
Reductions based on closing all or part of a program**\$560,016¹****Reductions of Four Tenured Faculty (budget impact effective FY 27)**

*Program closure: MS Publishing; **Faculty Reduction: Kyle Schlessinger** (\$93,502)*

College of Liberal Arts and Social Sciences; Professor

The MS in Publishing has been dwindling in enrollment and completions for several years. While not on yet meeting the Coordinating Board threshold for “low-producing programs,” (18 graduates over the past five years), it is close, and the trend suggests it will be there soon. There were a total of 30 SCH produced (10 enrollments; 5 students—four listed as publishing majors) for Spring 2025.

Graduates Produced	2019	2020	2021	2022	2023
MS, Publishing	6	2	4	5	1

The faculty in the College of Liberal Arts and Social Sciences have voted to close the program, and it is making its way through the regular curricular process.

Dr. Schlessinger’s initial appointment was in Communications. Since 2009, he has taught 218 classes: 130 Publishing (62%), 12 Design (5.5%), 38 in Communication (17.43%, primarily New Media Theory and Visual Communication), 25 in English (11.5%; Professional Writing, History of the Book in America, and The Business of Books) and 7 with other prefixes.

Dr. Schlessinger is the only faculty person assigned to the Publishing program. Dr. Schlessinger has taught English and Communication classes when necessary to meet his teaching load. An analysis by the English department of their course offerings and staffing needs identified a need for 6 tenure-track faculty (carrying a load of 3/3) and two lecturers (carrying a load of 4/4). The department currently has 5 tenured and one tenure-track faculty person and three lecturers. One lecturer’s contract was not renewed for the 2025-206 academic year (identified above). Moving Dr. Schlessinger to the English department would create excess capacity in that department.

Reduction of Faculty in Programs areas that are not being closed

Rationale: Each Dean looked at historical course offerings for subject areas, set a threshold of adjunct usage, generally in the 25-35% range (varies based on program accreditation requirements), and calculated the number of full-time faculty would be needed, based on that ratio, for each program area. Based on this analysis, the following subject areas/programs were identified as having some margin to sustain a faculty reduction (beyond the above retirements and program closures): Accounting, Economics, Marketing, and Teacher Education/Curriculum and Instruction. Excess capacity in Marketing and Teacher Education/Curriculum and Instruction was alleviated via individuals who elected retirement/VMOE (Voluntary Modification of Employment).

Working with the Dean, we looked at annual performance evaluations for the past three years (2021-2023, as the 2024 evaluations were not completed at the time of this analysis). Within the workgroup convened to look at overall programming and next steps, the group discussed the importance of teaching as a metric, given the overall mission of UHV. Evaluation scores for “overall” and “teaching” were evaluated and ranked and a composite score calculated for each area for each faculty member.

¹ All amounts include salary and 30% fringe.

Accounting (Current: 7—all tenured; Required: 5): Using the method outlined above, **Jianjun Du** (\$160,085) received the lowest composite “overall” evaluations, and **Xiaobo Dong** (\$184,411) received the lowest composite “teaching” evaluations over the three-year period. We know two Accounting faculty are finalists for positions elsewhere. Should either of those faculty leave, we would adjust the list.

	Teaching 2023	Overall 2023	Teaching 2022	Overall 2022	Teaching 2021	Overall 2021
Du, Jianjun	4.5	3.8	4.50	3.98	4	3.65
Dong, Xiaobo	4.5	3.75	4.25	4.60	4.5	3.85
	4.5	4.1	4.25	3.33	4.5	4.45
	4.25	4.4	4.25	4.18	4.5	4.13
	5	4.88	4.50	3.80	4.5	4.4
	4.5	4.73	4.75	4.73	4.5	4.55
	4.5	4.8	4.75	4.40	4.5	4.7

Economics (Current: 5—all tenured; Required: 3/4): Following a similar method as with Accounting, **Vera Adamchik** (\$122,016) received the lowest composite “overall” evaluations over the three years.

	Teaching 2023	Overall 2023	Teaching 2022	Overall 2022	Teaching 2021	Overall 2021
Adamchik, Vera A	4.5	3.95	4.5	3.48	4.5	3.13
	3	3.43	4	4.00	3.5	3.8
	4.5	4.5	4.75	4.78	4.5	4.33
	4.25	4.45	4	4.30	4.5	4.38
	4.5	4.55	4	4.18	4.5	4.5

Other Reductions to Faculty Headcount (\$1,422,052)

Faculty reductions, budget impact effective FY 25

Faculty who left employment (3), as of 12/31/24	\$377,029
Vacant Line (Criminal Justice), closed/not filled	\$72,800

Faculty reductions, budget impact effective FY 26

Faculty (4) with stated intention to leave as of 8/31/2025	\$376,051
Non-Tenure Track positions (2), not renewed for FY26	\$121,550
Pending Retirements (2)	\$214,451

Faculty reductions, budget impact effective FY 27

Pending Retirements (2)	\$260,171
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