betty	Associate Professor	T	INST	1.00	F	0.407
Duck	Daffy	Associate Professor	T	INST	1.00	F	0.313
							0.315
					<b>9.00</b>		<b>4.657</b>
Mouse	Mickey	Lecturer	N	INST	1.00	F	1.000
Duck	Daisy	Lecturer	N	INST	1.00	F	0.450
					<b>2.00</b>		<b>1.450</b>
Mouse	Minnie	Assistant Extension Professor	N	EXT	1.00	F	0.000
Oil	Olive	Assistant Research Professor	N	RES	1.00	F	0.500
					<b>2.00</b>		<b>0.500</b>
Curious	George	Graduate Teaching Assist	N	GTA	0.5	P	0.750
Dalmatian	Pogo	Graduate Teaching Assist	N	GTA	0.5	P	0.750
Catnip	Sylvester	Graduate Teaching Assist	N	GTA	0.5	P	0.250
					<b>1.5</b>		<b>1.750</b>