

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	Biological Sciences	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			

A&S Mathematics and Statistics  
A&S Mathematics and Statistics

Yuliya V. Babenko, Assistant Professor  
Wathurawa Bandulasiri, Assistant Professor

1,800

COBA

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		

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	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

During the 2007

\$6,000 that went to  
faculty classified as  
faculty on the 4/4 teaching

track (81% and 19%, respectively).  
in the Newton Gresham Library.)  
faculty on the 3/3 track was \$1,743.  
was \$1,307, a difference of \$436 (33%).  
merit increase of \$2,351, nearly double that of

down of average merit by college and by track. The  
increase between faculty on the 3/3 track and faculty on the  
the College of Education (+\$740), and least within the  
Administration (+\$255). In all of the colleges, faculty administrators  
well above their peers on either the 3/3 track or the 4/4 track.

