

Board of Regents Meeting
Thursday, August 26, 2021 2:00 PM

Hilton University of Houston Hotel, Conrad
Hilton Ballroom, Second Floor
4800 Calhoun Rd
Houston, TX 77204

Agenda

I. **Board of Regents Meeting**

A. Call to Order

Presenter: Chairman Tilman J. Fertitta

B. Open Forum

Presenter: Chairman Tilman J. Fertitta

C. Ceremonial Swearing-in of New Student Regent - Derek M. Delgado

Presenter: Chairman Tilman J. Fertitta

D. Approval of Minutes:

- May 20, 2021, Board of Regents Meeting

Action: Approval

Presenter: Chairman Tilman J. Fertitta

II. **Board of Regents Items**

A. Presentation by University of Houston Faculty Senate President on "What I learned as President of the Faculty Senate" - University of Houston

Action: Information

Presenter: Dr. Jeronimo Cortina, President of the Faculty Senate

B. Report on Intercollegiate Athletics at the University of Houston - University of Houston

Action: Information

Presenter: Chris Pezman, Vice President for Intercollegiate Athletics

C. Presentation on Regents' Academic Excellence Award - University of Houston Undergraduate Research and Fellowship Programs - University of Houston

Action: Information

Presenter: Paula Myrick Short, Senior Vice Chancellor for Academic Affairs and Provost

III. **Committee Reports Listing Consent Docket Items for Board Approval**

All action items considered and unanimously approved by the Endowment Management Committee, Item A; the Audit and Compliance Committee, Item B; the Academic and Student Success Committee, Item C; the Facilities, Construction and Master Planning Committee, Item D; and the Finance and Administration Committee, Item E, held on Thursday, August 26, 2021 are listed under each Committee Report as Consent Docket Agenda items requiring final Board approval unless otherwise noted. Pursuant to Board By-Law 6.9, any regent may request that an individual item be removed from the Consent Docket Agenda and be considered by the full Board.

A. **Endowment Management Committee Report - August 26, 2021**

[No items were brought forward from the Committee requiring final Board approval]

Presenter: Chair Steve I. Chazen

B. **Audit and Compliance Committee Report - August 26, 2021**

Presenter: Chair Jack B. Moore

1. Report on University of Houston System, Audit and Compliance Committee Charter and Checklist - University of Houston System

Action: Approval

2. Report on University of Houston System, Annual internal Audit Plan and Changes to the Internal Audit Department - University of Houston System

Action: Approval

C. **Academic and Student Success Committee Report - August 26, 2021**

Presenter: Chair Beth Madison

1. Approval of Faculty Workload Report - University of Houston System

Action: Approval

D. **Facilities, Construction and Master Planning Committee - August 26, 2021**

Presenter: Chair Doug H. Brooks

1. Approval is requested for appointment of Committee members and appointment terms to the University of Houston System-wide Public Art Committee - University of Houston System

Action: Approval

E. **Finance and Administration Committee Report - August 26, 2021**

Presenter: Chair Gerald W. McElvy

1. Approval is requested for the University of Houston System FY2022 Financial Plan and Budget - University of Houston System

Action: Approval

2. Approval is requested to establish a textbook savings pilot program incidental fee at the University of Houston - University of Houston

Action: Approval

3. Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts exceeding \$1 million for the purchase of goods or services, excluding construction contracts, at the University of Houston System - University of Houston System

Action: Approval

4. Approval is requested to delegate authority to the Chancellor to negotiate and execute construction contracts exceeding \$1 million for projects at the University of Houston System - University of Houston System

Action: Approval

5. Approval is requested to close a portion of Calhoun Road at the University of Houston - University of Houston

Action: Approval

IV. **Committee Report Item(s) not Addressed in the Consent Docket but requiring Final Board Approval**

[No items were brought forward from the Committees requiring final Board approval]

Presenter: Chairman Tilman J. Fertitta

V. **Board of Regents Items (cont'd)**

- A. Update to the System Administrative Memorandum (SAM) 01.D.08, Sexual Misconduct Policy - University of Houston System

Action: Approval

Presenter: Dona Cornell, Vice Chancellor for Legal Affairs and General Counsel

- B. Approval is requested for the UHS Family Leave Pool Program - University of Houston System

Action: Approval

Presenter: Dona Cornell, Vice Chancellor for Legal Affairs and General Counsel

- C. Approval of Proposed Calendar of Dates for the FY2021-FY2022 and FY2022-2023 UH System Board of Regents Committee/Board Meetings - University of Houston System

Action: Approval

Presenter: Chairman Tillman J. Fertitta

- D. Approval of the Current UH System Board of Regents Planner for FY2021-FY2022 - University of Houston System

Action: Approval

Presenter: Chairman Tillman J. Fertitta

VI. **Chancellor's Report: System Profile and Accomplishments**

Presenter: Chancellor Renu Khator

VII. **Executive Session**

Presenter: Chairman Tilman J. Fertitta

- A. 1. Consultation with System Attorney Regarding Legal Matters and/or Contemplated Litigation or Settlement Offers
TEXAS GOV'T CODE SECTION 551.071
 - Pre-litigation and Litigation Status Update
 - Other pending legal and contract matters, potential legal claims, updates, discussion and advice from General Counsel
- 2. Deliberations regarding the Purchase, Exchange, Sale or Value of Real Property
TEXAS GOV'T CODE SECTION 551.072
 - Real Estate Matters
- 3. Deliberation Regarding a Prospective Gift
TEXAS GOV'T CODE SECTION 551.073

4. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Duties, Discipline, or Dismissal of Officers or Employees including but not limited to the Chancellor, Presidents, Vice Chancellors, in the Division of Athletics and members of the Board of Regents

TEXAS GOV'T CODE SECTION 551.074

- Discuss employment agreements for university employees

VIII. **Report and Action from Executive Session**

Presenter: Chairman Tilman J. Fertitta

IX. **Adjourn**

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

ITEM: Presentation by University of Houston Faculty Senate President on "What I learned as President of the Faculty Senate"

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

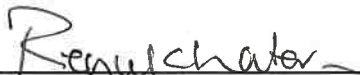
Dr. Jeronimo Cortina, Faculty Senate President for the University of Houston will give remarks to the Board on "What I learned as President of the Faculty Senate"

SUPPORTING DOCUMENTATION: None


FISCAL NOTE: None

RECOMMENDATION/
ACTION REQUESTED: Information

COMPONENT: University of Houston


CHANCELLOR

Renu Khator


DATE

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

ITEM: Report on Intercollegiate Athletics at the University of Houston

DATE PREVIOUSLY SUBMITTED: August 2019

SUMMARY:

Mr. Chris Pezman, Vice President for Intercollegiate Athletics, will present a report on the academic achievement of student athletes and financial position for the University of Houston Athletics Program.

SUPPORTING DOCUMENTATION: Presentation

FISCAL NOTE: None

RECOMMENDATION/
ACTION REQUESTED: Information

COMPONENT: University of Houston

Renu Khator
PRESIDENT Renu Khator

8/19/2021
DATE

Raymond S. Bartlett
SENIOR VICE CHANCELLOR Raymond S. Bartlett

7-29-2021
DATE

Renu Khator
CHANCELLOR Renu Khator

8/19/2021
DATE



UNIVERSITY of
HOUSTON
ATHLETICS

2020-21 ANNUAL REPORT





MISSION STATEMENT

MISSION
BUILDING CHAMPIONS FOR LIFE

VISION
TO BE THE BEST

FOCUS
STUDENT-ATHLETE SUCCESS

GOALS

- Academic Success
- Student-Athlete Development
- Conference Positioning
- Football & Men's Basketball Success
- Revenue Generation and Fan Attendance
- Facility Enhancements
- Transparency and Integrity





Our Student-Athletes

STUDENT-ATHLETE BREAKDOWN

BREAKDOWN BY CLASS



*2019-20 seniors who returned in 2020-21 included in this total

54 MAJORS

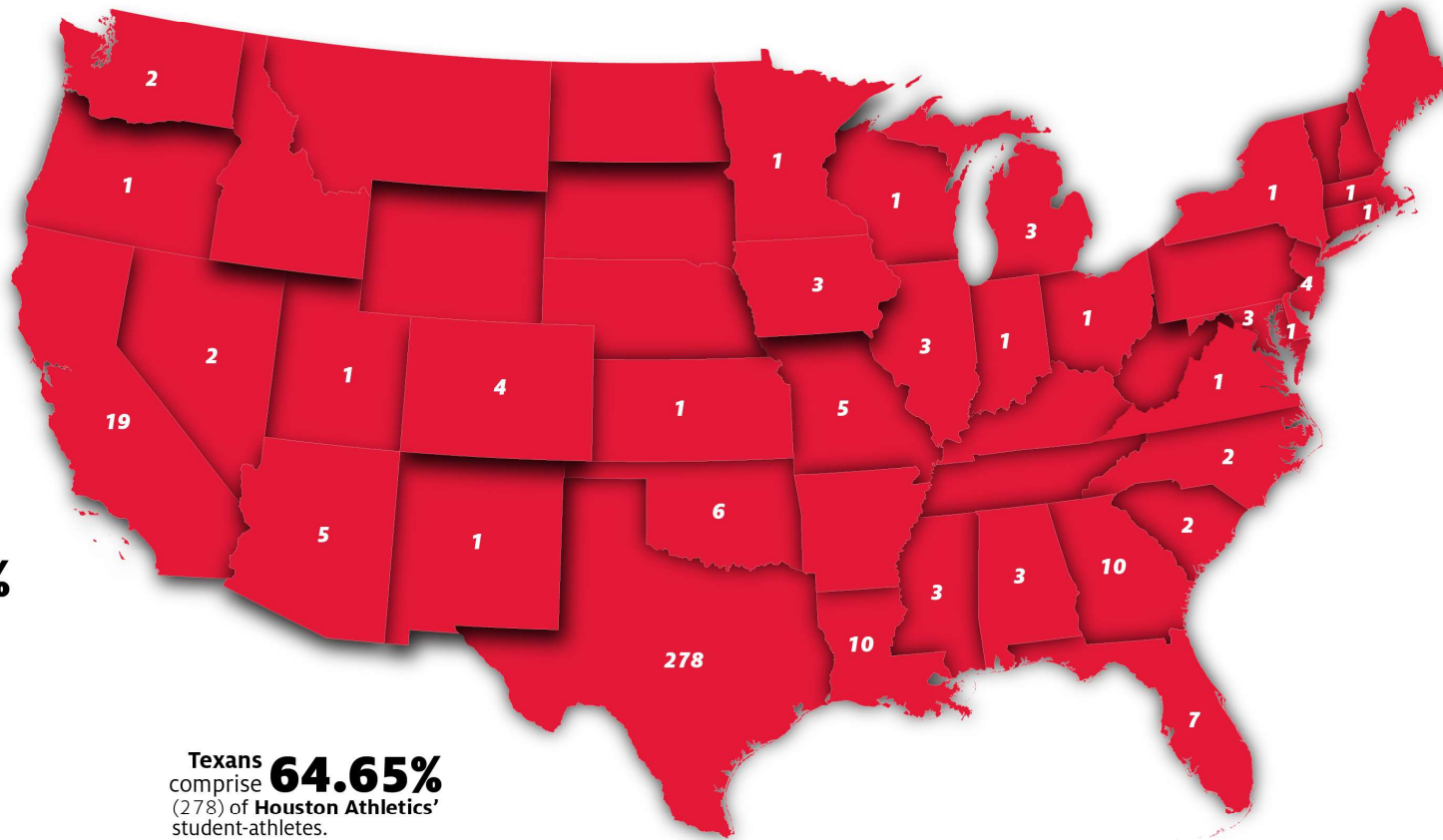
Exploratory Studies	52	Chemical Engineering	2
Kinesiology: Exercise Science	34	Civil Engineering	2
Kinesiology: Sport Administration	30	Computer Engineering Tech	2
Pre-Business	27	Electrical Engineering	2
Pre-Sociology	23	English	2
Health	22	Human Resource Development (Bachelor's)	2
Retailing & Consumer Science	22	Management & Leadership(Master's)	2
Pre-Psychology	21	Mechanical Engineering	2
Technology, Leadership, Innovation & Management	18	Mechanical Engineering Technology	2
Psychology	14	Teaching & Learning	2
Kinesiology: Fitness & Sports	10	Biochemistry/Biophysics Science	1
Finance	8	Biomedical Engineering	1
Political Science	8	Computer Science	1
Communications	7	Construction Management(Master's)	1
Liberal Studies	7	Earth Science	1
Supply Chain & Logistics Technology	7	Curriculum & Instruction (Master's)	1
Construction Management (Bachelor's)	6	Digital Media	1
Sport & Fitness Administration (Master's)	6	History	1
Economics	5	Human Nutrition (Bachelor's)	1
Global Retailing (Master's)	5	Human Nutrition (Master's)	1
Marketing	5	Industrial Engineering	1
Biology	4	Interior Architecture	1
Human Resource Development (Master's)	4	Management (Bachelor's)	1
Sociology	4	Management Information Systems	1
Hotel & Restaurant Management	3	Mathematics	1
Public Administration (Master's)	3	Media Production	1
Supply Chain Management (Bachelor's)	3	Supply Chain Management (Master's)	1



WHERE THEY'RE FROM

University of Houston Athletics is represented by more than **430** student-athletes. This group hails from **33** U.S. states as well as the U.S. Virgin Islands and **38** foreign nations.

BY STATE



California ranks **SECOND** with **4.42%**

Texans comprise **64.65%** (278) of Houston Athletics' student-athletes.

BY NATION

	Argentina	1
	Australia	2
	Bahamas	1
	Barbados	5
	Belgium	2
	Canada	3
	Colombia	1
	Denmark	3
	England	1
	Fiji	1
	Greece	1
	Latvia	1
	Mexico	2
	Netherlands	1
	New Zealand	2
	Poland	1
	Puerto Rico	1
	Scotland	1
	Serbia	1
	South Africa	1
	South Korea	1
	Spain	3
	Sweden	1
	United Kingdom	1
	U.S. Virgin Islands	1

2020-21 STUDENT-ATHLETE ADVISORY COMMITTEE

OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS OFFICERS



KATIE POWER
President
Swimming & Diving



FREDERICK LEWIS
Vice President for
External Affairs
Men's Track & Field



ZIONAH BROWNE
Vice President for
Special Tasks & Projects
Soccer



ANNIE KIM
Vice President for
Community Involvement
Women's Golf



PHO CHITDARA
Vice President for
Internal Affairs
Tennis

MEMBERS MEMBERS



Priscilla Adejokun
Women's Track & Field



Julia Blackshell-Fair
Women's Basketball



Jordan Booker
Men's Track & Field



Mia Brascia
Soccer



Kati Ray Brown
Softball



Caleigha Callahan
Soccer



Madeline Castleberry
Women's Cross Country



Shane Creamer
Football



Alexander Frances
Men's Golf



Dymond Gladney
Women's Basketball



Sophie Gerits
Tennis



Morgan Goode
Soccer



Ryan Hernandez
Baseball



Carson Hunsucker
Men's Golf



Abby Irvine
Volleyball



Abbie Jackson
Volleyball



Mykenzie Leehy
Swimming & Diving



Audrey Mckinnon
Swimming & Diving



Ian Mcmillan
Baseball



Reid Morrison
Soccer



Ben Percefull
Men's Track & Field



Elizabeth Richardson
Swimming & Diving



J'wan Roberts
Men's Basketball



Ariana Saenz
Women's Golf



Marcus Sasser
Men's Basketball



Chandler Smith
Football



Payton Turner
Football



Charese Wyatt
Softball



COOGS' ALL-IN - DIVERSITY & INCLUSION COUNCIL

MISSION STATEMENT

To cultivate, foster and promote a diverse and inclusive culture of excellence through accessibility and equity in opportunities, education and resources for University of Houston Athletics.

GOALS

- Provide UH Athletics administrators, coaches, staff, student-athletes and the campus community with diversity and inclusion-related programming and resources on a year-round basis
- Collaborate with various communities on and off-campus to help ensure equitable participation in scheduled and new athletics and non-athletics events in efforts to support the personal and professional development of our administrators, coaches, staff, and student-athletes
- Ensure the embracement of differences remains an important aspect of UH Athletics through ongoing department-wide, dialogues about relevant issues including race, ethnicity, gender, language, background, physical challenges, religious beliefs, sexual orientation and lifestyle



COOGS' ALL-IN - DIVERSITY & INCLUSION COUNCIL

INITIATIVES

- Annual Diversity and Inclusion training for all student-athletes, coaches, and staff.
- Creation of a support panel and forum for student-athletes that involves guest speakers
- “The Broken Table” - Led by FCA director Joe Thompson (FCA), the monthly series with focus on race relations among our university community, city, state and nation
- Bi-monthly workshops available to student-athletes, coaches, and staff focused on inclusive language, privilege and implicit bias
- Host voter registration drives throughout the academic year to encourage student-athletes and staff to vote in elections
- Provide student-athletes and staff with flexible scheduling options to vote on Election Day (Nov. 3)
- Continue to focus on availability of mental health services and support for student-athletes, coaches and staff
- Encourage Athletics Department to participate in the RISE Privilege survey: <https://risetowin.org/take-action/index.html>
- Take the UH Athletics Department’s pledge against racism
- Facilitation of two or more multi-sport team on and off-campus community service events
- Raise awareness of equal justice, equal opportunity and encourage inclusiveness, including during Pride Awareness Month

Unity March

EQUALITY



KNOW LOVE
KNOW CHANGE

JUSTICE
FOR
ONM TAYLOR

EQUALITY

EQUALITY



I WILL NEVER
UNDERSTAND
BUT I STAND.
#BlackLivesMatter

EQUALITY



BLACK LIVES
MATTER
TODAY AND
every day

ENOUGH
IS
ENOUGH

EQUALITY



BLACK
LIVES
MATTER



Houston Food Bank





Academic Success

2020-2021 UNIVERSITY OF HOUSTON ATHLETICS 73 GRADUATES



Dayo Akindele
Men's Track & Field
Psychology



Deontay Anderson
Football
Sociology



Hannah Barker
Women's Cross Country/
Track & Field
Psychology



Tristen Bayless
Baseball
Psychology



Rock Benavides
Softball
Psychology



Brianne Bethel
Women's Track & Field
Exercise Science



Mimi Kendall-Woseley
Tennis
Tech Leadership
Innovation Management



MyKenzie Leehy
Swimming & Diving
Kinesiology



Luke Long
Men's Golf
Psychology



Layne Looney
Baseball
Global Retailing



Kyle Lovelace
Baseball
Supply Chain and
Logistics Technology



Cole McGowan
Football
Kinesiology-Sports
Administration



Julia Blackshell-Fair
Women's Basketball
Public Health



Isaiah Blaylock
Baseball
Economics



Sean Bretz
Baseball
Organizational
Leadership &
Supervision



Zionah Browne
Soccer
Finance



Caleigha Callahan
Soccer
Psychology



Phonexay Chitdara
Tennis
Political Science



Matt Cole
Men's Golf
Business



Ian McMillan
Baseball
Organizational
Leadership and
Supervision



Samantha Medlin
Swimming & Diving
Political Science



Reid Morrison
Soccer
Psychology



Keenan Murphy
Football
Retailing & Consumer
Science



Angeliki Navrantza
Swimming & Diving
Health



Ike Ogbogu
Football
Business-Finance



Andrew Papantonis
Baseball
Political Science



Keith Corbin
Football
Health Promotions



Shane Creamer
Football
Business-Marketing



Jacob Daulong
Football
Business
Administration-Finance



Erin Derraw
Women's Track & Field
Exercise Science



Terrance Edgeston
Football
Sociology



Tristan Evelyn
Women's Track & Field
Technology Leadership
Innovation Management



Andrew Gibson
Men's Golf
Psychology



Dana Pollack
Women's Track & Field
Earth Science



Kyle Porter
Football
Master of Science-
Supply Chain & Logistics
Technology



Katie Power
Swimming & Diving
Biology



Morgan Rosas
Swimming & Diving
Accounting



Payge Side
Women's Track & Field
Kinesiology



Colin Samuel
Football
Master of Science-
Global Retailing



Samiyah Samuels
Women's Track & Field
Kinesiology-Fitness &
Sports



Kate Godfrey
Soccer
History



Justin Gorham
Men's Basketball
Sociology



Brison Gresham
Men's Basketball
Liberal Studies



Kimberly Haines
Women's Track & Field
Business-Marketing



Justice Henderson
Women's Track & Field
Kinesiology-Health
Professions



Carter Henry
Baseball
Retail and Consumer
Science



Ryan Hernandez
Baseball
Liberal Studies



Eryka Sidney
Women's Basketball
Sociology



Madison Soileau
Soccer
Kinesiology-Nutrition &
Fitness



Javian Smith
Football
Psychology



Meredith Sorensen
Women's Cross Country/
Track & Field
Master of Science-
Nutrition



Marquez Stevenson
Football
Health Promotions



Grant Stuard
Football
Psychology



Katie Higgins
Swimming & Diving
Kinesiology



Kaley Hoffman
Swimming & Diving
Kinesiology



Sarah Howe
Women's Track & Field
Business-Supply Chain
Management



Aspen Howie
Softball
Kinesiology-Exercise
Science for Health
Professions



Abby Irvine
Volleyball
Health Promotions



Arielle James
Softball
Psychology



Naomi Taylor
Women's Track & Field
Kinesiology-Fitness &
Sports



Isabel Theut
Volleyball
Supply Chain & Logistics
Technology



Clayton Tune
Football
Business-Finance



Payton Turner
Football
Business Administration-
Management



Fabian White Jr.
Men's Basketball
Health



Dejon Jarreau
Men's Basketball
Liberal Studies



Gabby Jimenez-Peon
Swimming & Diving
Business



Marcus Jones
Football
Sociology



Quivell Jordan
Men's Track & Field
Health Promotions



Claire Kartsen
Volleyball
Organizational
Leadership &
Supervision



Damarion Williams
Football
Psychology



Tierrah Williams
Softball
Health Promotions



Charese Wyatt
Softball
Communications-
Broadcast Journalism



Blake Young
Football
Psychology



ACADEMIC HIGHLIGHTS

AMERICAN ATHLETIC CONFERENCE ALL-ACADEMIC TEAM

For the fourth consecutive year, Houston set a school record with 271 student-athletes named to the American Athletic Conference All-Academic Team.

At least eight student-athletes from each of Houston's 17 sport programs were named to the All-Academic Team. Football led all programs with 39 honorees, while Swimming & Diving was the leading women's program with 31 selections.

This marked the fourth straight season in which 200+ student-athletes were named to the All-Academic Team.

To be eligible, nominees must have competed in an American Athletic Conference-sponsored sport, attained a minimum grade-point average of 3.00 for the preceding academic year and completed a minimum of two consecutive semesters or three consecutive quarters of academic work, with a total of 18 semester or 27 quarter credits, not including remedial courses.

IN THE CLASSROOM

Houston student-athletes finished the 2021 spring semester with a combined 3.40 GPA, the department's third consecutive semester with a 3.0 GPA or better.

For the third time in school history, all 17 sport programs posted a 3.0 GPA or higher during the spring semester. Soccer led the way with a 3.71 team GPA followed by Men's Cross Country and Swimming & Diving at 3.66



ALL STUDENT-ATHLETE GPA'S

Fall 3.42
Spring 3.40

DEAN'S LIST HONORS

One hundred fourteen (114) student-athletes were named to the University's Dean's List following the Spring semester. That honor is presented to all student who post a 3.50 minimum GPA during the semester.

11 STRAIGHT SEMESTERS

Besides capturing the American Athletic Conference Championships title for the fifth straight season, Houston Swimming and Diving was equally impressive in the classroom. For the 11th consecutive semester, the Cougars were named a Scholar All-America Team by the College Swimming and Diving Coaches Association of America.

ALL-ACADEMIC TEAMS

The Houston Women's Track and Field program was selected as an All-Academic Team by the United States Track & Field/Cross Country Coaches Association. The Cougars received the honor after posting a cumulative GPA of 3.0 or higher.

Houston Volleyball received the United States Marine Corps /American Volleyball Coaches Association Team Academic Award it marked the third time in the 27-year history of the award that Houston has earned the honor and the first since 2012. The award is presented to teams with a year-long GPA of 3.30 or higher on a 4.0 scale.

INDIVIDUAL HONORS

PRISCILLA ADEJOKUN

Women's Track & Field
.USTFCCCA All-Academic Team

DAYO AKINDELE

Men's Track & Field
.USTFCCCA All-Academic Team

JORDAN BOOKER

Men's Track & Field
.USTFCCCA All-Academic Team

DYLAN BROWN

Men's Track & Field
.USTFCCCA All-Academic Team

IMARI CHATMAN

Women's Track & Field
.USTFCCCA All-Academic Team

KATIE DEININGER

Swimming & Diving
.CSCAA Scholar All-American

ZARIE DUMAS

Women's Track & Field
.USTFCCCA All-Academic Team

TRISTAN EVELYN

Women's Track & Field
.USTFCCCA All-Academic Team

CHASE FARRIS

Swimming & Diving
.CSCAA Scholar All-American

ALEXANDER FRANCES

Men's Golf
.Srixon/Cleveland Golf All-America Scholar

HEDDA GRELZ

Swimming & Diving
.CSCAA Scholar All-American

KATIE HIGGINS

Swimming & Diving
.CSCAA Scholar All-American

SARAH HOWE

Women's Track & Field
.USTFCCCA All-Academic Team

ABBY JACKSON

Swimming & Diving
.CSCAA Scholar All-American

DESTINY LAWRENCE

Women's Track & Field
.USTFCCCA All-Academic Team

MYKENZIE LEEHY

Swimming & Diving
.CSCAA Scholar All-American

CALEB MARLBROUGH

Men's Track & Field
.USTFCCCA All-Academic Team

MILES MARHOFER

Men's Track & Field
.USTFCCCA All-Academic Team

SHAUN MASWANGANYI

Men's Track & Field
.USTFCCCA All-Academic Team

NORA MONIE

Women's Track & Field
.USTFCCCA All-Academic Team

BENJAMIN OKAFOR

Men's Track & Field
.USTFCCCA All-Academic Team

KYLE PORTER

Football
.National Football Foundation
Hampshire Society

ANTONIO RUIZ

Men's Track & Field
.USTFCCCA All-Academic Team

IOANNA SACHA

Swimming & Diving
.CSCAA Scholar All-American

TAYLOR SCAIFE

Women's Track & Field
.USTFCCCA All-Academic Team

QUINTON STRINGFELLOW

Men's Track & Field
.USTFCCCA All-Academic Team

CECILIA TAMAYO GARZA

Women's Track & Field
.USTFCCCA All-Academic Team

PAYTON TURNER

Football
.National Football Foundation
Hampshire Society

4.0 CUMULATIVE GPAs Fall & Spring



KALEY HOFFMAN
Swimming & Diving
Kinesiology-Exercise Science



NICOLE LAZ
Soccer
Sports Administration



CLAIRE MEYER
Women's Cross Country/Track & Field
Kinesiology-Sports Administration



ISSAC PEARCE
Men's Cross Country/Track & Field
Sports & Fitness Administration
(Master's)



ANTONIO RUIZ
Men's Track & Field
Construction Management
(Master's)



KAYLA WEIXELMAN
Volleyball
Kinesiology-Exercise Science

HIGHEST FALL SEMESTER GPA

Men's Sports:
Cross Country (3.49)
Baseball (3.41)
Men's Golf (3.41)

Women's Sports:
Golf (3.71)
Swimming & Diving (3.61)
Soccer (3.60)

HIGHEST SPRING SEMESTER

Men's Sports:
Cross Country (3.66)
Golf (3.42)
Track & Field (3.32)

Women's Sports:
Soccer (3.71)
Swimming & Diving (3.66)
Tennis (3.58)

TEAMS WITH 3.0 SEMESTER GPA

Fall: 17
Spring: 17

SEMESTER DEPARTMENT GPA

Fall: 3.42
Spring: 3.40



AMERICAN ATHLETIC CONFERENCE



All-Academic Team

BASEBALL (30)

Derek Abeln
John Alvey
Dravin Barber
Adam Becker
Tyler Bielamowicz
Isaiah Blaylock
Josh Brown
Colby Casey
Jaycob Deese
Ryne Edmondson
Robert Gasser
Carter Henry
Ryan Hernandez
Ryne Huggins
Matt Lazzaro
Layne Looney
Kyle Lovelace
Evan Maldonado
Ian McMillan
Andrew Papanonis
Will Pendergrass
Leyton Pinckney
Dylan Post
Cameron Prayer
Ben Sears
Johnathon Thomas
Samuel Tormos
Skyler Trevino
Cole Turney
Hayden Winters

MEN'S BASKETBALL (10)

Caleb Broodo
Ryan Elvin
Brisan Gresham
Dejon Jarreau
Kiyron Powell
J'Wan Roberts
Marcus Sasser
Jamal Shead
Cameron Tyson
Fabian White Jr.

WOMEN'S BASKETBALL (11)

Julia Blackshell-Fair
Laila Blair
Ca'Leyah Burrell
Miya Crump
Dymond Gladney
Tatyana Hill
Kamryn Jones
Jazmaine Lewis
Britney Onyeje
Bria Patterson
Eryka Sidney

MEN'S CROSS COUNTRY (11)

Gabriel Armijo
Alan Elbanna
Christian Gilmore
Trey Grant
Juan Olmos
Tyler Keranen
Isaac Pearce
GJ Reyna
Brandon Seagreaves
Devin Vallejo-
Bannister
Jeremiah Wilson

WOMEN'S CROSS COUNTRY (11)

Hannah Barker
Zosia Bulhak
Megan Derouen
Hannah Gault
Darby Gauntt
Nadia Gutierrez
Camille Harris
Michelle Mayer
Claire Meyer
Sondos Moursy
Alisi Talbot

FOOTBALL (39)

Bubba Baxa
Davis Beal
Atlas Bell
Jordan Boatman
Derek Bowman
Mulbah Car
Shane Creamer
Deondre Dansby
Parker Eichenberger
Jack Freeman
Jacob Garza
Gavin Gately
Dekalen Goodson
Ta'Zhawn Henry
Hasaan Hypolite
Benil Johnson
D'Anthony Jones
Marcus Jones
T.J. Marshall
Sofian Massoud
Donavan Mutin
Thabo Mwaniki
Ugonna Nnanna
Mannie Nunnery
Chidozie Nwankwo
Ike Ogbogu
Kyle Ramsey
Jake Ruiz
Ken Savanah
Peyton Sawyer
Jeremy Singleton
D.J. Small
Chandler Smith
JoVanni Stewart
Ke'Andre Street
Tre'Vonte Sylvester
Laine Wilkins
Damarion Williams
Dalton Witherspoon

WOMEN'S GOLF (8)

Karen Fredgaard
Annie Kim
Delaney Martin
Brooke Morales
Molly Murray
Anne Norman
Ariana Saenz
Zoe Slaughter
MEN'S GOLF (10)
Andres Aranguren
Jacob Borrow
Hanseung Chang
Matt Cole
Laurence Crea
Alexander Frances
Carson Hunsucker
Luke Long
Drew Murdoch
Niko Nebout

SOCCER (27)

Ava Alaniz
Natalie Anderson
Madison Bowers
Mia Brascia
Lily Bray
Zionah Browne
Emma Clarke
Chloe Curcio
Cassidy Formanek
Maddie Gear
Salma Ghazal
Kate Godfrey
Morgan Goode
Mikaela Gracia
Rylie Haussler
Adriana Hutson
Kayla Izaguirre
Nadia Kamassah
Nicole Laz
Brielle Maloney
Caitlyn Matthews
Reid Morrison
Amy Nguyen
Genaye Sanders
Emma Shields
Addie Tate
Jazilyn Torres

SOFTBALL (16)

Rock Benavides
Kati Ray Brown
Bethany Busch
Rachel Hertenberger
Aspen Howie
Logan Hulon
Paige Hulsey
Megan Lee
Paige Lott
Angel Morales
Katy Repa
Becca Schulte
Britaney Shaw
Lindsey Stewart-
Vaughn
Tierrah Williams
Charese Wyatt

SWIMMING & DIVING (31)

Sophie Anderson
Jolie Blodgett
Claudia Blowers
Grace Butcher
Katie Deininger
Shayla Erickson
Hannah Esopenko
Hannah Farmer
Chase Farris
Laura Garcia-Marin
Hedda Grell
Courtney Harris
Rachel Hicks
Katie Higgins
Kaley Hoffman
Abby Jackson
Gabby Jimenez Peon
Mykenzie Leehy
Margot Little
Angeliki Mavranta
Audrey McKinnon
Samantha Medlin
Mai Ortega Bonilla
Chrysten Pacheco
Katie Power
Elizabeth Richardson
Morgan Rosas
Ioanna Sacha
Makayla Waller
Maddie Wallin
Emilia Waters

TENNIS (10)

Stephanie
Belovukovic
Phonexay Chitdara
Sophie Gerits
Blanca Cortijo
Parreno
Mimi Kendall-
Woseley
Azul Pedemonti
Manasi Reddy
Laura Slisane
Elena Tairyvan
Jovana Vukovic
MEN'S TRACK & FIELD (20)
Jacob Adair
DJ Akindele
Nicholas Alexander
Jordan Booker
Jadon Brome
Dylan Brown
Triston Gibbons
John Howell
Jaquone Hoyte
Adam Khrriss
Caleb Malbrough
Miles Marhofer
Shaun Maswanganyi
Ogunbunmi Ayomide
Benjamin Okafor
Antonio Ruiz
Mason Schrade
Tyler Stafford
Joshua White
Marcus Wright

WOMEN'S TRACK & FIELD (26)

Arielle Adams
Priscilla Adejokun
Iman Babineaux
Winter Bogan
Imari Chatman
Kennedy Crutchfield
Zarie Dumas
Tristan Evelyn
Kimberly Haines
Justice Henderson
Sarah Howe
Rachel Maciejeski
Nora Monie
Whitney Ochiam
Madeline Patino
Ryan Pickering
Dana Pollack
Hailey Pollard
Melanie Prieto
Samiyah Samuels
Taylor Scaife
Payge Side
Cecilia Tamayo-Garza
Naomi Taylor
Jazmyn Tilford-
Rutherford
Olivia Winterkamp

VOLLEYBALL (12)

Karly Berkland
Alexis Cheatum
Kelsey Childers
Annie Cooke
Celeste Darling
Torie Frederick
Kendall Haywood
Kortlyn Henderson
Abby Irvine
Sarah Martinez
Isabel Thuet
Jillian Thompson

A NEW SCHOOL RECORD 271 HONOREES





ATHLETIC SUCCESS



MEN'S & WOMEN'S OUTDOOR TRACK & FIELD



MEN'S BASKETBALL



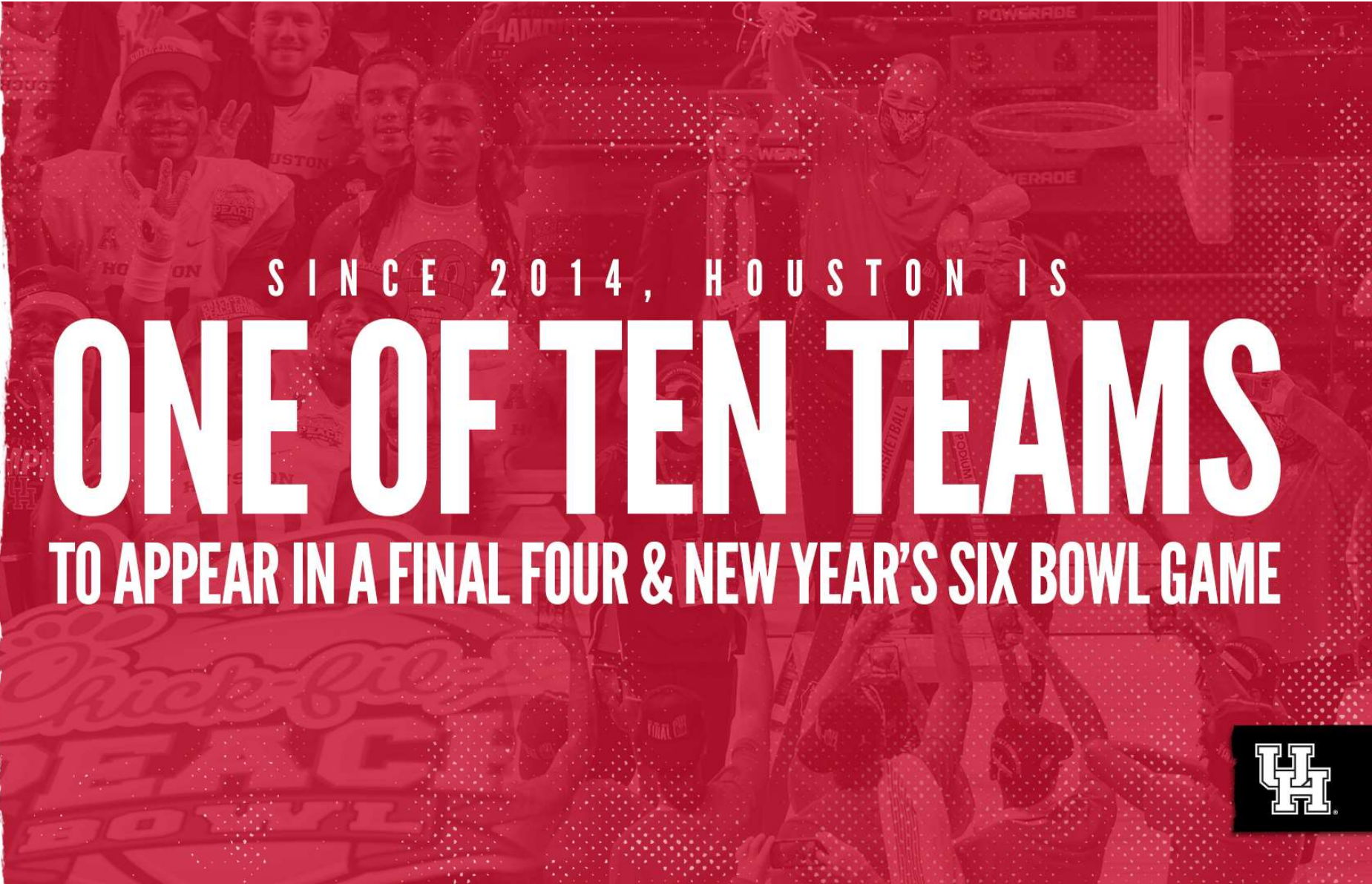
SWIMMING & DIVING

4 AMERICAN CONFERENCE CHAMPIONSHIPS

OR MORE

FOR SIX STRAIGHT YEARS





SINCE 2014, HOUSTON IS

ONE OF TEN TEAMS

TO APPEAR IN A FINAL FOUR & NEW YEAR'S SIX BOWL GAME



MEN'S BASKETBALL

f @UHCougarMBK

28-4 • 14-3 The American
#6 Associated Press • #3 Ferris Mowers Coaches

KELVIN SAMPSON
Head Coach

ALVIN BROOKS
Assistant Coach

KELLEN SAMPSON
Assistant Coach

QUANNAS WHITE
Assistant Coach

With a 67-61 win over Oregon State inside Lucas Oil Stadium on March 29, Houston advanced to the sixth NCAA Final Four in program history and the first since 1984. Senior guard **Dejon Jarreau** was named the NCAA Midwest Regional Most Outstanding Player and was joined on the All-Tournament Team by junior guard **Quentin Grimes**.

In that win over Oregon State, **Head Coach Kelvin Sampson** led his team in the 1,000th game of his coaching career. Sampson became the 16th coach in NCAA Division history to lead multiple schools to the NCAA Final Four.

Leading the Cougars to the NCAA Final Four, a 28-4 overall record, American Athletic Conference Championship title and sixth straight 20-win season, Sampson received the John McLendon National Coach of the Year Award. It was the fourth National Coach of the Year honor in his career.

Houston reeled off three wins in as many days, including a 91-54 rout of Cincinnati in the title game, to win the American Athletic Conference Tournament championship on March 14 inside Dickies Arena. Grimes was named the tournament's Most Outstanding Player and was joined on the All-Tournament Team by Jarreau and senior forward **Justin Gorham**.

Grimes was named to the All-America Third Team by Sporting News, Associated Press, National Association of Basketball Coaches and the United States Basketball Writers Association. It was the first All-America honor for any kind for the Cougars since 1999. Grimes became the first Cougar to be named to one of the first three teams since 1984.

Houston earned numerous postseason awards from the American Athletic Conference. Grimes was named the league's Player of the Year, becoming the first player to receive that award since 1993. Jarreau was named the league's Defensive Player of the Year and became the first Cougar to receive that award since **Bo Outlaw** in 1993. Gorham was named the league's Most Improved Player, becoming the first Cougar to earn that award from a league office. Grimes also a unanimous First-Team selection while Jarreau, Gorham and sophomore guard **Marcus Sasser** were named to the Second Team.

Jarreau poured in 15 points with 10 rebounds and

NCAA FINAL FOUR
NCAA TOURNAMENT MIDWEST REGIONAL CHAMPION
AMERICAN ATHLETIC CONFERENCE TOURNAMENT CHAMPION

10 assists and added a pair of blocked shots against Tulane in the Quarterfinals of the American Athletic Conference Championship in Fort Worth, Texas, on March 12, 2021. Jarreau became only the seventh player in school history to record a triple-double and the first since **Outlaw** during the 1992-93 season.

Freshman guard **Tramon Mark** banked in a near-halfcourt heave as time expired to break a tie and lift the Cougars to a 67-64 win over Memphis inside Fertitta Center in the regular-season finale for both teams. With that win, the



Cougars posted a perfect 15-0 home record inside the Fertitta Center during the 2020-21 season and finished the year with a 25-game home winning streak, the fourth longest streak in the nation.

The Cougars rolled to a 112-46 win over Our Lady of the Lake on Feb. 6, 2021, inside Fertitta Center, behind freshman guard **Jamal Shead's** near quadruple-double (20 pts, 11 asts, 9 rebs, 8 stls) and double-doubles

from redshirt freshman forward **J'Wan Roberts** (11 pts, 10 rebs) and freshman center **Kiyrn Powell** (11 pts, 13 rebs). It was the fourth-biggest win in school history and tied as the fourth-most points scored by an American Athletic Conference team.

Sophomore guard **Cameron Tyson** poured in a school-, Fertitta Center- and personal-record 10 3-pointers in Houston's win over Our Lady of the Lake on Feb. 6, 2021. He broke his and guard **Robert McKiver's** record of nine treys.

With Houston's 77-67 win over South Carolina inside Fertitta Center on Dec. 5, 2020, Sampson became the second-winningest coach in program history. He moved past **Pat Foster**, who recorded 142-wins from 1986 to 1993, and now trails only Hall of Fame **Head Coach Guy V. Lewis**.

Senior forward **Brison Gresham** established himself as the winningest player in the history of the Fertitta Center. Gresham finished

with a 43-3 record in home games and played in all but one game inside the Cougars' career.

home facility during his

Gorham led the American Athletic Conference with 8.7 rebounds per game, while Grimes topped the league with 3.4 treys per contest. Gorham also ranked seventh in the nation with 3.9 offensive rebounds per contest.

Following the season, 10 Cougars were named to the American Athletic Conference All-Academic Team, setting a program single-season record in the league. That group included Jarreau, Sasser, Shead, Roberts, Powell, Tyson, **Caleb Broodo**, **Gresham**, **Ryan Elvin** and **Fabian White Jr.**

Following the season, All-American guard **Quentin Grimes** was selected with the No. 25 overall pick by the New York Knicks in the First Round of the NBA Draft. He became the first Cougar since 1987 to be taken in the First Round.



SWIMMING & DIVING

f @UHCougarSwim



30th - NCAA Swimming & Diving Championships

AMERICAN ATHLETIC CONFERENCE CHAMPIONS

4-1 (Dual)

RYAN WOCHOMURKA

Head Coach

ABIGAIL HOUCK

Assistant Coach

BOB GUNTER

Diving Coach

The Houston Swimming & Diving program reached new heights during its unprecedented 2020-21 season. With only six meets between the start of the season and the American Athletic Conference Championships, Houston did not miss a beat.

UH secured dual-meet victories over SMU, Tulane and Rice, receiving as many as 13 votes in the College Swimming & Diving Coaches Association (CSCAA) Poll.

Houston Cougar dominance was in full display at the 2021 American Athletic Conference Swimming & Diving Championships. UH walked away with its fifth straight team title, after scoring the most points by a women's team at the event at 1,009. UH won nine individual titles and swept the relays for the third straight year. For the fifth straight season, **Ryan Wochomurka** was named The American Women's Swimming Coach of the Year and was joined on the podium by Houston diving coach **Bob Gunter** who earned The American Women's Diving Coach of the Year honors.

Senior leadership was a major contributing factor for the Cougars throughout the entire season and that was no more visible than at the conference championships. Seniors **Mykenzie Leehy** and **Ioanna Sacha** combined for six individual titles and were named The American Co-Swimmers of the Year. Freshman swimmer **Laura Garcia Marin** showed Cougar fans that the future is bright for the program after earning Newcomer of the Year honors.

The season would not end there for the Cougars as a trio of student-athletes would compete and represent UH at the NCAA Swimming & Diving Championships. **Chase Farris** became the first Cougar diver since 2014 to advance to the NCAA Championships, after advancing from the NCAA Zone D Championships in the Platform.

The Championships did not disappoint, as Sacha opened competition for the Cougars with an empathic finish scoring the first points at the meet for UH since 2014. Sacha won her preliminary heat of the 200 Individual

Medley to advance to the B-Final where she clocked an eighth-place finish, becoming the first Cougar swimmer to score since 2009.

Leehy added another highlight to her already illustrious career, advancing to the B-Final of the 200 Freestyle behind a 10th-place finish in the prelims of the event. The senior clocked the third fastest time in program history and a lifetime best at 1:45.28. In the B-Final, Leehy took fourth-place at 1:45.59 and was the only swimmer to advance from a non-major conference program. With her fourth-place finish,

Leehy picked up five points which is the most by a UH swimmer since 1989 when **Maija Aires** scored five points after a 12th-place finish in the 50 Freestyle. Houston closed out the meet with nine points, matching its most since the 2011 NCAA Championships. UH finished 30th in the team standings and is the highest finisher from a non-major conference program.

After sitting at the helm of the Houston Swimming & Diving program for six seasons and propelling the program to new heights, Head Coach Wochomurka accepted the head coaching position at Auburn University. After a nationwide coaching search, **Tanica Jamison** was announced as the eighth head coach in Houston Swimming & Diving history.



MEN'S GOLF

[f](#) [@](#) [t](#) @UHCougarMGolf

NCAA KINGSTON SPRINGS REGIONAL

JONATHAN DISMUKE
Director of Golf

MATT FAST
Assistant Coach

Under the leadership of **Director of Golf Jonathan Dismuke** and **Assistant Coach Matt Fast**, the Cougars qualified for the NCAA Kingston Springs Regional in Tennessee. It was the program's 62nd postseason berth, 21st NCAA Regional team appearance and seventh postseason appearance under Dismuke.

Senior **Alexander Frances** was named to the All-American Athletic Conference Team for the first postseason honor of his career. Frances led the Cougars in 2020-21 with a 72.43 scoring average and 11 rounds of par or lower, including four in the 60s.

Behind 70s in the First and Final Rounds, Frances tied for ninth at 4-under 212 to lead the Cougars at the Bayou City Collegiate Classic at Westwood Golf Club in Houston on April 5-6.

With a score of 218 – thanks to 71s in the first two rounds – senior **Laurence Crea** captured medalist honors at the Lone Star Invitational at Golf Club of Houston on April 12-13. It was the third individual title of his collegiate career and his first as a Cougar.

Competing as an individual, senior **Luke Long** finished fifth at the HBU Colin Montgomerie Invitational with a score of 217 at Augusta Pines Golf Club in Spring, Texas. Morris tied for eighth at 220.

Houston finished third at the Border

Olympics at Laredo Country Club in Laredo, Texas, on Feb. 22-23. Frances led the way at 1-under 215 to tie for fifth.

Due to COVID-19 protocols, Houston did not open the season until competing January 25 at the Rice Intercollegiate, where the Cougars finished second. Sophomore **Austyn Reily** tied for third at 3-under 141, while sophomore **Trip Morris** tied for fifth at 142. They were joined in the Top 10 by Frances and senior **Andrew Gibson**.

Following the season, ten Cougars were named to the American Athletic Conference All-Academic Team. That group included Crea, Frances, Long, **Andres Aranguren, Jacob Borow, Hanseung Chang, Matt Cole, Carson Hunsucker, Drew Murdock and Niko Nebout**.



WOMEN'S GOLF

f @UHCougarWGolf

#28 Golfstat | #38 Golfweek

NCAA BATON ROUGE REGIONAL

GERROD CHADWELL
Head Coach

LYDIA GUMM
Assistant Coach

The Cougars qualified for NCAA Regional play for the seventh consecutive season, or every season in which the team was eligible for postseason play. However, heavy rain for three consecutive days forced the cancellation of the NCAA Baton Rouge Regional without a single stroke being played.

With the cancellation of the NCAA Baton Rouge Regional, the Cougars were one of 10 teams invited to compete at the Let Them Play Classic at Whirlwind Golf Club in Chandler, Ariz., on May 20-21. The Cougars finished third at the unique postseason event.

Sophomore **Karen Fredgaard** earned All-America First-Team honors from Golfweek and the Women's Golf Coaches Association. She became the first First-Team All-American in program history. Fredgaard finished at No. 9 in the final Golfweek individual rankings and at No. 11 in Golfstat's rankings.

Fredgaard was named the American Athletic Conference Player of the Year, while **Zoe Slaughter** was recognized as the league's Freshman of the Year. Fredgaard became the second Cougar to earn the program's



third Player of the Year accolade, while Slaughter collected the team's first Freshman of the Year honor. Both were joined on the All-Conference team by freshmen **Delaney Martin** and **Anne Normann**.

Fredgaard became the first Cougar in program history to compete in all four rounds of individual play at the NCAA Championships at Grayhawk Golf Club in Scottsdale, Ariz., on May 21-26. She tied for 28th at 292.

Senior **Ariana Saenz** tied a school record with a 65 in the First Round of the Let Them Play Classic on May 20. She became the second Cougar in program history to shoot that low, joining **Leonie Harm**.

Junior **Maria Jose Martinez** set school 36- and 54-hole records on the way to the individual title at the Lone Star Invitational at Golf Club of Houston on April 12-13. Martinez posted a score of 133 through the first two rounds and finished at 14-under 202.

Playing off the team's regular-season schedule, Fredgaard finished third at the Augusta National Women's Amateur with a score of 218. She became the second Cougar to compete in this prestigious amateur event and the



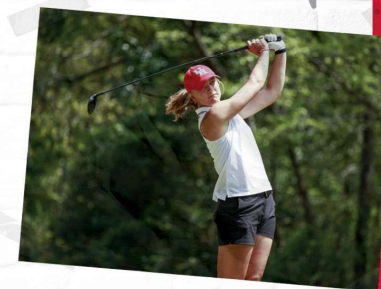
first to advance to the Final Round at Augusta National Golf Club.

With a score of 7-under 209 – including a Second-Round 67 – Fredgaard earned medalist honors at the season-opening UCF Challenge at Eagle Creek Golf Club in Orlando on Jan. 31-Feb. 2. Fredgaard captured the first title of her collegiate career and became the sixth Cougar to win an individual championship title.

During the summer, Fredgaard competed for Team International at the Arnold Palmer Cup at Rich Harvest Farms in June. Teaming with Oklahoma State's Isabella Fierro, she rallied from three holes down with three holes to play to tie Team USA's Julia Johnson-Latanna Stone.

Following the season, nine Cougars were named to the American Athletic Conference All-Academic Team. That group included Fredgaard, Martin, Normann, Saenz, Slaughter, **Anna Economou**, **Annie Kim**, **Brooke Morales** and **Molly Murray**. It was the eighth straight season in which 4+ Cougars were named to the All-Aademic Team.

After serving as assistant coach for the previous three seasons, **Lydia Gumm** was elevated to the Carolyn Macow Leatherwood Head Coach in June. She replaced Gerrod Chadwell, who left the program in May.



TRACK & FIELD

   @UHCougarTF

Men's THE AMERICAN OUTDOOR CHAMPIONS

LEROY BURRELL
Head Coach

WILL BLACKBURN
Associate Head Coach

CARL LEWIS
Assistant Coach

STEVE MAGNESS
Assistant Coach

KYLE TELLEZ
Assistant Coach

The Houston Track & Field program had redemption on its mind throughout the 2020-21 season after missing out on the NCAA Indoor Track & Field Championships and the entirety of its outdoor season due to the COVID-19 pandemic.

Under unprecedented circumstances the program prevailed. Without the opportunity to compete in a conference championship during the indoor season,



freshman **Shaun Maswanganyi** still managed to qualify for the NCAA Indoor Track & Field Championships as the Cougar men were represented in the 60-meter at NCAA's for the sixth straight season.

The outdoor season proved



to be one for the record books as the Cougars were among the best in the league in events spanning from the field to the sprints. This season UH saw program records fall in the women's discus, women's Hammer Throw, women's Shot Put and the women's 4x100-meter relay. On the men's side **Antonio Ruiz** became the program record holder in both the indoor and outdoor pole vault, not to exclude the various top-10 times from athletes across multiple disciplines.

Houston continued to be the team to beat in The American as the program earned its second sweep of The American Outdoor Track & Field Championships. The Cougar men captured their fifth straight conference outdoor title, as the women secured their second as members of The American. Over four days of meet action in Tampa, Houston walked away with 17 titles and the holders of several meet records. Maswanganyi and **Brienne Bethel** earned recognition for their outstanding performances in the 100-meter, 200-meter and 400-meter. **Head Coach Leroy Burrell** and his staff were recognized as the Coaching Staff of the Year for the fifth straight season.

After posting some of the top marks and times in the NCAA throughout the season, the Cougars sent a combined 35 competitors, including three relays to the NCAA West Region prelims. The 35 qualifiers is the most in program history. The Cougars were represented well in College Station as 16 individuals advanced to the NCAA Championships along with three relays. For the first time since 2008, the Cougar women would be competing at the NCAA Championships in



both the 4x100-meter relay and 4x400-meter relay. The Cougar men were eighth in the NCAA in total qualifiers with four of them coming from the 200-meter.

At the NCAA Championships, Maswanganyi put the NCAA and the world on notice as he became the first freshman in program history to advance to the final of both the 100-meter and 200-meter. Maswanganyi scored 14 of the Cougars 15 team points after securing a second-place finish in the 100-meter and third-place finish in the 200-meter. The Houston women's team was able to score its first points at the meet in almost a decade behind a seventh-place finish in the 4x100-meter relay from **Camille Rutherford, Tristan Evelyn, Samiyah Samuels** and **Naomi Taylor**.

With the Summer Olympics taking place in Tokyo from July 23 - August 8, several current and former Cougars are set to compete for their native countries.



ALL-AMERICANS AND INDIVIDUAL AWARDS

19 ALL-AMERICAN

MEN'S BASKETBALL

- ▶ **Quentin Grimes**
Third Team (Sporting News, Associated Press, NABC, USBWA)

FOOTBALL

- ▶ **Marcus Jones**
Return Specialist
First Team (Phil Steele; Football Writers Association of America; CBS/247Sports);
Third Team (Pro Football Focus)

WOMEN'S GOLF

- ▶ **Karen Fredgaard**
First Team (Women's Golf Coaches Association; Golfweek)

SWIMMING & DIVING

- ▶ **Mykenzie Leehy**
Second Team (100 Free); Second Team (200 Free)
- ▶ **Ioanna Sacha**
Second Team (200 Back);
Second Team (200 IM)

MEN'S OUTDOOR TRACK & FIELD

- ▶ **Quivell Jordan**
400-Meter Hurdles (First Team)
- ▶ **Shaun Maswanganyi**
100-Meter (First Team);
200-Meter (First Team);
- ▶ **Benjamin Okafor**
Long Jump (Honorable Mention)
- ▶ **Christyan Sampy**
Pole Vault (Second Team)
- ▶ **Travis Collins**
4x100-Meter Relay (First Team)
- ▶ **Christian Hamberlin**
4x100-Meter Relay (First Team)
- ▶ **Jordan Booker**
4x100-Meter Relay (First Team)
- ▶ **Shaun Maswanganyi**
4x100-Meter Relay (First Team)

WOMEN'S OUTDOOR TRACK & FIELD

- ▶ **Mikaila Martin**
Hammer Throw (Second Team)
- ▶ **Camille Rutherford**
100-Meter (Second Team)
- ▶ **Samiyah Samuels**
Long Jump (Honorable Mention)
- ▶ **Camille Rutherford**
4x100-Meter Relay (First Team)
- ▶ **Tristan Evelyn**
4x100-Meter Relay (First Team)
- ▶ **Samiyah Samuels**
4x100-Meter Relay (First Team)
- ▶ **Naomi Taylor**
4x100-Meter Relay (First Team)

VOLLEYBALL

- ▶ **Abbie Jackson**
Honorable Mention (Volleyball.com)

17 CONFERENCE INDIVIDUAL AWARDS

Three sport programs' head coaches/coaching staffs were honored by the American Athletic Conference
Two sport programs featured American Athletic Conference Players of the Year

MEN'S BASKETBALL

- ▶ **American Athletic Conference Player of the Year**
Quentin Grimes
- ▶ **American Athletic Conference Defensive Player of the Year**
DeJon Jarreau
- ▶ **American Athletic Conference Most Improved Player**
Justin Gorham

WOMEN'S GOLF

- ▶ **American Athletic Conference Player of the Year**
Karen Fredgaard
- ▶ **American Athletic Conference Freshman of the Year**
Zoe Slaughter

SWIMMING & DIVING

- ▶ **American Athletic Conference Coach of the Year**
Ryan Wochomurka (fifth straight season)
- ▶ **American Athletic Conference Diving Coach of the Year**
Bob Gunter
- ▶ **American Athletic Conference Swimmer of the Year**
Mykenzie Leehy and Ioanna Sacha
- ▶ **American Athletic Conference Swimmer of the Year**
Peyton Kondis
- ▶ **American Athletic Conference Freshman of the Year**
Laura Garcia Marin

MEN'S OUTDOOR TRACK AND FIELD

- ▶ **American Athletic Conference Coaching Staff of the Year**
- ▶ **American Athletic Conference Most Outstanding Performance**
Shaun Maswanganyi
- ▶ **American Athletic Conference Championships Freshman of the Year**
Shaun Maswanganyi

WOMEN'S OUTDOOR TRACK AND FIELD

- ▶ **American Athletic Conference Coaching Staff of the Year**
- ▶ **American Athletic Conference Most Outstanding Performance**
Brianne Bethel

VOLLEYBALL

- ▶ **American Athletic Conference Setter of the Year**
Annie Cooke
- ▶ **American Athletic Conference Freshman of the Year**
Annie Cooke

ALL-CONFERENCE HONOREES

BASEBALL (2)

Robert Gasser	Starting Pitcher	<i>First Team</i>
Tyler Bielamowicz	Outfield	<i>Second Team</i>

MEN'S BASKETBALL (4)

Quentin Grimes	Guard	<i>First Team</i>
Marcus Sasser	Guard	<i>Second Team</i>
Dejon Jarreau	Guard	<i>Second Team</i>
Justin Gorham	Forward	<i>Second Team</i>

WOMEN'S BASKETBALL (2)

Miya Crump	Guard	<i>Third Team</i>
Laila Blair	Guard	<i>All-Freshman Team</i>

FOOTBALL (5)

Marcus Jones	Return Specialist	<i>First Team</i>
Grant Stuard	Linebacker	<i>First Team</i>
Payton Turner	Defensive End	<i>Second Team</i>
Braylon Jones	Offensive Guard	<i>Honorable Mention</i>
Damarion Williams	Cornerback	<i>Honorable Mention</i>

MEN'S GOLF (1)

Alexander Frances

WOMEN'S GOLF (4)

Karen Fredgaard
Zoe Slaughter
Anne Normann
Delaney Martin

SOCCER (3)

Jazmin Grant	Forward	<i>First Team</i>
Mia Brascia	Midfielder	<i>Second Team</i>
Genaye Sanders	Defender	<i>All-Rookie Team</i>

SOFTBALL (2)

Sarah Queen	Third Baseman	<i>First Team</i>
Lindsey Stewart-Vaughn	Outfield	<i>Second Team</i>

SWIMMING & DIVING (27)

Marina Ortega Bonilla	200-Yard IM	<i>Third Team</i>
Kati Deininger	3-Meter Diving	<i>Champion</i>
Hannah Farmer	100-Yard Breast	<i>Third Team</i>
Chase Farris	Platform Diving	<i>Third Team</i>
Hedda Grell	Platform Diving	<i>Champion</i>
	3-Meter Diving	<i>Third Team</i>
Katie Higgins	100-Yard Fly	<i>Champion</i>
Kaley Hoffman	200-Yard Back	<i>Second Team</i>
Abby Jackson	100-Yard Fly	<i>Second Team</i>
	200-Yard Fly	<i>Second Team</i>
Mykenzie Leehy	50-Yard Free	<i>Champion</i>
	100-Yard Free	<i>Champion</i>
	200-Yard Free	<i>Champion</i>
Laura Garcia Marin	500-Yard Free	<i>Second Team</i>
	400-Yard IM	<i>Second Team</i>
Audrey McKinnon	200-Yard Breast	<i>Third Team</i>
Kathryn Power	50-Yard Free	<i>Second Team</i>
	100-Yard Free	<i>Second Team</i>
	100-Yard Back	<i>Third Team</i>
Ioanna Sacha	100-Yard Back	<i>Champion</i>
	200-Yard Back	<i>Champion</i>
	200-Yard IM	<i>Champion</i>
Rachel Hicks	200-Yard Free Relay	<i>Champion</i>
Mykenzie Leehy, Kathryn Power, Hannah Farmer		
Laura Garcia Marin	400-Yard Free Relay	<i>Champion</i>
Kathryn Power, Rachel Hicks, Mykenzie Leehy		
Laura Garcia Marin	800-Yard Free Relay	<i>Champion</i>
Samantha Medlin, Elizabeth Richardson, Mykenzie Leehy		
Ioanna Sacha	200-Yard Medley Relay	<i>Champion</i>
Hannah Farmer, Katie Higgins, Kathryn Power		
Ioanna Sacha	400-Yard Medley Relay	<i>Champion</i>
Audrey McKinnon, Katie Higgins, Mykenzie Leehy		

MEN'S OUTDOOR TRACK & FIELD (21)

Dayo Akindele	110-Meter Hurdles	<i>Champion</i>
DJ Akindele	110-Meter Hurdles	<i>Second Team</i>
	400-Meter Hurdles	<i>Third Team</i>
Jordan Booker	100-Meter	<i>Third Team</i>
	200-Meter	<i>Second Team</i>
Jadon Brome	Triple Jump	<i>Champion</i>
Travis Collins	100-Meter	<i>Second Team</i>
Triston Gibbons	Shot Put	<i>Champion</i>
Christian Gilmore	800-Meter	<i>Third Team</i>
Jermaine Holt	400-Meter	<i>Champion</i>
Quivell Jordan	400-Meter Hurdles	<i>Champion</i>
Shaun Maswanganyi	100-Meter	<i>Champion</i>
	200-Meter	<i>Champion</i>
Benjamin Okafor	Long Jump	<i>Third Team</i>
Ben Percefull	Pole Vault	<i>Third Team</i>
Antonio Ruiz	Pole Vault	<i>Second Team</i>
Christyan Sampy	Pole Vault	<i>Champion</i>
Quinton Stringfellow	Triple Jump	<i>Second Team</i>
Tyrell Valentine	400-Meter	<i>Second Team</i>
Jordan Booker	4x100-Meter Relay	<i>Champion</i>
Travis Collins, Christian Hamberlin, Shaun Maswanganyi		
Tyrell Valentine	4x400-Meter Relay	<i>Champion</i>
Quivell Jordan, Joshua White, Jordan Booker		

WOMEN'S OUTDOOR TRACK & FIELD (13)

Brianne Bethel	200-Meter	<i>Champion</i>
	400-Meter	<i>Champion</i>
Tristan Evelyn	100-Meter	<i>Champion</i>
Sarah Howe	Pole Vault	<i>Third Team</i>
Mikaila Martin	Hammer Throw	<i>Second Team</i>
Nora Monie	Discus	<i>Champion</i>
Samiyah Samuels	Long Jump	<i>Second Team</i>
Taylor Scaife	Hammer Throw	<i>Champion</i>
Cecilia Tamayo-Garza	100-Meter	<i>Second Team</i>
	200-Meter	<i>Third Team</i>
Nu'uau Tuilefano	Shot Put	<i>Champion</i>
Camille Rutherford	4x100-Meter Relay	<i>Champion</i>
Brianne Bethel, Cecilia Tamayo-Garza, Tristan Evelyn		
Zarie Dumas	4x100-Meter Relay	<i>Second Team</i>
Aliyah Taylor, Payge Side, Brianne Bethel		

VOLLEYBALL (4)

Annie Cooke	Setter	<i>First Team</i>
Kortlyn Henderson	Outside Hitter	<i>First Team</i>
Abbie Jackson	Outside Hitter	<i>First Team</i>
Torie Frederick	Libero	<i>Second Team</i>
Rachel Tullos	Middle Blocker	<i>Second Team</i>



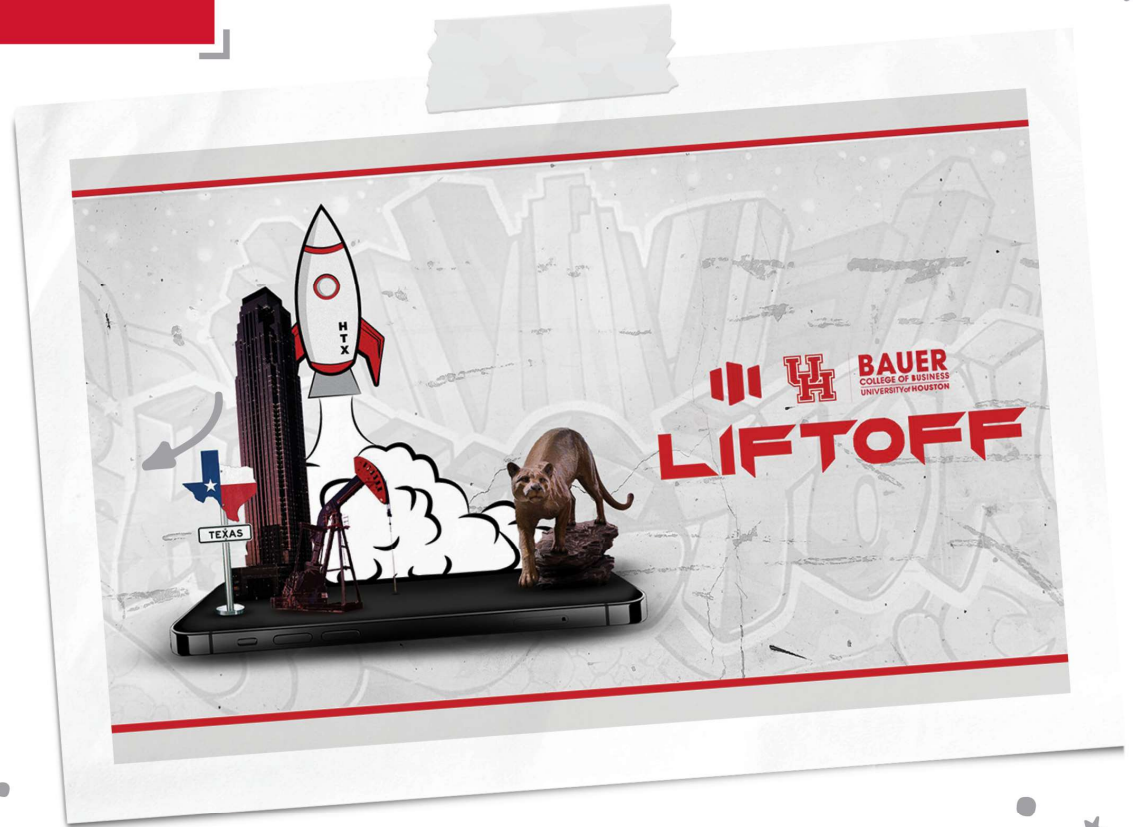


NIL

NAME, IMAGE, LIKENESS; LIFTOFF

**LIFTOFF, POWERED BY THE C.T. BAUER COLLEGE OF BUSINESS...
...IN PARTNERSHIP WITH OPENDORSE.**

- **July 1, 2021:** State of Texas passes NIL legislation into law.
 - LIFTOFF serves UH student-athletes to:
 - Provide education on NIL rules
 - Empower student-athletes to lift their personal brands
- **C.T. Bauer partnership serves to:**
 - Leverage knowledge of on-campus industry leading experts to grow student-athlete knowledge on topics like:
 - Entrepreneurship, Financial Management, Best business practices and Personal Branding.
- **Opendorse Ready partnership provides access to:**
 - Education tools: On-demand and live sessions with industry leaders on:
 - Brand building
 - Monetization
 - Financial literacy from leading brands like Instagram, Twitter, and the Players Tribune.





FOLLOW THE COUGARS

Be sure to like and follow all of our social media accounts to keep up-to-date with your Houston Cougars!

- Football** > UHCougarFB
Facebook > Houston Cougar Football
- Men's Basketball** > UHCougarMBK
- Women's Basketball** > UHCougarWBB
- Baseball** > UHCougarBB
- Softball** > UHCougarSB
- Soccer** > UHCougarSoccer
- Swimming & Diving** > UHCougarSwim
- Men's Golf** > UHCougarMGolf
- Women's Golf** > UHCougarWGolf
- Tennis** > UHCougarTennis
Facebook > Houston Cougar Tennis
- Track & Field/Cross Country** > UHCougarTF
- Volleyball** > UHCougarVB



UNIVERSITY OF HOUSTON DEPARTMENT OF ATHLETICS

Athletics/Alumni Center | 3204 Cullen Blvd | Houston, Texas 77204-6002 | 713.743.9370

UHCOUGARS.COM

 [HoustonAthletics](#)  [UHCougars](#)  [HoustonCougars](#)  [UHAthletics](#)

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Presentation of Regents' Academic Excellence Award – University of Houston Undergraduate Research and Fellowship Programs

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

The Regents' Academic Excellence Award recognizes University of Houston System institutions' programs and initiatives that exemplify excellence in teaching, research, and/or public service. The recipient is the University of Houston's Undergraduate Research and Fellowship Programs. Undergraduate research programs provide support, resources, and opportunities for undergraduate students through faculty-mentored research experiences. They also play an important role in developing candidates applying to competitive fellowships and major awards. These programs are administered by the Office of Undergraduate Research and Major Awards which is housed in the Honors College and serves students across the entire University community. Through funding provided by the Provost's Office, Division of Research, Honors College, and other academic colleges, undergraduate research enables students to work one-on-one in collaboration with a faculty mentor, and to contribute to original scholarship at the undergraduate level. Programs include the Summer Undergraduate Research Fellowship, Provost's Undergraduate Research Scholarship, Senior Honors Thesis, Mellon Research Scholars Program, Houston Early Research Experience, Houston Scholars, and Action Research in Communities.

SUPPORTING

DOCUMENTATION: N/A

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Information

COMPONENT: University of Houston

Renu Khator
CHANCELLOR

Renu Khator

8/19/2021
DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Audit and Compliance

ITEM: Report on University of Houston System, Audit and Compliance Committee Charter and Checklist

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Attached for your review and approval is the Audit and Compliance Committee Charter and Checklist. The Audit and Compliance Committee Charter and Checklist are recommended guidelines for the operation of the Audit & Compliance Committee. The Board of Regents Bylaw 5.2.1 and the Audit and Compliance Committee Charter and Checklist, item number 26, requires an annual review and update. There are no suggested changes to this document.

SUPPORTING DOCUMENTATION: Audit and Compliance Committee Charter and Checklist

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



CHIEF AUDIT EXECUTIVE Phillip W. Hurd 8/8/2021
DATE



CHANCELLOR Renu Khator 8/19/2021
DATE

University of Houston System

Audit & Compliance Committee Charter of the Board of Regents of The University of Houston System

Role

The Audit & Compliance Committee (“the Committee”) of the Board of Regents (“the Board”) of The University of Houston (“U. H.”) System assists the Board in fulfilling its responsibilities for:

- ◆ Oversight of the quality and integrity of the accounting and financial reporting practices, including the annual financial statements, and the system of internal controls;
- ◆ Oversight and direction of the internal auditing function, any external auditors or other outside expertise whom the Committee may employ, and engagements with the State Auditor;
- ◆ Oversight and direction for the System-wide institutional compliance function;
- ◆ Oversight of the review of effective institutional management practices which provide for effective risk management, accountability and stewardship at all U. H. System components; and
- ◆ Other duties as directed by the Board.

The Committee’s role includes a particular focus on U. H. System’s processes to manage business and financial risk, and for compliance with significant applicable legal, ethical, and regulatory requirements.

Membership

The membership of the Committee shall consist of not less than three regents, nor more than four. The Committee will have a committee chair, vice chair, and one or two additional regents, all of whom shall be appointed by the chair of the board. The chair of the board will serve as ex-officio for the Committee and will count for purposes of determining a quorum. A quorum is three for the Committee. One to four advisory members may be appointed to the Committee with the unanimous approval of the chair of the board, the chancellor, and the chair of the Committee. The advisory members will serve one-year terms from September 1 through August 31 and may be reappointed each year. Advisory members will not have voting authority.

Reporting

The Chief Audit Executive, System-wide Compliance Officer, and executive management shall provide periodic reports related to audit, compliance, and management review to the Committee. Any public accounting firm or other outside expertise employed by the Committee shall report directly to the Committee. The State Auditor’s reports will be submitted to this committee. The Committee is expected to maintain free and open communications, which shall include private

University of Houston System

executive sessions, at least annually, with these parties, as it deems appropriate and is permitted by law.

The Committee chairperson shall regularly report Audit & Compliance Committee activities to the full Board of Regents, particularly with respect to:

- (i.) any issues that arise regarding compliance with legal or regulatory requirements and the performance and independence of internal and external auditing and assurance functions; and
- (ii.) such other matters as are relevant to the Committee's discharge of its responsibilities.

Education

U. H. System executive management is responsible for providing the Committee with educational resources related to accounting principles and procedures, risk management, and other information that may be requested by the Committee. U. H. System executive management shall assist the Committee in maintaining appropriate financial and compliance literacy.

Authority

The Committee, in discharging its oversight role, is empowered to study or investigate any matter related to audit, compliance, and management of interest or concern that the Committee, in its sole discretion, deems appropriate for study or investigation by the Committee. The Committee shall be given full access to all U. H. System employees and operations as necessary to carry out this authority. The Committee through its chair is authorized to engage outside expertise, to the extent permitted by applicable law, should it choose to do so.

Responsibilities

The Committee's specific responsibilities in carrying out its oversight role are delineated in the Audit & Compliance Committee Responsibilities Checklist. The responsibilities checklist will be updated annually by the Committee to reflect changes in regulatory requirements, authoritative guidance, and evolving oversight practices. As the compendium of Committee responsibilities, the most recently updated responsibilities checklist will be considered to be an addendum to this charter.

The Committee relies on the expertise and knowledge of management, the internal auditors, the State Auditor, and any public accounting firm or other outside expertise they may employ in carrying out its oversight responsibilities. U. H. System executive management is responsible for preparing complete and accurate financial statements and for monitoring internal controls and compliance with all applicable laws, regulations, and internal policies and procedures. Any public accounting firm or other outside expertise hired by the Committee is responsible for performing the services specified in the hiring contract.

University of Houston System

CHECKLIST

Responsibilities Checklist for the Audit & Compliance Committee of the Board of Regents of The University of Houston System

1. The Committee will perform such other functions as assigned by law or the Board of Regents of The University of Houston System (“the Board”).
2. The Committee shall meet four times per year or more frequently as circumstances require. The Committee may ask members of management or others to attend the meeting and provide pertinent information as necessary.
3. The agenda for Committee meetings will be prepared in consultation between the Committee chair (with input from the Committee members), U. H. System executive management, the Chief Audit Executive, and the System-wide Compliance Officer.
4. The Committee shall verify that its membership is familiar with the Committee’s Charter, goals, and objectives.
5. The Committee shall review the independence of each Committee member based on applicable independence laws and regulations.
6. The Committee shall review and approve the appointment or change in the Chief Audit Executive.
7. The Committee shall have the power to conduct or authorize investigations into any matters within the Committee's scope of responsibilities.
8. The Committee shall provide an open avenue of communication between the State Auditor, internal auditors, any public accounting firm or other outside expertise employed, executive management, and the Board. The Committee chairperson shall report Committee actions to the Board with such recommendations as the Committee may deem appropriate.
9. For the purpose of preparing or issuing an audit report or related work, the Committee shall be directly responsible for the appointment, compensation, and oversight of the work of any employed public accounting firm (including the resolution of disagreements between management and the auditor regarding financial reporting) or

University of Houston System

other outside expertise. This does not preclude an individual component institution from hiring a public accounting firm to perform work at the component level.

10. The Chief Audit Executive has responsibility for ensuring that no conflicts of interest exist between public accounting firms performing consulting services and firms conducting financial statement audits. The Chief Audit Executive shall report annually on the status and integrity of U. H. System's engagements with public accounting firms.
11. The Committee shall review with executive management, the Chief Audit Executive, the System-wide Compliance Officer, the State Auditor, and any employed public accounting firm the coordination of efforts to assure completeness of coverage, reduction of redundant efforts, and the effective use of resources.
12. The Committee shall inquire of executive management, the Chief Audit Executive, the System-wide Compliance Officer, and any employed public accounting firm or other outside expertise about significant risks or exposures and assess the steps management has taken to minimize such risk to U. H. System.
13. The Committee shall consider and review with the Chief Audit Executive, the System-wide Compliance Officer, the State Auditor, and any employed public accounting firm or other outside expertise:
 - a. The adequacy of U. H. System's internal controls including computerized information system controls and security;
 - b. The adequacy and efficiency of senior-level management with respect to fiscal operations and compliance functions at all component institutions;
 - c. Any related significant findings and recommendations of the State Auditor, independent public accountants, and internal audit together with management's responses thereto.
14. Regarding the U.H. System's financial statements, the Committee shall review with executive management and/or the Chief Audit Executive:
 - a. U. H. System's annual financial statements and related footnotes;
 - b. Any audit and assurance work performed on components of the annual financial statements;
 - c. Any significant changes to the financial statements requested by the State Auditor, internal audit, or any independent public accountants;
 - d. Any serious difficulties or disputes with management encountered during assurance work on components of the financial statements;

University of Houston System

- e. Other matters related to the conduct of assurance services that are to be communicated to the Committee under generally accepted government auditing standards.
15. The Committee shall require the U. H. System Chancellor and U.H. System Chief Financial Officer certify the annual financial statements for the U. H. System as a whole, and that each component President and Chief Financial Officer certify the annual financial statements for their respective component institution.
16. The Committee shall review legal and regulatory matters that may have a material impact on the financial statements, internal auditing and/or compliance activities.
17. The Committee shall review with executive management and the Chief Audit Executive at least annually U. H. System's critical accounting policies, including any significant changes to Generally Accepted Accounting Procedures (GAAP), Regents' Bylaws and Policies, and/or operating policies or standards.
18. On an annual basis, the Committee shall review, recommend, and approve the annual audit plan, including the allocation of audit hours and internal audit budget and staffing.
19. Regarding audits, the Committee shall consider and review with executive management and the Chief Audit Executive:
 - a. Significant findings during the year and management's responses thereto;
 - b. Any difficulties encountered in the course of the audits, including any restrictions on the scope of work or access to required information;
 - c. Any changes required in the planned scope of the audit plan.
20. The Committee shall conduct an annual performance review and evaluation of the Chief Audit Executive.
21. The Committee shall ensure procedures are established for the receipt, retention, and treatment of complaints received regarding internal controls or auditing matters; and the confidential anonymous submission by employees of concerns regarding questionable auditing matters.
22. The Committee shall monitor The University of Houston System Institutional Compliance Program and review with executive management and the System-wide Compliance Officer the status of the program and the results of its activities, including:
 - a. Significant institutional risks identified during the year and mitigating actions taken;

University of Houston System

- b. Significant findings during the year and management's responses thereto;
 - c. Any difficulties encountered in the course of inspections or assurance activities, including any restrictions on the scope of work or access to required information;
 - d. Any changes required in planned scope of the compliance action plan.
23. The Committee shall conduct an annual review of the ethics and conflict of interest policies of the Board and each of the universities and receive a status update on the annual regent certification statements.
24. The Committee shall ensure procedures are established for the receipt, retention, and treatment of complaints received regarding compliance issues and the confidential anonymous submission by employees of concerns regarding ethically or legally questionable matters.
25. The Committee shall meet with the Chief Audit Executive, the System-wide Compliance Officer, executive management, or any employed external auditors or other outside expertise in executive session to discuss any matters that the Committee or the before named believe should be discussed privately with the Committee, to the extent permitted by applicable law.
26. The Committee shall review and update the Audit & Compliance Committee Responsibilities Checklist annually.
27. The Committee shall conduct an annual review of the report on compliance of each support organization.
28. The Committee shall receive an annual fraud prevention and awareness report which summarizes the fraud risk analyses and related risk mitigation strategies.
29. The Committee shall receive an annual report of all activities of the Identity Theft Prevention program.
30. The Committee shall receive an annual report to the Board listing all professional services and consulting contracts to a single entity greater than \$250,000 and for all other procurements (except investment agreements) where total compensation for system-wide sources to a single entity is expected to exceed \$1,000,000.
31. The Committee shall receive an annual report on the activities of the Internal Auditing Department in the format prescribed by the State Auditor's Office (Texas Government Code 2102.009).

University of Houston System

32. The Committee shall receive an audit report on the safety and security of the institution's facilities at least once every three years (Texas Education Code 51.217).

| Last reviewed ~~08/20/20~~ 08/26/21

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Audit and Compliance

ITEM: Report on University of Houston System, Annual Internal Audit Plan and Changes to the Internal Audit Department

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Attached for your review and approval is the UHS Internal Auditing Department Annual Internal Audit Plan for Fiscal Year 2022 (Audit Plan). The Audit Plan has been prepared to meet the requirements of the Board of Regents policy and the Texas Internal Auditing Act (Texas Government Code, Sec. 2102), as amended. The Texas Internal Auditing Act requires the Board of Regents to approve the Audit Plan and periodically review the resources dedicated to the Internal Audit program and determine if adequate resources exist to ensure that risks identified in the annual risk assessment are adequately covered within a reasonable time frame.

The Internal Audit Department has been reorganized and the Chief Audit Executive will introduce the changes, the staff, and discuss what effects these changes will have. Also, additional changes in infrastructure, audit process, and data analytics will be shown.


SUPPORTING

DOCUMENTATION: Annual Internal Audit Plan, FY 2022

FISCAL NOTE:

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



CHIEF AUDIT EXECUTIVE Phillip W. Hurd

8/8/2021

DATE



CHANCELLOR Renu Khator

8/19/2021

DATE

Annual Internal Audit Plan and Changes to the Internal Audit Department

August 26, 2021

Overview

1. Internal Audit Definition
2. Staff Members and Certified Competencies
3. Current Status Snapshot
4. Proposed Audit Plan
5. Additional Points

Definition of Internal Auditing

“Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.”

Staff Members and Certified Competencies

Name	Job Title	Certifications
Hurd, Phillip Wayne	Chief Audit Executive	CCEP, CIA
O'Neal, Brandee M	Director	CIA
Moreno, Cesario Anthony	Auditor IV (UHCL Specialist)	CFE
Gerry, Kim A.	Auditor IV (UHD Specialist)	CFE
Applebach, Connie C	Auditor III	CISA
Collier, Jeff A.	Auditor III	
Davis, Tamara T	Auditor II	
Porter, Eric	Auditor II	
Tran, Emily Kim	Auditor II	
McClellan, Elias Jacob	Auditor II	CFE
Buoy, Johnnie	IS Support and Dev	
White, Barbara Carol	Asst, Administrative, Exec	
Dahlke, Sandra	RBW Asst, Admin, Exec	CAP

FY21 Internal Audit Activity

as of August 26, 2021 Board of Regents Meeting

Audits Completed

- Export Controls (UHCL)
AR-2021-07
- Contracts Requiring Board of Regents Approval (UHS)
AR - 2021-01
AR - 2021-04
AR - 2021-06
AR - 2021-08
- Accounts Payable
AR - 2021-05
- Board of Regents Travel and Entertainment FY20
AR - 2021-02
- Chancellor/President's Travel and Entertainment FY20 (UHS/UH)
AR-2021-03

Internal Audit 08/26/21

Special Projects Completed

- Vendor Validation (UH, UHCL, UHD and UHV)
- UHS Institutional Compliance Fraud and Non-Compliance Hotline (~115 Reports)
- UHD Admissions
- UHD Grant Issue
- UHCL Vendor Issue

Audits in Progress

- Research Governance and Process Overview (UH, UHCL and UHD)
- Export Controls (UH)
- Intellectual Property, Oversight and Protection (UH)
- Compliance with Federal Sentencing Guidelines (UH, UHCL, UHD and UHV)
- Travel Expense (UH, UHCL, UHD and UHV)
- Board of Regents Travel and Entertainment FY21
- President's Travel and Entertainment FY21 (UH, UHCL, UHD and UHV)
- Contracts Requiring Board of Regents Approval (UHS)
- Joint Admission Medical Program (UHV)
- Accounts Receivable (UH, UHCL, UHD and UHV)
- UHS Emergency Management

Special Projects in Progress

- UHS Institutional Compliance Fraud and Non-Compliance Hotline (Varies per FY)
- UH Business school Contract Issue.
- UHD/UH Formula funding issue – referred by THECB
- Research compliance issue
- Lab Safety and compliance oversight

Audits in Planning

- Procurement Card Management (UH, UHCL, UHD and UHV)
- Compliance with Education Code §51.9337 (UHS)

5 of 9

Existing Year Projects that are in Process			
No.	TITLE	STATUS (select from drop-down list)	COMMENTS
1	Procurement Card Management (UH, UHCL, UHD and UHV)	Project Currently In Progress	Started in August
2	Intellectual Property, Oversight and Protection (UH)	Project Currently In Progress	In fieldwork
3	Research Governance and Process Overview (UH, UHCL, UHD)	Project Currently In Progress	In fieldwork
4	Travel Expense (UH, UHCL, UHD, and UHV)	Project Currently In Progress	Started in August
5	Joint Admissions Medical Program (UHV)	Project Currently In Progress	Scheduled to be finished by November
6	Education Resource Center (UH)	Project Currently In Progress	In fieldwork
7	Compliance with Federal Sentencing Guidelines (UH, UHCL, UHD and UHV)	Project Currently In Progress	in fieldwork
8	Accounts Receivable	Project Currently In Progress	In fieldwork
9	Export Controls	Project Currently In Progress	Working on Identified risk.
10	Compliance with Education Code §51.9337 (UHS)	Project Currently In Progress	Scheduled to be finished by November
11	Travel & Entertainment Expenditures - Board, FY21	Project Currently In Progress	Board Requested - Continual -Report in November
12	Travel & Entertainment expenditures - President, FY21 (UH, UHCL, UHD, and UHV)	Project Currently In Progress	Board Requested - Continual -Report in November
13	IA Data Analytics and Value Enhancements	Project Currently In Progress	This is on ongoing skills enhancement project to integrate data analytics and increase sample size through integration of AI and RPA into the audit process.

Additions to Audit Plan Based on Risk Assessment and Risk Register

No.	ENGAGEMENT TITLE	GROUPING	TYPE	SCOPE	TIME FRAME	INCLUSION RATIONAL	Entity to be Audited				
	Provide the title of the audit engagement.	Assurance Blended Consulting Special Project	Compliance Financial Information Technology Investigation Operational	Controls Review Full Review Limited Review	Near Term - 1-6 Months Medium Term - 7-12 Months Long Term - 13-18 Months	Information describing why this project is included on the audit plan.	UHS	UH	UHCL	UHD	UHV
1	Grants Management	Assurance	Operational	Controls Review	Near Term - 1-6 Months	High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		X	X		
2	Conflict of Interest	Blended	Operational	Full Review	Near Term - 1-6 Months	High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		X	X	X	X
3	Capital Assets Management	Assurance	Operational	Full Review	Medium Term - 7-12 Months	This is a verification and validation of equipment, process for tracking and management and efficacy analysis against modern systems.		X	X	X	X
4	Compliance with NIST 800-171	Blended	Information Technology	Limited Review	Near Term - 1-6 Months	Research security is of paramount importance and protection of unclassified but sensitive information is now a requirement for many research areas. This audit will provide a gap analysis.	X	X	X	X	X
5	Research Center Management	Assurance	Financial	Controls Review	Near Term - 1-6 Months	Research centers often have Multiple sources of Income and often have different rules for expenses. High rating on the risk assessment and recent audit issues show this is an area that UHS must ensure is well managed and compliant.		X			
6	Facilities Cost of Quality	Blended	Operational	Limited Review	Medium Term - 7-12 Months	This audit will analyze work order process, rework, callback and manage control over the process.		X			
7	Training Audit	Assurance	Compliance	Controls Review	Medium Term - 7-12 Months	Federal sentencing guidelines dictate that training be effective. This audit will analyze training requirements at all 4 UHS university's and the effectiveness to employee.		X	X	X	X
8	Foreign Influence Analysis and oversight	Consulting	Compliance	Limited Review	Near Term - 1-6 Months	This is a special project to assist the compliance function in ensuring foreign influence and export controls are managed properly.		X			
9	Annual Procurement Report	Assurance	Compliance	Limited Review	Near Term - 1-6 Months	Mandatory Audit		X			
10	Athletics - Football Attendance	Assurance	Compliance	Limited Review	Near Term - 1-6 Months	Mandatory Audit		X			
11	Board of Regents Travel & Entertainment, FY 2022	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit	X				
12	Chancellor/President's Travel & Entertainment, FY 2022	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X	X	X	X
13	Construction and Other Contracts Requiring Board of Regents Approval	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X			

Additions to Audit Plan Based on Risk Assessment and Risk Register

No.	ENGAGEMENT TITLE	GROUPING	TYPE	SCOPE	TIME FRAME	INCLUSION RATIONAL	Entity to be Audited				
							UHS	UH	UHCL	UHD	UHV
	Provide the title of the audit engagement.	Assurance Blended Consulting Special Project	Compliance Financial Information Technology Investigation Operational	Controls Review Full Review Limited Review	Near Term - 1-6 Months Medium Term - 7-12 Months Long Term - 13-18 Months	Information describing why this project is included on the audit plan.					
14	Compliance with Education Code 51.9337	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit	X				
15	NCAA-Rules Compliance	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X			
16	Quality Assurance Reviews - Internal/External	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X			
17	State Benefits Proportionality	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X	X	X	X
18	Education Resource Center (UH)	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X			
19	Compliance with Texas Administrative Code §202	Assurance	Compliance	Limited Review	Medium Term - 7-12 Months	Mandatory Audit		X	X	X	X

Additional Points

- 20% of available talent hours are reserved for Management/Board requests and investigations.
- Improvements in efficiencies which result in additional talent hours will be applied to near-term audits first, then to mid-term audits.
- Internal auditing is currently undergoing skills upgrade processes to integrate additional analytics, computer assisted auditing techniques (CAAT), Robotic Process Automation (RPA) and basic artificial intelligence (AI.)
- Internal Audit has been reorganized to provide more customer service, more audit effort, increase efficiency and decrease management overhead.

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

COMMITTEE: Academic and Student Success

ITEM: Approval of Faculty Workload Report

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Per Texas Education Code Section 51.402 and University of Houston System Board of Regents Policy 21.05, each component university shall file an annual report, by department, of the academic duties and services performed by each member of the faculty during the nine-month academic year. Approval is requested for the Academic Year 2020-2021 faculty workload reports for the following UH System institutions:

University of Houston
University of Houston – Clear Lake
University of Houston – Downtown
University of Houston - Victoria

SUPPORTING DOCUMENTATION: Faculty Workload Reports

FISCAL NOTE:

RECOMMENDATION/
ACTION REQUESTED: Administration recommends approval of this item

COMPONENT: University of Houston System

Renu Khator
PRESIDENT Renu Khator

8/19/2021
DATE

Paula Myrick Short
SENIOR VICE CHANCELLOR Paula Myrick Short

8-9-2021
DATE

Renu Khator
CHANCELLOR Renu Khator

8/19/2021
DATE

UNIVERSITY OF HOUSTON FACULTY WORKLOAD SUMMARY REPORT (ACADEMIC YEAR 2020-2021)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the UH Faculty Workload Policy (MAPP 12.05.01) that details institutional expectations and policies relating to faculty workload.

MAPP 12.05.01 explicitly states that meeting the teaching and instructional needs of the academic unit will take highest priority when determining faculty workload assignments. However, in order to ensure flexibility in meeting both the instructional needs and the research missions of individual academic units, the policy explicitly provides department chairs/directors with the authority to assign individual faculty workload at the academic department/unit level (with oversight from the dean).

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON (ACADEMIC YEAR 2020-2021)

To meet the instructional needs and research missions of individual academic units at the **University of Houston**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the University of Houston are classified as either **Tenured/Tenure Track (T/TT) Faculty** or as **Non-Tenure Track (NTT) Faculty**. Tenured and Tenure track faculty appointments are **ranked**, full-time faculty positions. Non-Tenure track faculty appointments may be **ranked** or **non-ranked**, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the University of Houston have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 Faculty Appointments Held at the University of Houston (Academic Year 2020-2021)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	437	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		355	
Tenure Track	Ranked	Assistant Professor		219	
Non-Tenure Track	Ranked	Instructional Professor (All Ranks)	Full-Time	164	Student Teaching/Instruction and Service
Non-Tenure Track	Ranked	Clinical Professor (All Ranks)		170	Student Teaching/Instruction and Service
Non-Tenure Track	Ranked	Research Professor (All Ranks)		81	Research/Scholarship and Service
Non-Tenure Track	Non-ranked	Lecturer, Scholar-In-Residence, Affiliate Artist, Professor-of-Practice, Visiting Professors	Full-Time	163	Student Teaching/Instruction
Non-Tenure Track	Non-ranked	Various Adjunct Titles	Part-Time	995	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure Track (T/TT)** faculty members, the distribution of effort across the academic year is typically **40% effort in the teaching/instructional domain, 40% effort in the research/scholarship domain and 20% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically either: **80% effort in the teaching/instructional domain and 20% effort in the service domain for instructional and clinical Professors; or, 80% effort in the research/scholarship domain and 20% effort in the service domain for research professors.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

However, it is important to note that both MAPP 12.05.01 and the UH Faculty Handbook envision that while the percent (%) distribution of effort across these three workload domains may be similar for faculty members holding similar appointments, the volume and complexity of the actual work carried out in each of these workload domains should also reflect the expectations of the academic unit/college for the particular faculty appointment and rank held, as well as the career stage of the faculty member.

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORKLOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2020-2021)

The University of Houston has a total of eighteen (18) Colleges of various sizes including the new Hobby School. By definition, each College at the University of Houston has a different academic and research mission as demonstrated by the type of classes offered by the college (i.e. undergraduate, graduate and/or professional classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort that should be expended in each of the three faculty workload domains. These expectations are set at the departmental/college level but should reflect the professional responsibilities of the faculty appointment/title held.

For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community. Ranked NTT faculty members are expected to expend the majority of their efforts in the domain they were hired into. For example, ranked instructional and clinical NTT professors are expected to expend the majority of their effort in teaching and instructional activities, whereas ranked research NTT professors are expected to expend the majority of their effort in research activities.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching/instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UH Faculty Workload Report (AY 2020-2021).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2020-2021)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Architecture	25	31%	41%	28%	\$106,134
Arts	75	38%	39%	22%	\$87,099
Business	74	51%	35%	15%	\$209,040
Education	53	44%	34%	22%	\$91,996
Engineering	137	44%	35%	21%	\$152,640
GCSW	18	40%	39%	21%	\$97,151

Hobby	4	28%	39%	34%	\$182,538
HRM	19	40%	43%	17%	\$107,975
Law	36	40%	41%	19%	\$174,513
CLASS	263	42%	35%	22%	\$105,151
NSM	195	43%	38%	19%	\$129,482
Optometry	21	41%	40%	19%	\$125,586
Nursing	5	45%	44%	11%	\$83,658
Pharmacy	37	49%	31%	20%	\$122,152
Technology	49	39%	39%	22%	\$104,598

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Architecture	6	13%	59%	28%	\$80,754
Arts	13	8%	59%	33%	\$60,219
Business	10	16%	63%	21%	\$120,615
Education	34	4%	68%	27%	\$68,054
Engineering	28	43%	45%	12%	\$75,930
GCSW	5	0%	44%	56%	\$63,890
Hobby	2	38%	30%	33%	\$71,458
Honors	16	11%	61%	29%	\$69,677
HRM	6	0%	70%	30%	\$66,021
Law	15	11%	67%	22%	\$90,444
CLASS	65	17%	58%	23%	\$63,455
Medicine	34	13%	53%	31%	\$148,001
NSM	60	33%	51%	15%	\$64,147
Optometry	36	8%	74%	18%	\$91,425
Nursing	9	9%	78%	12%	\$79,323
Pharmacy	35	35%	46%	19%	\$87,288
Technology	21	10%	68%	22%	\$82,277

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Architecture	2	25%	75%	0%	\$55,869
Arts	9	0%	71%	29%	\$54,021
Business	44	1%	72%	28%	\$105,749
Education	7	34%	63%	3%	\$53,921
Engineering	8	24%	65%	11%	\$64,502
GCSW	1	0%	100%	0%	\$48,750
Honors	11	13%	62%	25%	\$46,027
HRM	3	17%	47%	37%	\$61,142

Law	4	0%	75%	25%	\$58,706
CLASS	40	5%	94%	2%	\$36,062
NSM	16	29%	66%	5%	\$55,279
Optometry	2	50%	50%	0%	\$62,944
Nursing	3	8%	82%	10%	\$63,751
Technology	13	11%	71%	18%	\$58,506

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2020-2021 UH Faculty Workload Report** concerning average (%) workload effort distribution across all eighteen (18) colleges for the four major types of faculty appointments at UH provides the following key findings:

- Full-time, tenured/Tenure track (T/TT) faculty expend **36%** of their effort in teaching and instructional activities, **43%** of their effort in research and scholarship activities and **21%** in service activities.
- Full-time, ranked (NTT) faculty expend **58%** of their effort in teaching and instructional activities, **19%** of their effort in research and scholarship activities and **23%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **71%** of their effort in teaching and instructional activities, **16%** of their effort in research and scholarship activities and **13%** in service activities.
- Part-time, non-ranked, non-tenure track (NTT) faculty expend **75%** of their effort in teaching and instructional activities, **10%** of their effort in research and scholarship activities and **15%** in service activities.

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

																		KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source							
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State			
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON								
Business Administration	Accountancy & Taxation	Chen,Xi	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	3	0	2	0	0	0	\$ 210,541				X			
Business Administration	Accountancy & Taxation	Crawford,Steven	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	0	3	0	0	0	\$ 225,569				X				
Business Administration	Accountancy & Taxation	Gamble,George	Professor	F	40%	40%	20%	100%	2	0	0	0	0	1	0	0	0	0	\$ 145,935				X					
Business Administration	Accountancy & Taxation	Goble,Samuel	Professor of Practice	F	0%	80%	20%	100%	5	0	0	0	0	5	0	0	0	0	\$ 113,470				X					
Business Administration	Accountancy & Taxation	Harris,Kathleen	Professor of Practice	F	0%	60%	40%	100%	3	0	0	0	0	4	0	0	0	0	\$ 163,405				X					
Business Administration	Accountancy & Taxation	Khumawala,Saleha	Professor	F	30%	50%	20%	100%	1	0	2	0	0	2	0	2	0	0	\$ 220,869				X					
Business Administration	Accountancy & Taxation	Kilic,Emre	Associate Professor	F	60%	30%	10%	100%	0	0	0	1	0	0	3	0	0	1	\$ 217,224				X					
Business Administration	Accountancy & Taxation	Kuruvilla,Mohan	Professor of Practice	F	0%	50%	50%	100%	6	0	0	0	0	5	0	0	0	0	\$ 192,929				X					
Business Administration	Accountancy & Taxation	Larson,Chad	Associate Professor	F	60%	30%	10%	100%	0	0	3	1	0	0	0	0	1	0	\$ 234,479				X					
Business Administration	Accountancy & Taxation	Li,Bin	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	0	4	0	0	\$ 230,000				X					
Business Administration	Accountancy & Taxation	Lin,Haijin	Associate Professor	F	60%	30%	10%	100%	3	0	0	0	0	0	0	0	0	0	\$ 219,953				X					
Business Administration	Accountancy & Taxation	Lobo,Gerald	Professor	F	60%	30%	10%	100%	0	0	2	2	0	0	0	2	0	0	\$ 290,832				X					
Business Administration	Accountancy & Taxation	Lu,Tong	Associate Professor	F	60%	30%	10%	100%	0	0	4	2	0	0	0	3	1	0	\$ 230,163				X					
Business Administration	Accountancy & Taxation	Meade,Janet	Associate Professor	F	10%	60%	30%	100%	3	0	0	0	0	0	1	0	0	0	\$ 156,898				X					
Business Administration	Accountancy & Taxation	Miles,Carolyn	Professor of Practice	F	0%	60%	40%	100%	6	0	1	0	0	5	0	1	0	0	\$ 95,325				X					
Business Administration	Accountancy & Taxation	Muslu,Volkun	Associate Professor	F	60%	30%	10%	100%	4	0	0	0	0	0	0	0	0	0	\$ 243,642				X					
Business Administration	Accountancy & Taxation	Newberry,Kaye	Professor	F	10%	60%	30%	100%	0	0	0	0	0	0	0	0	0	0	\$ 254,511				X					
Business Administration	Accountancy & Taxation	Newman,Michael	Professor of Practice	F	0%	50%	50%	100%	10	0	2	0	0	11	3	2	1	0	\$ 189,187				X					
Business Administration	Accountancy & Taxation	Noland,Thomas	Professor	F	10%	60%	30%	100%	2	0	0	0	0	1	0	0	0	0	\$ 180,356				X					
Business Administration	Accountancy & Taxation	Parthasarathy,Kiran	Instructional Assistant Professor	F	0%	50%	50%	100%	3	0	0	0	0	3	0	0	0	0	\$ 166,133				X					
Business Administration	Accountancy & Taxation	Seltz,Joe	Professor of Practice	F	0%	70%	30%	100%	5	0	0	0	0	5	0	1	0	0	\$ 107,578				X					
Business Administration	Accountancy & Taxation	Serrato,Darlene	Professor of Practice	F	0%	80%	20%	100%	5	0	0	0	0	6	0	0	0	0	\$ 92,129				X					
Business Administration	Accountancy & Taxation	Small,R. Christopher	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	3	0	0	0	0	\$ 210,000				X					
Business Administration	Accountancy & Taxation	Sun,Xue	Associate Professor	F	60%	30%	10%	100%	0	0	0	0	0	2	0	1	0	0	\$ 236,850				X					
Business Administration	Accountancy & Taxation	Sykes,Mary	Professor of Practice	F	0%	80%	20%	100%	4	0	0	0	0	4	0	0	0	0	\$ 93,732				X					
Business Administration	Accountancy & Taxation	Teare,John	Professor of Practice	F	0%	80%	20%	100%	4	0	2	0	0	5	0	3	0	0	\$ 74,372				X					
Business Administration	Accountancy & Taxation	Wang,Yu	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	3	0	0	0	0	\$ 222,876				X					
Business Administration	Accountancy & Taxation	Weber,Catherine	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	3	0	1	0	0	\$ 80,321				X					
Business Administration	Accountancy & Taxation	Yampuler,Michael	Instructional Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	4	0	1	0	0	\$ 152,760				X					
Business Administration	Accountancy & Taxation	Zhao,Yuping	Associate Professor	F	60%	30%	10%	100%	3	0	2	0	0	0	0	0	0	0	\$ 213,161				X					
Business Administration	Dean's Office Bauer College	Randazzo,Gary	Professor of Practice	F	0%	20%	80%	100%	0	0	0	5	0	0	0	4	0	0	\$ 117,531				X					
Business Administration	Decision & Information Science	Anderson Fletcher,Elizabeth	Associate Professor	F	10%	60%	30%	100%	2	1	0	0	0	2	1	0	0	0	\$ 165,776				X					
Business Administration	Decision & Information Science	Aron,Ravi	Professor	F	60%	30%	10%	100%	0	0	3	0	0	0	0	2	1	0	\$ 210,000				X					
Business Administration	Decision & Information Science	Chin,Wynne	Professor	F	50%	30%	20%	100%	0	0	0	0	0	2	0	1	0	0	\$ 224,641				X					
Business Administration	Decision & Information Science	Cooper,Randolph	Professor	F	60%	30%	10%	100%	1	0	1	1	0	2	0	1	1	0	\$ 187,772				X					
Business Administration	Decision & Information Science	Cossick,Kathy	Professor of Practice	F	0%	80%	20%	100%	5	0	0	0	0	2	0	0	0	0	\$ 89,543				X					
Business Administration	Decision & Information Science	Dimoka,Angelika	Professor	F	60%	20%	20%	100%	0	0	0	0	0	3	0	0	0	0	\$ 255,000				X					
Business Administration	Decision & Information Science	Felwegi,Emese	Professor of Practice	F	0%	100%	0%	100%	5	0	0	0	0	3	0	0	0	0	\$ 80,590				X					
Business Administration	Decision & Information Science	Grimes,George	Assistant Professor	F	60%	30%	10%	100%	0	0	1	0	0	0	0	2	0	0	\$ 150,434				X					
Business Administration	Decision & Information Science	Hong,Yili	Professor	F	60%	30%	10%	100%	0	0	0	1	0	0	1	0	0	0	\$ 250,000				X					
Business Administration	Decision & Information Science	Hou,Jinghui	Lecturer	F	0%	100%	0%	100%	2	0	4	0	0	2	0	5	0	0	\$ 90,000				X					
Business Administration	Decision & Information Science	Huang,Ni	Associate Professor	F	60%	30%	10%	100%	1	0	0	0	0	0	1	0	1	0	\$ 189,999				X					
Business Administration	Decision & Information Science	Ives,Blake	Professor	F	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	0	\$ 263,027				X					
Business Administration	Decision & Information Science	Jiang,Lianlian	Assistant Professor	F	60%	30%	10%	100%	2	0	2	0	0	0	0	0	0	0	\$ 168,000				X					
Business Administration	Decision & Information Science	Johnson, Norman	Professor	F	60%	30%	10%	100%	1	0	2	1	0	0	0	0	1	0	\$ 196,623				X					
Business Administration	Decision & Information Science	Khumawala,Basheer	Professor	F	10%	60%	30%	100%	2	0	0	0	0	2	0	0	0	0	\$ 181,754				X					
Business Administration	Decision & Information Science	Ma,Xiao	Assistant Professor	F	60%	30%	10%	100%	1	0	2	0	0	0	1	0	2	1	\$ 166,554				X					
Business Administration	Decision & Information Science	Miller,Bradley	Professor of Practice	F	0%	80%	20%	100%	4	0	0	0	0	4	0	0	0	0	\$ 97,358				X					
Business Administration	Decision & Information Science	Murray,Michael	Instructional Assistant Professor	F	0%	80%	20%	100%	1	0	3	0	0	1	0	1	0	0	\$ 133,251				X					
Business Administration	Decision & Information Science	Parks,Michael	Associate Professor	F	10%	60%	30%	100%	2	0	1	0	0	2	0	1	0	0	\$ 149,085				X					
Business Administration	Decision & Information Science	Patterson,Staci	Professor of Practice	F	0%	90%	10%	100%	6	0	0	0	0	4	0	0	0	0	\$ 100,757				X					
Business Administration	Decision & Information Science	Porra,Jaana	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	4	0	0	0	0	\$ 137,805				X					
Business Administration	Decision & Information Science	Radhakrishnan,Suryanarayanan	Professor of Practice	F	0%	100%	0%	100%	4	0	1	0	0	4	0	1	0	0	\$ 87,483				X					
Business Administration	Decision & Information Science	Robinson,Powell	Professor	F	40%	40%	20%	100%	0	1	2	1	0	0	0	1	0	0	\$ 251,769				X					
Business Administration	Decision & Information Science	Sahin,Funda	Associate Professor	F	40%	40%	20%	100%	0	0	4	0	0	0	0	1	0	0	\$ 192,092				X					
Business Administration	Decision & Information Science	Scott,Carl	Professor of Practice	F	0%	90%	10%	100%	3	0	0	0	0	3	0	0	0	0	\$ 100,930				X					
Business Administration	Decision & Information Science	Skinner, Richard James	Lecturer	F	0%	90%	10%	100%	4	0	0	0	0	3	0	1	1	0	\$ 96,383				X					
Business Administration	Decision & Information Science	Smith,Gordon	Professor of Practice	F	0%	100%	0%	100%	3	0	2	0	0	0	3	2	0	0	\$ 94,809				X					
Business Administration	Decision & Information Science	Tibodeau,Dale	Professor of Practice	F	0%	80%	20%	100%	3	0	0	0	0	2	0	3	0	0	\$ 92,406				X					
Business Administration	Decision & Information Science	Wayhan,Victor	Professor of Practice	F	0%	80%	20%	100%	4	0	1	0	0	4	0	0	0	0	\$ 91,203				X					
Business Administration	Finance	Basu,Swati	Professor of Practice	F	0%	80%	20%	100%	0	0	4	0	0	0	0	3	0	0	\$ 120,129				X					
Business Administration	Finance	Doshi,Hitesh	Associate Professor	F	60%	30%	10%	100%	2	0	1	1	0	0	0	1	1	0	\$ 239,359				X					
Business Administration	Finance	Gargano, Antonio	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	3	0	0	0	0	\$ 235,000				X					
Business Administration	Finance	George,Thomas	Professor	F	10%	60%	30%	100%	0	0	2	1	0	0	0	1	1	0	\$ 269,117				X					
Business Administration	Finance	Jacobs,Kris	Professor	F	60%	30%	10%	100%	0	0	0	3	0	0	0	3	4	0	\$ 340,000				X					

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

		KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																							
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Business Administration	Finance	Kapatos,Nick	Professor of Practice	F	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	\$ 85,000				X	
Business Administration	Finance	Kumar,Praveen	Professor	F	60%	30%	10%	100%	0	1	1	0	0	0	2	2	0	0	0	\$ 326,389				X	
Business Administration	Finance	Liu,Zesong	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	3	0	0	0	0	\$ 221,385					X	
Business Administration	Finance	Lopez,John	Professor of Practice	F	0%	80%	20%	100%	6	0	0	0	0	6	0	2	0	0	\$ 105,634					X	
Business Administration	Finance	Miljanic,Andra	Professor of Practice	F	0%	80%	20%	100%	3	0	0	0	0	3	0	0	1	0	\$ 115,194				X		
Business Administration	Finance	Pederzoli,Paola	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	3	0	0	0	0	\$ 233,399				X		
Business Administration	Finance	Piqueira,Natalia	Instructional Associate Professor	F	0%	80%	20%	100%	4	0	2	0	0	4	0	0	0	0	\$ 126,562				X		
Business Administration	Finance	Pirrong,Stephen	Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	3	0	0	0	\$ 179,661					X	
Business Administration	Finance	Povel,Paul	Professor	F	60%	30%	10%	100%	0	0	3	0	0	0	0	3	0	0	\$ 251,042				X		
Business Administration	Finance	Rabinowitch,Ramon	Professor	F	30%	50%	20%	100%	1	0	1	0	0	1	0	2	0	0	\$ 135,466					X	
Business Administration	Finance	Richards,Keith	Professor of Practice	F	0%	20%	80%	100%	2	0	2	1	0	3	0	0	0	0	\$ 81,868	X					
Business Administration	Finance	Roshak,Kevin	Assistant Professor	F	60%	30%	10%	100%	3	0	0	0	0	0	0	0	0	0	\$ 212,822					X	
Business Administration	Finance	Stewart,Marcus	Professor of Practice	F	0%	100%	0%	100%	1	0	1	0	0	1	0	1	1	0	\$ 105,000				X		
Business Administration	Finance	Susmel,Raul	Associate Professor	F	40%	40%	20%	100%	1	0	4	2	0	0	0	1	2	0	\$ 125,943					X	
Business Administration	Finance	Vasu,Rajkamal	Assistant Professor	F	60%	30%	10%	100%	3	0	0	0	0	0	0	0	0	0	\$ 233,399					X	
Business Administration	Finance	Wu,Guojun	Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	3	0	0	\$ 209,013					X	
Business Administration	Finance	Yerramilli,Vijay	Associate Professor	F	60%	30%	10%	100%	0	0	0	1	0	0	0	6	0	0	\$ 255,106				X		
Business Administration	Management Department	Atwater,Leanne	Professor	F	60%	30%	10%	100%	0	0	0	1	0	3	0	0	1	0	\$ 229,979					X	
Business Administration	Management Department	Avery,Derek	Professor	F	60%	30%	10%	100%	2	0	0	0	0	1	0	0	0	0	\$ 310,000				X		
Business Administration	Management Department	Bozeman,Dennis	Associate Professor	F	20%	60%	20%	100%	2	0	1	0	0	4	0	1	0	0	\$ 98,790					X	
Business Administration	Management Department	Carlin,Barbara	Instructional Associate Professor	F	10%	80%	10%	100%	2	2	3	0	0	1	2	2	0	0	\$ 105,128					X	
Business Administration	Management Department	Celly,Nikhil	Instructional Assistant Professor	F	20%	60%	20%	100%	1	0	2	0	0	2	0	2	0	0	\$ 98,451					X	
Business Administration	Management Department	Chiu,Shih-chi	Assistant Professor	F	60%	30%	10%	100%	1	0	0	0	0	1	0	0	0	0	\$ 164,811					X	
Business Administration	Management Department	Currie,Daniel	Professor of Practice	F	0%	80%	20%	100%	5	0	0	0	0	5	0	0	0	0	\$ 170,740					X	
Business Administration	Management Department	Keller,Robert	Professor	F	60%	30%	10%	100%	0	0	0	1	0	0	0	1	1	0	\$ 190,509					X	
Business Administration	Management Department	Kroger,Edward	Professor of Practice	F	10%	60%	30%	100%	0	0	1	0	0	1	0	1	0	0	\$ 55,500	X					
Business Administration	Management Department	Krylova,Ksenia O	Instructional Assistant Professor	F	20%	60%	20%	100%	1	0	1	0	0	2	0	3	0	0	\$ 95,810					X	
Business Administration	Management Department	Miller,Carl	Professor	F	60%	30%	10%	100%	0	0	1	1	0	0	0	2	1	0	\$ 263,074					X	
Business Administration	Management Department	Phillips,James	Professor	F	40%	40%	20%	100%	2	0	0	0	0	2	0	0	0	0	\$ 171,739					X	
Business Administration	Management Department	Rude,Dale	Associate Professor	F	20%	60%	20%	100%	3	1	2	0	0	3	1	2	0	0	\$ 126,894					X	
Business Administration	Management Department	Sebastijanovic,Marina	Instructional Assistant Professor	F	10%	60%	30%	100%	3	0	0	0	0	4	0	1	0	0	\$ 122,793					X	
Business Administration	Management Department	Vera,Dusya	Professor	F	60%	30%	10%	100%	0	0	1	1	0	0	0	3	2	0	\$ 172,570					X	
Business Administration	Management Department	Walker,William	Professor of Practice	F	0%	80%	20%	100%	4	0	0	0	0	4	0	2	0	0	\$ 92,094					X	
Business Administration	Management Department	Werner,Steve	Professor	F	40%	20%	40%	100%	0	0	3	0	0	1	0	1	0	0	\$ 201,702					X	
Business Administration	Management Department	Wesley,Curtis	Assistant Professor	F	60%	30%	10%	100%	0	0	1	0	0	0	0	2	0	0	\$ 168,502					X	
Business Administration	Marketing Department	Ahearne,Michael	Professor	F	60%	30%	10%	100%	3	0	0	1	0	0	0	1	2	0	\$ 320,362				X		
Business Administration	Marketing Department	Blair,Edward	Professor	F	40%	20%	40%	100%	0	0	0	0	0	1	0	0	0	0	\$ 225,875					X	
Business Administration	Marketing Department	Cook,David	Professor of Practice	F	0%	20%	80%	100%	2	0	0	0	0	2	1	0	0	0	\$ 134,200	X				X	
Business Administration	Marketing Department	Du,Xuxing	Professor	F	60%	20%	20%	100%	0	0	0	1	0	0	0	2	2	0	\$ 241,848				X		
Business Administration	Marketing Department	Gelb,Betsy	Professor	F	50%	30%	20%	100%	0	0	1	1	0	0	0	2	0	0	\$ 182,331					X	
Business Administration	Marketing Department	Habel,Johannes	Associate Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	1	0	0	0	\$ 185,000				X		
Business Administration	Marketing Department	Herman,Carl	Professor of Practice	F	0%	80%	20%	100%	2	0	2	0	0	0	1	0	1	0	\$ 119,969					X	
Business Administration	Marketing Department	Hess,James	Professor	F	60%	30%	10%	100%	0	0	1	1	0	0	0	2	1	0	\$ 191,788					X	
Business Administration	Marketing Department	Hu,Ye	Associate Professor	F	60%	30%	10%	100%	2	0	1	0	0	0	0	0	0	0	\$ 182,415				X		
Business Administration	Marketing Department	Hui,Kachuen	Associate Professor	F	60%	30%	10%	100%	1	0	2	0	0	0	0	0	0	0	\$ 204,727					X	
Business Administration	Marketing Department	Koch,Steven	Professor of Practice	F	0%	80%	20%	100%	4	0	0	0	0	4	0	3	0	0	\$ 140,257				X		
Business Administration	Marketing Department	Krishnamurthy,Parthasarathy	Professor	F	60%	30%	10%	100%	0	1	1	0	0	0	1	3	0	0	\$ 186,516					X	
Business Administration	Marketing Department	Lyu,Shijie	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	2	0	1	0	0	\$ 194,176					X	
Business Administration	Marketing Department	McAndrews,Craig	Professor of Practice	F	0%	80%	20%	100%	3	0	0	0	0	2	0	0	0	0	\$ 88,814					X	
Business Administration	Marketing Department	Pingel,John	Professor of Practice	F	0%	20%	80%	100%	0	0	0	0	0	1	0	0	0	0	\$ 92,742	X				X	
Business Administration	Marketing Department	Rudd,Melanie	Associate Professor	F	60%	30%	10%	100%	3	0	0	0	0	0	0	0	0	0	\$ 170,192					X	
Business Administration	Marketing Department	Tirunillai,Seshadri	Associate Professor	F	60%	30%	10%	100%	2	0	1	0	0	0	0	0	0	0	\$ 176,865					X	
Business Administration	Marketing Department	Vandaveer,Amy	Professor of Practice	F	0%	80%	20%	100%	3	0	1	0	0	2	0	0	0	0	\$ 150,375	X				X	
Business Administration	Marketing Department	Wang,Yu	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	3	0	0	0	0	\$ 157,025					X	
Business Administration	Marketing Department	Webb,James	Professor of Practice	F	0%	60%	40%	100%	2	0	1	0	0	2	0	1	0	0	\$ 178,976	X				X	
Business Administration	Marketing Department	Zahn,William	Professor of Practice	F	20%	60%	20%	100%	2	0	1	0	0	2	0	1	0	0	\$ 108,195					X	
Business Administration	Small Business Development Ctr	Lawrence,Steven	Research Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 124,940					X	
Business Administration	Wolff Ctr For Entrepreneurship	Becker,Charles	Professor of Practice	F	0%	20%	80%	100%	3	0	2	0	0	1	0	2	0	0	\$ 69,750	X			X		
Business Administration	Wolff Ctr For Entrepreneurship	Karonika,John	Professor of Practice	F	0%	80%	20%	100%	4	0	0	0	0	4	0	0	0	0	\$ 44,955					X	
Business Administration	Wolff Ctr For Entrepreneurship	Lish,Alan	Professor of Practice	F	0%	80%	20%	100%	2	0	3	0	0	2	0	1	0	0	\$ 75,301					X	
Business Administration	Wolff Ctr For Entrepreneurship	McCormick,Kelly	Professor of Practice	F	0%	40%	60%	100%	2	0	2	0	0	4	0	3	0	0	\$ 98,348		X		X		
Business Administration	Wolff Ctr For Entrepreneurship	Ortega,Carlos	Professor of Practice	F	0%	80%	20%	100%	4	0	0	0	0	4	0	0	0	0	\$ 102,549					X	
Business Administration	Wolff Ctr For Entrepreneurship	Wilbur,Stephen	Lecturer	F	0%	80%	20%	100%	3	0	1	0	0	1	0	4	0	0	\$ 56,250					X	
College of Medicine	Behavioral & Social Sciences	Crowder,Jerome	Clinical Associate Professor	F	25%	65%	10%	100%	0	0	0	0	0	0	0	0	0	0	\$ 101,250					X	
College of Medicine	Behavioral & Social Sciences	Elder,William	Clinical Professor	F	10%	70%	20%	100%	0	0	0	0	0	0	0	0	0	0	\$ 180,000					X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																											
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
College of Medicine	Behavioral & Social Sciences	Grissom, Maureen	Clinical Associate Professor	F	0%	65%	35%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 107,250					X	
College of Medicine	Behavioral & Social Sciences	Nash, Michael	Clinical Assistant Professor	F	20%	70%	10%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	\$ 67,500					X
College of Medicine	Biomedical Sciences	Carroll Turpin, Michelle	Clinical Assistant Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 82,500					X
College of Medicine	Biomedical Sciences	Gest, Thomas	Clinical Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 146,250					X
College of Medicine	Biomedical Sciences	Gomez, Gregorio	Clinical Associate Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 96,000					X
College of Medicine	Biomedical Sciences	Hassler, Shayne	Clinical Assistant Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 71,250					X
College of Medicine	Biomedical Sciences	Kumar, Raj	Clinical Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 138,750					X
College of Medicine	Biomedical Sciences	NESIC-TAYLOR, OLIVERA	Clinical Professor	F	0%	0%	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 175,950					X
College of Medicine	Biomedical Sciences	Raskin, David	Clinical Associate Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 97,500					X
College of Medicine	Biomedical Sciences	Rowland, Kevin	Clinical Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 127,500					X
College of Medicine	Biomedical Sciences	Thesen, Thomas	Clinical Associate Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 97,500					X
College of Medicine	Clinical Sciences	Blumberg, Joel	Clinical Associate Professor	F	0%	50%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 168,750					X
College of Medicine	Clinical Sciences	Briscoe, Donald	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 171,000	X				X
College of Medicine	Clinical Sciences	Buck, David	Clinical Professor	F	0%	30%	70%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 202,493	X			X	
College of Medicine	Clinical Sciences	Horn, Kathryn	Clinical Professor	F	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 203,989					X
College of Medicine	Clinical Sciences	Kassaw, Kristin	Clinical Associate Professor	F	0%	50%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 180,000					X
College of Medicine	Clinical Sciences	LaCour-Chestnut, Frene'	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 176,250					X
College of Medicine	Clinical Sciences	Lali, Bhavna	Clinical Assistant Professor	F	0%	70%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 163,125					X
College of Medicine	Clinical Sciences	Matuk-Villazon, Omar	Clinical Assistant Professor	F	0%	50%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 163,125					X
College of Medicine	Clinical Sciences	Pilkinton, Kimberly	Clinical Associate Professor	F	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 243,750					X
College of Medicine	Clinical Sciences	Reed, Brian	Clinical Professor	F	8%	20%	72%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 225,675	X	X			X
College of Medicine	Clinical Sciences	Starks, Steven	Clinical Assistant Professor	F	0%	50%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 168,750					X
College of Medicine	Health Syst & Population Sci	Adepoju, Omolola	Clinical Associate Professor	F	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 114,750		X			X
College of Medicine	Health Syst & Population Sci	Gilbert, Lauren	Clinical Assistant Professor	F	85%	10%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 78,000					X
College of Medicine	Health Syst & Population Sci	Hartos, Jessica	Clinical Associate Professor	F	0%	20%	80%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 108,750			X		X
College of Medicine	Health Syst & Population Sci	Jones, Kathleen	Clinical Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 187,500					X
College of Medicine	Health Syst & Population Sci	King, Ben	Clinical Assistant Professor	F	65%	25%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 80,625					X
College of Medicine	Health Syst & Population Sci	Levesque, Jacqueline	Clinical Associate Professor	F	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 168,750					X
College of Medicine	Health Syst & Population Sci	Lliao, Winston	Clinical Associate Professor	F	25%	25%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 193,314					X
College of Medicine	Health Syst & Population Sci	Nguyen, Bich-May	Clinical Associate Professor	F	30%	50%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 165,000					X
College of Medicine	Health Syst & Population Sci	Steele, Kenya	Clinical Associate Professor	F	10%	55%	35%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 171,000	X		X		X
College of Medicine	Health Syst & Population Sci	Woodard, LeChauncy	Clinical Professor	F	35%	25%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 206,250		X	X	X	X
College of Nursing	Deans Office - CON	Brohard, Cheryl	Assistant Professor	F	50%	45%	5%	100%	0	0	0	1	0	0	0	0	2	0	0	0	0	\$ 82,940				X	
College of Nursing	Deans Office - CON	Brooks, Andrea	Clinical Assistant Professor	F	25%	50%	25%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 75,000					X
College of Nursing	Deans Office - CON	Cox, Sonya	Clinical Assistant Professor	F	5%	80%	15%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 81,482				X	
College of Nursing	Deans Office - CON	Dwyer, Carol	Clinical Assistant Professor	F	10%	80%	10%	100%	0	0	1	1	0	0	1	0	2	0	0	0	0	\$ 75,000					X
College of Nursing	Deans Office - CON	Edwards-Maddox, Shermel	Professor of Practice	F	10%	80%	10%	100%	2	2	0	0	0	0	1	0	0	0	0	0	0	\$ 65,530			X		X
College of Nursing	Deans Office - CON	Joseph, Beena	Clinical Assistant Professor	F	5%	85%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 75,000				X	
College of Nursing	Deans Office - CON	Lightfoot, Lee Anne	Clinical Assistant Professor	F	5%	85%	10%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 73,192					X
College of Nursing	Deans Office - CON	Love, Mary	Assistant Professor	F	50%	40%	10%	100%	0	0	1	0	0	0	0	2	0	0	0	0	0	\$ 80,000					X
College of Nursing	Deans Office - CON	McManaman-Bridges, Tracy	Professor of Practice	F	10%	80%	10%	100%	2	1	0	0	0	0	1	0	0	0	0	0	0	\$ 65,723					X
College of Nursing	Deans Office - CON	McWilliams, Lenora	Assistant Professor	F	35%	50%	15%	100%	1	0	0	0	0	0	1	0	1	0	0	0	0	\$ 80,032					X
College of Nursing	Deans Office - CON	Obulane, Patricia	Clinical Associate Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	2	0	1	0	0	0	0	\$ 85,000					X
College of Nursing	Deans Office - CON	Phan, Huong	Clinical Assistant Professor	F	5%	85%	10%	100%	1	0	0	0	0	0	3	1	0	0	0	0	0	\$ 79,000				X	
College of Nursing	Deans Office - CON	Quintana, Danielle	Clinical Assistant Professor	F	10%	80%	10%	100%	2	0	0	0	0	0	1	1	0	0	0	0	0	\$ 71,582					X
College of Nursing	Deans Office - CON	Schrader, Patricia	Clinical Assistant Professor	F	10%	80%	10%	100%	0	0	0	0	0	0	1	1	0	0	0	0	0	\$ 98,654				X	
College of Nursing	Deans Office - CON	Schulte, Anita	Professor of Practice	F	5%	85%	10%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 60,000					X
College of Nursing	Deans Office - CON	Shani, Pinky	Assistant Professor	F	50%	40%	10%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 82,000					X
College of Nursing	Deans Office - CON	Varghese, Shainy	Associate Professor	F	40%	45%	15%	100%	0	0	0	1	0	0	1	0	0	2	0	0	0	\$ 93,319			X		X
College of the Arts	Art	Almendarez, Francis	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	0	3	0	0	0	0	0	\$ 40,000				X	
College of the Arts	Art	Anderson-Staley, Kelly	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	2	0	3	0	0	0	0	\$ 81,826					X
College of the Arts	Art	Ari, Nisa	Lecturer	F	0%	100%	0%	100%	2	0	1	0	0	0	4	0	2	0	0	0	0	\$ 45,000			X		
College of the Arts	Art	Beckett, Cheryl	Associate Professor	F	40%	40%	20%	100%	6	0	0	0	0	0	3	0	4	0	0	0	0	\$ 76,386					X
College of the Arts	Art	Charles, Michael	Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	2	0	0	1	0	0	0	\$ 133,388					X
College of the Arts	Art	Conrad, Jillian	Associate Professor	F	40%	40%	20%	100%	6	0	1	0	0	0	7	0	1	0	0	0	0	\$ 78,290					X
College of the Arts	Art	Fernando, Fleurette	Instructional Assistant Professor	F	0%	40%	60%	100%	0	0	0	1	0	0	0	0	1	1	0	0	0	\$ 71,146			X		
College of the Arts	Art	Frankfort, Dana	Assistant Professor	F	40%	40%	20%	100%	5	1	0	2	0	0	5	0	2	0	0	0	0	\$ 72,873			X		
College of the Arts	Art	Hagmann, Sibylle	Professor	F	50%	30%	20%	100%	1	0	2	0	0	0	0	0	0	0	0	0	0	\$ 97,898					X
College of the Arts	Art	Hanna, John	Associate Professor	F	20%	60%	20%	100%	6	0	0	0	0	0	0	0	0	0	0	0	0	\$ 73,452					X
College of the Arts	Art	Harren, Natilee	Assistant Professor	F	40%	40%	20%	100%	2	1	1	2	0	0	2	1	2	2	0	0	0	\$ 73,728					X
College of the Arts	Art	Hecker, Rachel	Associate Professor	F	40%	40%	20%	100%	3	1	0	0	0	0	8	0	2	0	0	0	0	\$ 76,413					X
College of the Arts	Art	Hillerbrand, Stephan	Associate Professor	F	40%	40%	20%	100%	2	0	2	0	0	0	3	0	1	1	0	0	0	\$ 95,906			X		
College of the Arts	Art	Kim, Yoonkyung	Assistant Professor	F	40%	40%	20%	100%	4	0	0	0	0	0	7	0	0	1	0	0	0	\$ 65,138					X
College of the Arts	Art	Kittelson, Paul	Associate Professor	F	40%	40%	20%	100%	6	0	0	0	0	0	2	0	3	0	0	0	0	\$ 77,072		</			

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT					KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class						Funding Source												
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Salary	Gift	Grant	Local	State			
									UG		GR		SP		UG		GR		SP									
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON								
College of the Arts	Art	Lowe,Rick	Professor	F	40%	40%	20%	100%	1	2	2	1	0	0	0	0	0	0	0	0	0	\$ 121,886					X	
College of the Arts	Art	Matijcio,Steven	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 75,000					X
College of the Arts	Art	Mayer,Anna	Assistant Professor	F	40%	40%	20%	100%	4	0	3	1	0	0	4	0	0	0	0	0	0	0	\$ 63,176					X
College of the Arts	Art	McGettigan,Fiona	Associate Professor	F	40%	40%	20%	100%	4	0	0	0	0	0	7	0	0	1	0	0	0	\$ 77,329					X	
College of the Arts	Art	Meza,Abinadi	Associate Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	3	0	4	0	0	0	0	\$ 87,539				X		
College of the Arts	Art	Montoya,Delilah	Professor	F	40%	40%	20%	100%	3	0	0	1	0	0	3	1	2	1	0	0	0	\$ 97,021					X	
College of the Arts	Art	Nevitt,Hugh	Associate Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	2	0	0	1	0	0	0	\$ 72,011				X		
College of the Arts	Art	Parazette,Aaron	Professor	F	40%	40%	20%	100%	8	1	1	0	0	0	4	1	0	0	0	0	0	\$ 95,213					X	
College of the Arts	Art	Politzer,David	Associate Professor	F	0%	30%	70%	100%	0	0	0	1	0	0	1	0	0	0	0	0	0	\$ 82,355					X	
College of the Arts	Art	Reed,John	Professor	F	40%	40%	20%	100%	1	0	2	1	0	0	3	0	1	0	0	0	0	\$ 112,761					X	
College of the Arts	Art	Rubinstein,Raphael	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	2	0	3	0	0	0	0	\$ 98,984					X	
College of the Arts	Art	Stack,Gael	Professor	F	0%	0%	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 107,743					X	
College of the Arts	Art	Steinhoff,Judith	Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 37,250					X	
College of the Arts	Art	Unikel,Joshua	Assistant Professor	F	40%	40%	20%	100%	7	0	0	0	0	0	4	0	0	0	0	0	0	\$ 62,500					X	
College of the Arts	Art	Zalman,Sandra	Associate Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	2	0	1	1	0	0	0	\$ 84,938					X	
College of the Arts	CWM Center for the Arts	Noble,Melissa	Lecturer	F	0%	50%	50%	100%	1	0	0	0	0	0	0	0	0	1	0	0	0	\$ 55,000	X					
College of the Arts	Music	Bertagnoli,Paul	Associate Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	1	0	2	2	0	0	0	\$ 78,741					X	
College of the Arts	Music	Bertman,David	Professor of Practice	F	0%	80%	20%	100%	8	0	0	0	0	0	5	0	0	0	0	0	0	\$ 80,000					X	
College of the Arts	Music	Clayton Vasquez,Cynthia	Professor	F	30%	40%	30%	100%	0	5	0	2	0	0	0	5	0	3	0	0	\$ 93,040					X		
College of the Arts	Music	Crappell,Courtney	Professor	F	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 96,947					X	
College of the Arts	Music	Dirst,Matthew	Professor	F	40%	40%	20%	100%	0	0	4	0	0	0	1	0	0	0	0	0	0	\$ 94,819					X	
College of the Arts	Music	Evans,Joseph	Professor	F	40%	40%	20%	100%	0	8	2	4	0	0	1	6	0	5	0	0	0	\$ 120,915					X	
College of the Arts	Music	Hansen,Erin	Assistant Professor	F	40%	40%	20%	100%	4	0	0	0	0	0	6	0	0	0	0	0	0	\$ 68,736					X	
College of the Arts	Music	Harvey,Raymond	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	4	0	0	0	1	3	1	0	0	0	\$ 82,574					X	
College of the Arts	Music	Hausmann,Charles	Professor	F	40%	40%	20%	100%	5	0	1	0	0	0	5	0	2	0	0	0	\$ 70,447					X		
College of the Arts	Music	Hester,Timothy	Professor	F	40%	40%	20%	100%	4	7	2	9	0	0	1	3	1	8	0	0	0	\$ 126,885					X	
College of the Arts	Music	Jones,Timothy	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 51,035					X	
College of the Arts	Music	Kastner,Julie	Associate Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	2	1	0	0	0	0	0	\$ 81,459					X	
College of the Arts	Music	Koizin,Timothy	Professor	F	40%	40%	20%	100%	7	0	0	2	0	0	7	0	0	1	0	0	0	\$ 98,810					X	
College of the Arts	Music	Krager,Franz	Professor	F	40%	40%	20%	100%	3	0	6	3	0	0	3	0	3	5	0	0	0	\$ 97,680					X	
College of the Arts	Music	Kubos,Cameron	Visiting Assistant Professor	F	0%	80%	20%	100%	5	0	1	0	0	0	4	0	0	0	0	0	0	\$ 56,186					X	
College of the Arts	Music	Lange,Barbara	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	0	0	0	0	0	0	0	\$ 84,579					X	
College of the Arts	Music	Lee, Ji Yeon	Assistant Professor	F	40%	40%	20%	100%	1	0	2	1	0	0	0	0	2	1	0	0	\$ 61,147					X		
College of the Arts	Music	LeFevre,Suzanne	Instructional Assistant Professor	F	0%	80%	20%	100%	0	5	1	4	0	0	0	5	0	3	0	0	\$ 40,863			X				
College of the Arts	Music	Marmolejo,Noe	Associate Professor	F	40%	40%	20%	100%	5	1	2	3	0	0	7	0	2	1	0	0	\$ 76,524					X		
College of the Arts	Music	Maroney,Marcus	Associate Professor	F	40%	40%	20%	100%	1	3	1	0	0	0	1	4	0	1	0	0	\$ 70,889					X		
College of the Arts	Music	Meals,Cory	Assistant Professor	F	40%	40%	20%	100%	2	2	0	0	0	0	2	2	1	1	0	0	\$ 60,000					X		
College of the Arts	Music	Morgulis,Tali	Associate Professor	F	40%	40%	20%	100%	0	4	0	5	0	0	0	3	0	4	0	0	\$ 75,520					X		
College of the Arts	Music	Mueller,Jebediah	Associate Professor	F	20%	60%	20%	100%	11	0	2	1	0	0	1	0	0	3	0	0	\$ 76,056					X		
College of the Arts	Music	Murphy,Nancy	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	1	0	2	1	0	0	\$ 63,120					X		
College of the Arts	Music	Pollack,Howard	Professor	F	40%	40%	20%	100%	1	0	3	2	0	0	0	0	4	2	0	0	\$ 134,318					X		
College of the Arts	Music	Pradervand,Dana	Professor of Practice	F	0%	80%	20%	100%	8	0	5	0	0	0	10	0	1	0	0	0	\$ 75,000					X		
College of the Arts	Music	Robinson,Daryl	Assistant Professor	F	40%	40%	20%	100%	0	2	2	3	0	0	0	3	1	2	0	0	\$ 62,520					X		
College of the Arts	Music	Ross,Arnold	Professor	F	40%	40%	20%	100%	3	1	2	2	0	0	2	1	1	0	0	0	\$ 106,102					X		
College of the Arts	Music	Smith,Robert	Professor	F	40%	40%	20%	100%	1	2	1	4	0	0	1	2	2	3	0	0	\$ 91,525					X		
College of the Arts	Music	Snyder,John	Professor	F	40%	40%	20%	100%	4	0	0	1	0	0	5	0	0	1	0	0	\$ 89,146					X		
College of the Arts	Music	Sonnenberg,Melanie	Professor	F	40%	40%	20%	100%	2	3	1	1	0	0	0	4	1	4	0	0	\$ 119,817					X		
College of the Arts	Music	Staupe,Andrew	Assistant Professor	F	40%	40%	20%	100%	0	4	0	3	0	0	0	4	0	3	0	0	\$ 63,500					X		
College of the Arts	Music	Suits,Brian	Instructional Associate Professor	F	0%	80%	20%	100%	3	1	2	1	0	0	4	2	3	0	0	0	\$ 56,560					X		
College of the Arts	Music	Van Kekerix,Todd	Assistant Professor	F	40%	40%	20%	100%	8	1	2	2	0	0	11	0	3	1	0	0	\$ 62,000					X		
College of the Arts	Music	Vasquez,Hector	Instructional Assistant Professor	F	0%	80%	20%	100%	0	6	0	2	0	0	0	3	0	3	0	0	\$ 40,863			X				
College of the Arts	Music	Warren,Paul	Instructional Assistant Professor	F	0%	80%	20%	100%	4	5	0	0	0	0	4	4	0	0	0	0	\$ 52,611					X		
College of the Arts	Music	Weber,Mary	Professor	F	20%	60%	20%	100%	6	0	3	4	0	0	4	0	2	3	0	0	\$ 107,400					X		
College of the Arts	Music	Wheeler,Lawrence	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$ 56,095					X		
College of the Arts	Music	White,David	Professor	F	60%	20%	20%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 163,611					X		
College of the Arts	Music	Whittaker,Dennis	Instructional Assistant Professor	F	0%	80%	20%	100%	0	5	0	1	0	0	0	6	0	1	0	0	\$ 40,863			X				
College of the Arts	Music	Wilkins,Blake	Professor	F	20%	60%	20%	100%	2	3	0	0	0	0	1	5	0	0	0	0	\$ 106,283					X		
College of the Arts	Music	Yon,Kirsten	Associate Professor	F	40%	40%	20%	100%	0	6	0	7	0	0	0	7	0	10	0	0	\$ 108,203					X		
College of the Arts	Music	Zhu,Ying	Lecturer	F	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 40,000					X		
College of the Arts	Theatre	Beasant III,John	Assistant Professor	F	40%	40%	20%	100%	1	2	0	0	0	0	1	3	0	0	0	0	\$ 69,072					X		
College of the Arts	Theatre	Bush,Rachel	Instructional Associate Professor	F	0%	50%	50%	100%	3	1	0	0	0	0	6	0	0	0	0	0	\$ 62,402					X		
College of the Arts	Theatre	Chapman,Teresa	Associate Professor	F	40%	40%	20%	100%	2	1	0	0	0	0	2	1	0	0	0	0	\$ 76,341					X		
College of the Arts	Theatre	Christy,Alison	Lecturer	F	0%	100%	0%	100%	1	0	2	0	0	0	2	0	1	0	0	0	\$ 55,000					X		
College of the Arts	Theatre	Cooper,Charles	Instructional Assistant Professor	F	0%	50%	50%	100%	4	1	0	0	0	0	2	4	0	0	0	0	\$ 62,589					X		
College of the Arts	Theatre	Ferraroni,Jessica	Instructional Assistant Professor	F	0%	50%	50%	100%	4	0	2	0	0	0	4	0	0	0	0	0	\$ 61,485					X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class						Funding Source											
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	#) Classes Taught Fall 2020				#) Classes Taught Spring 2021				Salary	Gift	Grant	Local	State					
									UG	GR	SP	NON	UG	GR	SP	NON										
College of the Arts	Theatre	Jackson,Nicholas	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	4	1	0	0	\$ 65,000					X	
College of the Arts	Theatre	Johnson,James	Professor	F	40%	40%	20%	100%	4	0	2	0	0	0	3	0	1	2	0	0	\$ 93,550					X
College of the Arts	Theatre	Kearns,Casey	Assistant Professor	F	40%	40%	20%	100%	12	1	0	0	0	0	11	0	1	0	0	0	\$ 71,625					X
College of the Arts	Theatre	Niederer,Barbara	Instructional Associate Professor	F	0%	50%	50%	100%	0	1	3	0	0	0	1	0	5	0	0	0	\$ 61,508					X
College of the Arts	Theatre	Noble,Adam	Associate Professor	F	40%	40%	20%	100%	2	1	1	1	0	0	4	0	1	1	0	0	\$ 76,936					X
College of the Arts	Theatre	Ostrow,Stuart	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 111,413					X
College of the Arts	Theatre	Rigdon,Kevin	Professor	F	40%	40%	20%	100%	1	0	2	0	0	0	0	2	1	0	0	0	\$ 97,666					X
College of the Arts	Theatre	Shimko,Robert	Associate Professor	F	30%	30%	40%	100%	2	1	0	1	0	0	3	2	1	2	0	0	\$ 87,771					X
College of the Arts	Theatre	Stokes,Karen	Professor	F	50%	30%	20%	100%	1	2	0	0	0	0	3	0	0	0	0	0	\$ 98,642					X
College of the Arts	Theatre	Valle,Toni	Professor of Practice	F	0%	50%	50%	100%	4	0	0	0	0	0	3	0	0	0	0	0	\$ 40,000					X
College of the Arts	Theatre	Valls,Rebecca	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	3	0	0	0	0	\$ 73,593					X
College of the Arts	Theatre	Verheyen,Claremarie	Associate Professor	F	10%	60%	30%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 72,621					X
College of the Arts	Theatre	Wallace,Steven	Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	0	0	0	0	0	0	\$ 151,914					X
College of the Arts	Theatre	Ward,Rebecca	Assistant Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	2	0	1	0	0	0	\$ 65,000					X
College of the Arts	Theatre	Willson,Paige	Instructional Professor	F	0%	50%	50%	100%	1	0	2	0	0	0	2	0	4	0	0	0	\$ 74,387					X
College of the Arts	Theatre	Young,John	Professor	F	40%	40%	20%	100%	0	0	0	4	0	0	0	0	4	0	0	0	\$ 97,353					X
Dean, Law	Dean, Law	Berman,Emily	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	2	2	0	0	0	2	3	\$ 150,265					X	
Dean, Law	Dean, Law	Brem,Katherine	Clinical Associate Professor	F	10%	70%	20%	100%	0	0	0	0	3	0	0	0	0	2	0	\$ 88,030					X	
Dean, Law	Dean, Law	Buckles,Johnny	Professor	F	35%	45%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 191,469					X	
Dean, Law	Dean, Law	Bush,Darren	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 186,847					X	
Dean, Law	Dean, Law	Cardenas Garcia,Julian Jose	Research Assistant Professor	F	20%	70%	10%	100%	0	0	0	0	1	0	0	0	0	1	0	\$ 58,302					X	
Dean, Law	Dean, Law	Chandler,Seth	Professor	F	30%	40%	30%	100%	0	0	0	0	0	3	0	0	0	2	3	\$ 184,354					X	
Dean, Law	Dean, Law	Chase,Anthony	Associate Professor	F	0%	90%	10%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 120,000					X	
Dean, Law	Dean, Law	Crump,David	Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 191,762					X	
Dean, Law	Dean, Law	Davis,Megan	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 79,500					X	
Dean, Law	Dean, Law	Dole,Richard	Professor	F	50%	40%	10%	100%	0	0	0	0	1	0	0	0	0	1	0	\$ 144,611					X	
Dean, Law	Dean, Law	Dow,David	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 232,444					X	
Dean, Law	Dean, Law	Dow,Katya	Professor of Practice	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 54,575	X			X		
Dean, Law	Dean, Law	Flatt,Victor	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 193,493	X				X	
Dean, Law	Dean, Law	Fowler,Leah	Research Assistant Professor	F	60%	0%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 59,063		X		X	X	
Dean, Law	Dean, Law	Gomez,Aliisa	Clinical Assistant Professor	F	10%	80%	10%	100%	0	0	0	0	2	0	0	0	0	3	0	\$ 77,323					X	
Dean, Law	Dean, Law	Hawkins,James	Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 180,959					X	
Dean, Law	Dean, Law	Heard,Christopher	Clinical Associate Professor	F	0%	60%	40%	100%	0	0	0	0	0	3	0	0	0	0	5	\$ 96,669					X	
Dean, Law	Dean, Law	Heard,Whitney	Clinical Associate Professor	F	0%	70%	30%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 98,841					X	
Dean, Law	Dean, Law	Heppard,Janet	Clinical Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	2	\$ 100,148				X			
Dean, Law	Dean, Law	Hester,Tracy	Instructional Associate Professor	F	20%	60%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 100,000					X	
Dean, Law	Dean, Law	Hoffman,Geoffrey	Clinical Professor	F	25%	50%	25%	100%	0	0	0	0	1	1	0	0	0	1	0	\$ 114,168				X		
Dean, Law	Dean, Law	Hoffman,Lonny	Professor	F	30%	50%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 188,585					X	
Dean, Law	Dean, Law	Joyce,Craig	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 191,397					X	
Dean, Law	Dean, Law	Kaufman,Zachary	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 133,500					X	
Dean, Law	Dean, Law	Knake,Renee	Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 203,855					X	
Dean, Law	Dean, Law	Koch,Valerie	Assistant Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 127,000					X	
Dean, Law	Dean, Law	Kumar,Sapna	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 170,707					X	
Dean, Law	Dean, Law	Kwok,David	Associate Professor	F	30%	50%	20%	100%	0	0	0	0	0	0	0	0	0	2	0	\$ 141,174					X	
Dean, Law	Dean, Law	Linzer,Peter	Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 179,457					X	
Dean, Law	Dean, Law	Mantel,Jessica	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	0	\$ 156,645					X	
Dean, Law	Dean, Law	Marquez,Ryan	Professor of Practice	F	0%	80%	20%	100%	0	0	0	0	2	2	0	0	0	1	2	\$ 62,550	X				X	
Dean, Law	Dean, Law	Marrus,Ellen	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 173,551					X	
Dean, Law	Dean, Law	Michaels,Andrew	Assistant Professor	F	30%	55%	15%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 126,043					X	
Dean, Law	Dean, Law	Moll,Douglas	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	1	0	\$ 189,868					X	
Dean, Law	Dean, Law	Morales,Daniel	Associate Professor	F	50%	40%	10%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 161,364					X	
Dean, Law	Dean, Law	Nelson,James	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	3	0	\$ 140,832					X	
Dean, Law	Dean, Law	Oldham,J	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 199,091					X	
Dean, Law	Dean, Law	Ragazzo,Robert	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	0	0	\$ 187,513					X	
Dean, Law	Dean, Law	Rave,Donald	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 150,217	X					
Dean, Law	Dean, Law	Reed,Hilary	Clinical Associate Professor	F	40%	70%	15%	100%	0	0	0	0	2	0	0	0	0	3	0	\$ 92,773					X	
Dean, Law	Dean, Law	Roberts,Jessica	Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	1	0	\$ 210,000					X	
Dean, Law	Dean, Law	Sanders,Joseph	Professor	F	0%	40%	20%	100%	0	0	0	0	1	4	0	0	0	2	4	\$ 236,987					X	
Dean, Law	Dean, Law	Simmons,Laurel	Lecturer	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 60,000					X	
Dean, Law	Dean, Law	Simpson,Lauren	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 98,842					X	
Dean, Law	Dean, Law	Swift,Kenneth	Clinical Professor	F	0%	75%	15%	100%	0	0	0	0	3	0	0	0	0	3	0	\$ 105,692					X	
Dean, Law	Dean, Law	Ten Cate,Irene	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 87,623					X	
Dean, Law	Dean, Law	Thompson,Sandra	Professor	F	40%	40%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$ 211,095	X				X	
Dean, Law	Dean, Law	Trujillo,Elizabeth	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 198,000					X	
Dean, Law	Dean, Law	Turner,Ronald	Professor	F	50%	40%	10%	100%	0	0	0	0	2	0	0	0	0	0	0	\$ 211,712	X				X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

											KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																			
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				# Classes Taught Fall 2020						# Classes Taught Spring 2021						Funding Source									
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State					
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON										
Dean, Law	Dean, Law	Vega,Rosemary	Lecturer	F	0%	60%	40%	100%	0	0	0	0	1	0	0	0	0	0	0	1	\$ 57,698	X								
Dean, Law	Dean, Law	Warren,Gina	Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	0	2	0	\$ 165,658				X					
Dean, Law	Dean, Law	Watson,Amanda	Assistant Professor/Librarian	F	30%	30%	40%	100%	0	0	0	0	2	0	0	0	0	0	0	0	\$ 134,626				X					
Dean, Law	Dean, Law	Wells,Douglas	Professor	F	40%	40%	20%	100%	0	0	0	0	1	3	0	0	0	0	2	3	\$ 172,388				X					
Dean, Law	Dean, Law	Willis,Tasha	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	2	0	0	0	0	2	\$ 99,683				X						
Dean, Law	Dean, Law	Zale,Kellen	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 144,997				X						
Education	Curriculum & Instruction	Alarcón,Jeannette	Associate Professor	F	50%	30%	20%	100%	1	0	2	0	0	0	0	0	1	0	0	\$ 90,000				X						
Education	Curriculum & Instruction	Alba,Celeste	Clinical Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$ 61,500				X						
Education	Curriculum & Instruction	Andrews,Nicole	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	3	3	0	\$ 69,542				X						
Education	Curriculum & Instruction	Brower,Samuel	Clinical Associate Professor	F	0%	70%	30%	100%	2	0	2	1	0	0	2	0	2	0	0	\$ 65,342				X						
Education	Curriculum & Instruction	Burgess Monroy,Miguel	Clinical Assistant Professor	F	0%	80%	20%	100%	2	2	0	0	0	0	2	1	0	0	0	\$ 60,000			X							
Education	Curriculum & Instruction	Burris,Justin	Clinical Assistant Professor	F	0%	80%	20%	100%	5	0	0	1	0	0	5	0	1	0	0	\$ 62,100			X							
Education	Curriculum & Instruction	Chauvot,Jennifer	Associate Professor	F	40%	40%	20%	100%	2	0	1	3	0	0	1	0	0	2	0	\$ 96,121				X						
Education	Curriculum & Instruction	Chung,Sheng	Professor	F	40%	40%	20%	100%	1	0	2	2	0	0	1	0	2	1	0	\$ 90,944				X						
Education	Curriculum & Instruction	Cole,Mikel	Associate Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	1	0	1	0	0	\$ 90,000				X						
Education	Curriculum & Instruction	Cooper,Jane	Clinical Assistant Professor	F	0%	80%	20%	100%	2	0	2	0	0	0	3	0	1	0	0	\$ 61,500				X						
Education	Curriculum & Instruction	Culpepper,Shea	Clinical Professor	F	0%	60%	40%	100%	7	10	0	0	0	0	2	4	0	1	0	\$ 78,131				X						
Education	Curriculum & Instruction	Cutler,Carrie	Clinical Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	\$ 62,100				X						
Education	Curriculum & Instruction	Dogan,Bulent	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	4	0	0	0	0	0	4	0	0	\$ 61,500			X							
Education	Curriculum & Instruction	Domjan,Heather	Clinical Associate Professor	F	0%	60%	40%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 66,729				X						
Education	Curriculum & Instruction	Ford,Haley	Lecturer	F	0%	100%	0%	100%	7	0	1	0	0	0	4	0	1	0	0	\$ 50,000				X						
Education	Curriculum & Instruction	Freiberg,Harvey	Professor	F	40%	40%	20%	100%	1	0	2	0	0	0	0	0	1	0	0	\$ 167,575				X						
Education	Curriculum & Instruction	Gallagher,Melissa	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	2	0	0	0	0	\$ 80,000				X						
Education	Curriculum & Instruction	Gist,Conra	Associate Professor	F	60%	20%	20%	100%	0	0	1	0	0	0	0	0	1	0	0	\$ 95,000				X						
Education	Curriculum & Instruction	Gronseth,Susie	Clinical Associate Professor	F	10%	70%	20%	100%	0	0	2	0	0	0	0	0	3	1	0	\$ 66,717				X						
Education	Curriculum & Instruction	Hale,Margaret	Clinical Professor	F	0%	60%	40%	100%	1	0	0	3	0	0	0	0	1	2	0	\$ 77,822				X						
Education	Curriculum & Instruction	Hausmann,Robert	Clinical Associate Professor	F	0%	70%	30%	100%	0	0	2	3	0	0	0	0	5	3	0	\$ 66,625				X						
Education	Curriculum & Instruction	Ho,Tzu Yng	Lecturer	F	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 50,000				X						
Education	Curriculum & Instruction	Hutchison,Laveria	Associate Professor	F	40%	40%	20%	100%	0	0	2	4	0	0	0	0	3	4	0	\$ 85,785				X						
Education	Curriculum & Instruction	Jimerson,Lanette	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	0	1	0	0	\$ 75,000				X						
Education	Curriculum & Instruction	Lee,Mimi	Professor	F	40%	40%	20%	100%	0	0	1	4	0	0	0	2	2	0	0	\$ 101,266		X		X						
Education	Curriculum & Instruction	Li,Miao	Assistant Professor	F	40%	40%	20%	100%	0	0	2	1	0	0	1	0	1	1	0	\$ 76,125				X						
Education	Curriculum & Instruction	McNeil,Sara	Associate Professor	F	40%	40%	20%	100%	0	0	2	5	0	0	0	0	3	4	0	\$ 87,718				X						
Education	Curriculum & Instruction	Ramsey,John	Sr Lecturer	F	40%	40%	20%	100%	0	0	0	2	0	0	0	0	2	0	0	\$ 78,070				X						
Education	Curriculum & Instruction	Reis,Nancy	Clinical Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	3	0	0	0	0	\$ 60,000				X						
Education	Curriculum & Instruction	Snead,Lauren	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 50,000				X						
Education	Curriculum & Instruction	Tajani,Neelofer	Lecturer	F	0%	100%	0%	100%	1	0	1	0	0	0	4	0	0	0	0	\$ 50,000				X						
Education	Curriculum & Instruction	Thomas,Dustine	Clinical Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$ 61,500				X						
Education	Curriculum & Instruction	Thompson,Amber	Clinical Associate Professor	F	0%	40%	60%	100%	3	11	0	2	0	0	1	5	1	1	0	\$ 73,587				X						
Education	Curriculum & Instruction	Turchi,Laura	Assistant Professor	F	40%	40%	20%	100%	3	0	0	2	0	0	3	0	0	0	0	\$ 80,510				X						
Education	Curriculum & Instruction	Tyson,Eleanore	Clinical Professor	F	0%	80%	20%	100%	4	0	1	0	0	0	3	0	0	0	0	\$ 69,464				X						
Education	Curriculum & Instruction	Weiland,Travis	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	0	2	0	0	\$ 77,000				X						
Education	Curriculum & Instruction	White,Cameron	Professor	F	40%	40%	20%	100%	0	0	1	6	0	0	0	2	5	0	0	\$ 120,773				X						
Education	Curriculum & Instruction	Wilson,Jahnetta	Clinical Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	\$ 73,897				X						
Education	Curriculum & Instruction	Wong,Sissy	Associate Professor	F	40%	40%	20%	100%	3	0	2	5	0	0	1	0	2	3	0	\$ 83,352				X						
Education	Curriculum & Instruction	Zhang,Jie	Associate Professor	F	40%	40%	20%	100%	0	0	2	1	0	0	0	0	2	2	0	\$ 94,238				X						
Dean, Education		McClellan,Anne	Research Professor	F	60%	0%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 131,760			X							
Education	Ed Leadership & Policy Studies	Butcher,Keith	Clinical Assistant Professor	F	0%	70%	30%	100%	0	0	3	2	0	0	0	0	3	2	0	\$ 91,053			X							
Education	Ed Leadership & Policy Studies	Carales,Vincent	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	1	0	0	0	\$ 65,600				X						
Education	Ed Leadership & Policy Studies	Carp,Charlotte	Clinical Assistant Professor	F	0%	80%	20%	100%	3	0	1	0	0	0	3	0	1	0	0	\$ 65,000				X						
Education	Ed Leadership & Policy Studies	Davis,Bradley	Associate Professor	F	40%	30%	30%	100%	0	0	2	3	0	0	0	1	4	0	0	\$ 82,000				X						
Education	Ed Leadership & Policy Studies	Davis,Tiffany	Clinical Assistant Professor	F	0%	70%	30%	100%	0	0	2	3	0	0	0	0	2	5	0	\$ 71,750				X						
Education	Ed Leadership & Policy Studies	Freelon,Rhoda	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	2	0	0	0	\$ 70,000				X						
Education	Ed Leadership & Policy Studies	Gonzalez,Elsa	Assistant Professor	F	40%	40%	20%	100%	0	0	2	1	0	0	0	1	3	0	0	\$ 68,675				X						
Education	Ed Leadership & Policy Studies	Hasset,Kristen	Clinical Associate Professor	F	0%	70%	30%	100%	0	0	4	3	0	0	0	4	4	0	\$ 75,372				X							
Education	Ed Leadership & Policy Studies	Hawkins,Jacqueline	Associate Professor	F	40%	30%	30%	100%	0	0	4	2	0	0	0	3	2	0	\$ 162,457				X							
Education	Ed Leadership & Policy Studies	Horn,Catherine	Professor	F	40%	30%	30%	100%	0	0	1	3	0	0	0	3	4	0	\$ 130,032				X							
Education	Ed Leadership & Policy Studies	Johnson,Detra	Assistant Professor	F	40%	40%	20%	100%	0	0	3	2	0	0	0	3	2	0	\$ 67,000				X							
Education	Ed Leadership & Policy Studies	Kent,Shawn	Assistant Professor	F	40%	40%	20%	100%	1	0	3	1	0	0	1	0	3	2	\$ 68,473				X							
Education	Ed Leadership & Policy Studies	Klусsmann,Duncan	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	4	2	0	0	0	0	2	3	\$ 86,000				X							
Education	Ed Leadership & Policy Studies	Lopez,Ruth	Assistant Professor	F	40%	40%	20%	100%	0	0	2	2	0	0	0	2	3	0	\$ 69,595				X							
Education	Ed Leadership & Policy Studies	McKinney,Lonnie	Associate Professor	F	60%	20%	20%	100%	0	0	1	2	0	0	0	0	1	0	\$ 90,012		X		X							
Education	Ed Leadership & Policy Studies	Peters-Hawkins,April	Associate Professor	F	40%	30%	30%	100%	0	0	3	2	0	0	0	2	2	0	\$ 95,940				X							
Education	Ed Leadership & Policy Studies	Rangel,Virginia	Assistant Professor	F	40%	40%	20%	100%	0	0	4	2	0	0	0	2	2	0	\$ 70,987				X							
Education	Ed Leadership & Policy Studies	Santi,Kristi	Associate Professor	F	40%	40%	20%	100%	0	0	4	4	0	0	0	3	2	0	\$ 91,209				X							

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																											
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				# Classes Taught Fall 2020						# Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Education	Ed Leadership & Policy Studies	Templeton,Toni	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 63,750	X			
Education	Ed Leadership & Policy Studies	Zou,Yali	Professor	F	40%	10%	50%	100%	0	0	0	4	0	0	0	0	1	2	0	0	0	0	\$ 135,355				X
Education	Educ Leadership & Cultural Stu	Nguyen,An	Clinical Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	0	0	\$ 60,000				X
Education	PHLS	Aguirre-Munoz,Zenaida	Associate Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	0	1	0	0	0	0	0	\$ 97,375				X
Education	PHLS	Allan,Blake	Associate Professor	F	60%	10%	30%	100%	0	0	0	2	0	0	0	1	2	0	0	0	0	0	\$ 100,000				X
Education	PHLS	Carmack,Chakema	Associate Professor	F	40%	40%	20%	100%	3	0	1	0	0	0	2	0	1	0	0	0	0	0	\$ 82,032				X
Education	PHLS	Chen,Tzu-An	Research Assistant Professor	F	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 59,096		X		X
Education	PHLS	Conston,Toya	Clinical Assistant Professor	F	0%	60%	40%	100%	2	3	0	0	0	0	3	2	0	0	0	0	0	0	\$ 55,825				X
Education	PHLS	Correa-Fernandez,Virmarie	Assistant Professor	F	60%	20%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 76,117		X		X
Education	PHLS	de Dios,Marcel	Assistant Professor	F	40%	40%	20%	100%	0	0	3	2	0	0	0	0	0	3	0	0	0	0	\$ 76,632				X
Education	PHLS	Drenner,Kelli	Clinical Assistant Professor	F	0%	60%	40%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 61,316				X
Education	PHLS	Dunsmore,Julie	Professor	F	60%	20%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 108,000			X	X
Education	PHLS	Fan,Weihoa	Associate Professor	F	70%	20%	10%	100%	0	0	2	2	0	0	0	0	0	0	0	0	0	0	\$ 81,940				X
Education	PHLS	Fedor Amador,Theresa	Clinical Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	0	\$ 52,500				X
Education	PHLS	Frankel,Leslie	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 70,600				X
Education	PHLS	Gonzalez,Jorge	Professor	F	40%	40%	20%	100%	0	0	4	1	0	0	0	0	1	4	0	0	0	0	\$ 122,291		X		X
Education	PHLS	Hill,Rosenda	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 80,842				X
Education	PHLS	Jones,Sara	Assistant Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 69,567				X
Education	PHLS	Jordan,Erica	Clinical Assistant Professor	F	0%	70%	30%	100%	4	0	0	0	0	0	5	0	0	0	0	0	0	0	\$ 62,587				X
Education	PHLS	Kim,Han Joe	Assistant Professor	F	40%	40%	20%	100%	0	0	2	2	0	0	0	0	2	2	0	0	0	0	\$ 71,050		X		X
Education	PHLS	Lee,Jungeun	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	4	0	0	0	0	4	0	0	0	0	0	0	\$ 67,000			X	X
Education	PHLS	Liu,Yu	Assistant Professor	F	40%	40%	20%	100%	0	0	2	2	0	0	0	0	2	2	0	0	0	0	\$ 73,370				X
Education	PHLS	Margulis,Milena	Associate Professor	F	40%	30%	30%	100%	0	0	0	7	0	0	0	0	1	7	0	0	0	0	\$ 85,495		X		X
Education	PHLS	Master,Allison	Assistant Professor	F	60%	20%	20%	100%	0	0	1	0	0	0	1	0	2	2	0	0	0	0	\$ 80,000		X		X
Education	PHLS	Matta,Michael	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 35,625				X
Education	PHLS	Mire,Sarah	Associate Professor	F	40%	30%	30%	100%	0	0	2	8	0	0	0	0	2	3	0	0	0	0	\$ 83,461				X
Education	PHLS	Olvera,Norma	Professor	F	60%	20%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 116,157				X
Education	PHLS	Rab,Saira	Clinical Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	0	\$ 52,500				X
Education	PHLS	Reitzel,Lorraine	Professor	F	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 165,326		X		X
Education	PHLS	Smith,Bradley	Professor	F	40%	40%	20%	100%	4	0	1	3	0	0	0	0	1	3	0	0	0	0	\$ 123,768				X
Education	PHLS	Smith,Nathan	Associate Professor	F	40%	20%	40%	100%	0	0	2	2	0	0	0	0	0	3	0	0	0	0	\$ 103,481				X
Education	PHLS	Solari Williams,Kayce	Clinical Assistant Professor	F	0%	80%	20%	100%	4	3	1	0	0	0	1	4	0	0	0	0	0	0	\$ 59,891		X		X
Education	PHLS	Stulmaker,Hayley	Clinical Assistant Professor	F	0%	70%	30%	100%	0	0	3	0	0	0	0	4	0	0	0	0	0	0	\$ 65,000			X	X
Education	PHLS	Whitaker,Rachael	Clinical Assistant Professor	F	0%	60%	40%	100%	0	0	2	1	0	0	0	5	1	0	0	0	0	0	\$ 68,675			X	X
Education	PHLS	Wiesner,Margit	Associate Professor	F	40%	30%	30%	100%	0	0	2	0	0	0	0	1	1	0	0	0	0	0	\$ 80,019				X
Engineering	Biomedical Engineering	Abidian,Mohammad Reza	Associate Professor	F	50%	30%	20%	100%	1	0	1	4	0	0	1	0	1	4	0	0	0	0	\$ 137,404			X	X
Engineering	Biomedical Engineering	Akay,Metin	Professor	F	50%	30%	20%	100%	0	0	0	3	0	0	0	0	0	5	0	0	0	0	\$ 236,968				X
Engineering	Biomedical Engineering	Akay,Yasemin	Instructional Associate Professor	F	0%	100%	0%	100%	2	1	1	1	0	0	4	0	0	0	0	0	0	0	\$ 85,000			X	X
Engineering	Biomedical Engineering	Al-Ubaidi,Muayyad	Professor	F	50%	30%	20%	100%	1	0	1	3	0	0	1	0	1	2	0	0	0	0	\$ 191,957				X
Engineering	Biomedical Engineering	Francis,Joseph	Professor	F	50%	30%	20%	100%	1	0	1	5	0	0	1	0	1	6	0	0	0	0	\$ 173,852				X
Engineering	Biomedical Engineering	Gifford,Howard	Associate Professor	F	50%	30%	20%	100%	0	0	1	2	0	0	1	0	1	2	0	0	0	0	\$ 146,675				X
Engineering	Biomedical Engineering	Horton,Renita	Assistant Professor	F	50%	30%	20%	100%	2	0	2	1	0	0	2	0	2	1	0	0	0	0	\$ 105,000			X	X
Engineering	Biomedical Engineering	Ince,Nuri	Associate Professor	F	50%	30%	20%	100%	3	0	0	5	0	0	1	0	1	3	0	0	0	0	\$ 116,971				X
Engineering	Biomedical Engineering	Larin,Kirill	Professor	F	50%	30%	20%	100%	2	0	4	7	0	0	1	0	0	6	0	0	0	0	\$ 207,000				X
Engineering	Biomedical Engineering	Majd,Sheereen	Assistant Professor	F	50%	30%	20%	100%	1	0	1	7	0	0	1	0	1	6	0	0	0	0	\$ 119,091				X
Engineering	Biomedical Engineering	May,Elebeoba	Associate Professor	F	0%	15%	85%	100%	0	0	0	2	0	0	0	0	1	2	0	0	0	0	\$ 148,438			X	X
Engineering	Biomedical Engineering	Mohan,Chandra	Professor	F	50%	30%	20%	100%	1	1	1	4	0	0	0	1	0	5	0	0	0	0	\$ 254,357				X
Engineering	Biomedical Engineering	Naash,Muna	Professor	F	50%	30%	20%	100%	1	0	1	2	0	0	1	0	1	3	0	0	0	0	\$ 213,805				X
Engineering	Biomedical Engineering	Roh,Jinsook	Assistant Professor	F	50%	30%	20%	100%	3	0	0	3	0	0	6	0	0	1	0	0	0	0	\$ 111,111				X
Engineering	Biomedical Engineering	Romero Ortega,Mario	Professor	F	50%	30%	20%	100%	1	0	1	3	0	0	2	0	2	3	0	0	0	0	\$ 170,000				X
Engineering	Biomedical Engineering	Schultz,Jerome	Professor	F	50%	30%	20%	100%	1	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 300,000				X
Engineering	Biomedical Engineering	Shevkopyas,Sergey	Professor	F	50%	30%	20%	100%	1	0	0	6	0	0	1	0	0	4	0	0	0	0	\$ 156,121				X
Engineering	Biomedical Engineering	Wu,Tianfu	Associate Professor	F	50%	30%	20%	100%	1	0	1	5	0	0	1	0	0	4	0	0	0	0	\$ 116,143				X
Engineering	Biomedical Engineering	Zhang,Yingchun	Associate Professor	F	50%	30%	20%	100%	1	0	0	4	0	0	1	0	0	2	0	0	0	0	\$ 122,352			X	X
Engineering	Chemical Engineering	Balakotiah,Vemuri	Professor	F	40%	40%	20%	100%	0	0	1	4	0	0	0	1	1	3	0	0	0	0	\$ 216,688				X
Engineering	Chemical Engineering	Bolli,Praveen	Assistant Professor	F	40%	40%	20%	100%	0	0	2	6															

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

										KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Engineering	Chemical Engineering	Kourentzi,Ekaterini	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 54,994	X	X	X		
Engineering	Chemical Engineering	Krishnamoorti,Ramanan	Professor	F	30%	40%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 80,551				X	
Engineering	Chemical Engineering	Mountziaris,Triantafillos	Professor	F	40%	10%	50%	100%	0	0	0	0	0	0	0	0	0	2	0	0	\$ 250,000					X
Engineering	Chemical Engineering	Nikolaou,Michael	Professor	F	40%	40%	20%	100%	0	0	0	2	0	0	0	0	1	1	0	0	\$ 166,599					X
Engineering	Chemical Engineering	Orman,Mehmet	Assistant Professor	F	40%	40%	20%	100%	1	1	0	5	0	0	1	0	0	2	0	0	\$ 107,710					X
Engineering	Chemical Engineering	Palmer,Jeremy	Associate Professor	F	40%	40%	20%	100%	0	0	2	4	0	0	0	0	0	5	0	0	\$ 161,678					X
Engineering	Chemical Engineering	Rimer,Jeffrey	Professor	F	40%	40%	20%	100%	1	0	0	6	0	0	1	0	0	5	0	0	\$ 250,000					X
Engineering	Chemical Engineering	Robertson,Megan	Associate Professor	F	40%	40%	20%	100%	0	0	1	5	0	0	1	0	0	5	0	0	\$ 174,270				X	
Engineering	Chemical Engineering	Varadarajan,Navin	Professor	F	40%	40%	20%	100%	1	0	0	4	0	0	0	1	5	0	0	\$ 192,500				X		
Engineering	Chemical Engineering	Veklov,Peter	Professor	F	40%	40%	20%	100%	0	0	0	5	0	0	1	0	0	5	0	0	\$ 196,894					X
Engineering	Chemical Engineering	Willson,Richard	Professor	F	40%	40%	20%	100%	1	0	0	8	0	0	1	0	0	8	0	0	\$ 207,207					X
Engineering	Civil Engineering	Ballarini,Roberto	Professor	F	35%	25%	40%	100%	0	0	1	1	0	0	0	2	0	0	0	\$ 223,380					X	
Engineering	Civil Engineering	Belarbi,Abdeldjellil	Professor	F	45%	40%	15%	100%	1	0	0	5	0	0	2	0	0	2	0	0	\$ 211,424				X	
Engineering	Civil Engineering	Fernandez Diaz,Juan Carlos	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 61,247		X	X		
Engineering	Civil Engineering	Glennie,Craig	Professor	F	50%	25%	25%	100%	0	0	1	6	0	0	0	2	6	0	0	\$ 131,010				X		
Engineering	Civil Engineering	Hartzell,Preston	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 74,129		X			
Engineering	Civil Engineering	Herman,Reagan	Instructional Professor	F	0%	75%	25%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 94,980					X	
Engineering	Civil Engineering	Hoskere,Vedhus	Assistant Professor	F	75%	15%	10%	100%	0	0	1	0	0	0	0	0	1	0	0	\$ 95,000				X		
Engineering	Civil Engineering	Hsu,Thomas	Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 135,463					X	
Engineering	Civil Engineering	Hu,Xie	Assistant Professor	F	75%	15%	10%	100%	0	0	1	2	0	0	0	0	2	0	0	\$ 95,000				X		
Engineering	Civil Engineering	Kalliontzis,Dimitrios	Assistant Professor	F	75%	15%	10%	100%	0	0	1	0	0	0	1	0	1	1	0	\$ 95,000					X	
Engineering	Civil Engineering	Krakowiak,Konrad	Assistant Professor	F	65%	25%	10%	100%	1	0	0	5	0	0	1	0	0	4	0	\$ 98,721					X	
Engineering	Civil Engineering	Lee,Hyonki	Associate Professor	F	50%	40%	10%	100%	0	0	2	1	0	0	2	0	0	4	0	\$ 115,117					X	
Engineering	Civil Engineering	Li,Hongyi	Assistant Professor	F	65%	25%	10%	100%	1	0	1	2	0	0	0	2	3	0	0	\$ 102,000					X	
Engineering	Civil Engineering	Louie,Stacey	Assistant Professor	F	65%	25%	10%	100%	0	0	1	5	0	0	0	1	5	0	0	\$ 98,572					X	
Engineering	Civil Engineering	Mo,Larry Yi-Lung	Professor	F	45%	40%	15%	100%	1	0	2	3	0	0	1	0	0	1	0	\$ 145,209					X	
Engineering	Civil Engineering	Momen,Mostafa	Assistant Professor	F	65%	25%	10%	100%	0	0	2	0	0	0	1	0	0	1	0	\$ 96,000				X		
Engineering	Civil Engineering	Nakshatraa,Kalyana	Associate Professor	F	50%	40%	10%	100%	1	0	0	4	0	0	1	0	1	2	0	\$ 109,742					X	
Engineering	Civil Engineering	Rixey,William	Associate Professor	F	30%	40%	30%	100%	1	0	1	1	0	0	1	0	1	0	0	\$ 117,343					X	
Engineering	Civil Engineering	Rodrigues,Debora	Professor	F	50%	40%	10%	100%	1	0	3	6	0	0	0	0	6	0	0	\$ 126,372					X	
Engineering	Civil Engineering	Shaffer,Devin	Assistant Professor	F	65%	25%	10%	100%	2	0	2	2	0	0	2	0	0	4	0	\$ 97,076					X	
Engineering	Civil Engineering	Shrestha,Ramesh	Professor	F	50%	25%	25%	100%	1	0	0	0	0	0	0	0	0	0	0	\$ 209,623					X	
Engineering	Civil Engineering	Vipulanandan,Cumaraswamy	Professor	F	40%	50%	10%	100%	1	0	2	3	0	0	2	0	0	2	0	\$ 161,984					X	
Engineering	Civil Engineering	Wang,Keh-Han	Professor	F	45%	30%	25%	100%	1	0	0	3	0	0	0	1	3	0	0	\$ 121,398					X	
Engineering	Dean, Engineering	Metrovich,Brian	Instructional Associate Professor	F	0%	60%	40%	100%	5	0	0	0	0	0	2	0	0	0	0	\$ 89,050					X	
Engineering	Dean, Engineering	Wilson,Chad	Instructional Associate Professor	F	0%	75%	25%	100%	3	0	0	0	0	0	7	0	0	0	0	\$ 59,513					X	
Engineering	Electrical Engineering	Bao,Jiming	Professor	F	40%	40%	20%	100%	1	0	2	3	0	0	1	0	4	6	0	\$ 125,837					X	
Engineering	Electrical Engineering	Becker,Aaron	Associate Professor	F	40%	40%	20%	100%	1	0	3	7	0	0	2	0	1	7	0	\$ 111,950					X	
Engineering	Electrical Engineering	Brankovic,Stanko	Professor	F	40%	40%	20%	100%	0	0	1	5	0	0	0	1	3	0	0	\$ 145,728					X	
Engineering	Electrical Engineering	Chang,Long	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 62,569					X	
Engineering	Electrical Engineering	Chen,JI	Professor	F	100%	0%	0%	100%	2	0	2	5	0	0	1	0	0	6	0	\$ 179,673					X	
Engineering	Electrical Engineering	Chen,Jiefu	Assistant Professor	F	40%	40%	20%	100%	0	0	1	6	0	0	0	1	6	0	0	\$ 102,004					X	
Engineering	Electrical Engineering	Chen,Jinghong	Associate Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	0	1	5	0	0	\$ 152,727					X	
Engineering	Electrical Engineering	Chen,Yuhua	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	1	0	1	5	0	\$ 120,051					X	
Engineering	Electrical Engineering	Claydon, Frank	Professor	F	40%	40%	20%	100%	6	1	0	0	0	0	3	2	0	0	0	\$ 215,625					X	
Engineering	Electrical Engineering	Contreras-Vidal,Jose	Professor	F	40%	40%	20%	100%	0	1	1	7	0	0	0	1	4	0	0	\$ 197,076					X	
Engineering	Electrical Engineering	De La Rosa-Pohl,Diana	Instructional Associate Professor	F	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	\$ 99,555					X	
Engineering	Electrical Engineering	Faghli,Rose	Assistant Professor	F	40%	40%	20%	100%	3	0	1	6	0	0	0	1	7	0	0	\$ 98,838					X	
Engineering	Electrical Engineering	Fu,Xin	Associate Professor	F	40%	40%	20%	100%	0	0	1	4	0	0	0	1	7	0	0	\$ 113,059					X	
Engineering	Electrical Engineering	Han,Zhu	Professor	F	40%	40%	20%	100%	2	0	2	7	0	0	0	1	6	0	0	\$ 181,992					X	
Engineering	Electrical Engineering	Hebert,Thomas	Associate Professor	F	20%	60%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	\$ 78,794					X	
Engineering	Electrical Engineering	Hong,Choong Seon	Visiting Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 37,500	X					
Engineering	Electrical Engineering	Jackson,David	Professor	F	30%	40%	30%	100%	2	0	1	4	0	0	1	0	0	4	0	\$ 145,336					X	
Engineering	Electrical Engineering	Krishnamoorthy,Harish	Assistant Professor	F	40%	40%	20%	100%	0	0	2	7	0	0	2	0	0	7	0	\$ 104,040					X	
Engineering	Electrical Engineering	Le,Han	Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	0	1	0	0	\$ 64,262					X		
Engineering	Electrical Engineering	Le,Hung	Instructional Assistant Professor	F	0%	100%	0%	100%	3	0	1	0	0	0	3	0	2	2	0	\$ 77,705					X	
Engineering	Electrical Engineering	Li,Xingpeng	Assistant Professor	F	40%	40%	20%	100%	0	0	2	5	0	0	0	2	4	0	0	\$ 95,000					X	
Engineering	Electrical Engineering	Liang,Yanliang	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 50,213			X			
Engineering	Electrical Engineering	Litvinov,Dmitri	Professor	F	40%	40%	20%	100%	1	0	2	2	0	0	1	0	0	4	0	\$ 198,456					X	
Engineering	Electrical Engineering	Long,Stuart	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	1	1	0	0	\$ 223,040					X	
Engineering	Electrical Engineering	Mayerich,David	Associate Professor	F	40%	40%	20%	100%	1	0	0	6	0	0	1	0	0	5	0	\$ 115,479					X	
Engineering	Electrical Engineering	Maynard,Mark	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 75,000			X	X	X	
Engineering	Electrical Engineering	Nguyen,Hien	Assistant Professor	F	40%	40%	20%	100%	0	0	1	7	0	0	1	0	1	4	0	\$ 99,826					X	
Engineering	Electrical Engineering	Pan,Miao</																								

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

										KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Engineering	Electrical Engineering	Phillips,Desiree	Instructional Assistant Professor	F	0%	100%	0%	100%	4	0	2	0	0	0	2	0	1	0	0	0	\$ 76,500					X
Engineering	Electrical Engineering	Prasad,Saurabh	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	0	0	0	2	0	0	\$ 104,802					X
Engineering	Electrical Engineering	Rajashakara,Kaushik	Professor	F	40%	40%	20%	100%	0	0	1	8	0	0	0	0	1	6	0	0	\$ 323,872			X		
Engineering	Electrical Engineering	Reddy,Rohith	Assistant Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	1	0	0	4	0	0	\$ 96,900					X
Engineering	Electrical Engineering	Roysam,Badrinath	Professor	F	40%	40%	20%	100%	1	0	0	4	0	0	2	0	0	3	0	0	\$ 241,388			X		
Engineering	Electrical Engineering	Ruchhoeft,Paul	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 122,689					X	
Engineering	Electrical Engineering	Shan,Xiaonan	Assistant Professor	F	40%	40%	20%	100%	1	0	1	5	0	0	1	0	0	6	0	\$ 98,838					X	
Engineering	Electrical Engineering	Shattuck,David	Associate Professor	F	0%	80%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$ 111,777					X	
Engineering	Electrical Engineering	Sheth,Bhavin	Associate Professor	F	10%	70%	20%	100%	2	0	1	0	0	0	2	0	0	0	0	\$ 100,403					X	
Engineering	Electrical Engineering	Shih,Wei-Chuan	Professor	F	40%	40%	20%	100%	0	0	2	6	0	0	0	0	2	5	0	\$ 162,166					X	
Engineering	Electrical Engineering	Trombetta,Leonard	Associate Professor	F	0%	60%	40%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 100,547					X	
Engineering	Electrical Engineering	Wolfe,John	Professor	F	40%	40%	20%	100%	2	0	1	5	0	0	1	0	1	4	0	\$ 176,450					X	
Engineering	Electrical Engineering	Yao,Yan	Professor	F	40%	40%	20%	100%	0	0	1	6	0	0	0	0	0	7	0	\$ 153,310				X		
Engineering	Electrical Engineering	Zagodz-on-Wosik,Wanda	Associate Professor	F	20%	60%	20%	100%	2	0	1	0	0	0	2	0	1	0	0	\$ 83,174					X	
Engineering	Engr Undergraduate Programs	Aksu,Gulin	Lecturer	F	0%	90%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 68,000				X		
Engineering	Engr Undergraduate Programs	Burleson,Daniel	Instructional Assistant Professor	F	20%	60%	20%	100%	2	0	0	0	0	0	6	0	0	0	0	\$ 83,863				X		
Engineering	Engr Undergraduate Programs	Kota,Venkata Krishna Tulasi	Lecturer	F	0%	90%	10%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 69,000				X		
Engineering	Engr Undergraduate Programs	Kowal,Marsha	Lecturer	F	0%	80%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 68,000				X		
Engineering	Engr Undergraduate Programs	Luna Singh,Jennifer	Lecturer	F	0%	80%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 68,000				X		
Engineering	Industrial Engineering	Chang,Feng-Chang	Instructional Associate Professor	F	0%	70%	30%	100%	2	0	1	0	0	0	1	0	2	0	0	\$ 76,000				X		
Engineering	Industrial Engineering	Chung,Christopher	Associate Professor	F	20%	60%	20%	100%	2	0	1	2	0	0	1	0	1	0	0	\$ 99,584					X	
Engineering	Industrial Engineering	Feng,Qianmei	Professor	F	30%	30%	40%	100%	1	0	0	1	0	0	1	0	0	3	0	\$ 125,134					X	
Engineering	Industrial Engineering	Kamrani,All	Associate Professor	F	20%	60%	20%	100%	1	0	2	0	0	0	1	0	1	0	0	\$ 110,580					X	
Engineering	Industrial Engineering	Lee,Tae Woo	Assistant Professor	F	55%	25%	20%	100%	1	0	0	4	0	0	0	1	4	0	0	\$ 91,500				X		
Engineering	Industrial Engineering	Lim,Gino	Professor	F	25%	25%	50%	100%	0	0	1	5	0	0	1	0	8	0	0	\$ 187,919					X	
Engineering	Industrial Engineering	Lin,Ying	Assistant Professor	F	55%	25%	20%	100%	0	1	1	2	0	0	1	0	0	3	0	\$ 89,000					X	
Engineering	Industrial Engineering	Peng,Jiming	Associate Professor	F	35%	40%	25%	100%	1	0	2	4	0	0	1	0	2	4	0	\$ 111,592					X	
Engineering	Industrial Engineering	Schulze,Lawrence	Associate Professor	F	20%	60%	20%	100%	1	0	3	1	0	0	2	0	0	0	0	\$ 95,924					X	
Engineering	Industrial Engineering	Wang,Yaping	Instructional Assistant Professor	F	0%	70%	30%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 72,906				X		
Engineering	Mechanical Engineering	Aglyamov,Salavat	Research Assistant Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 68,850		X				
Engineering	Mechanical Engineering	Agrawal,Ashutosh	Associate Professor	F	45%	30%	25%	100%	1	0	0	5	0	0	2	0	1	3	0	\$ 97,035					X	
Engineering	Mechanical Engineering	Ardabili,Haleh	Professor	F	50%	25%	25%	100%	2	0	1	3	0	0	1	0	0	4	0	\$ 149,850				X		
Engineering	Mechanical Engineering	Bannova,Olga	Research Professor	F	20%	50%	30%	100%	0	0	2	0	0	0	0	0	2	0	0	\$ 67,070	X					
Engineering	Mechanical Engineering	Baxevaris,Theocharis	Assistant Professor	F	60%	30%	10%	100%	2	0	0	4	0	0	2	0	0	4	0	\$ 100,557				X		
Engineering	Mechanical Engineering	Cescon,Marzia	Assistant Professor	F	60%	30%	10%	100%	1	0	0	1	0	0	0	1	1	0	0	\$ 100,000				X		
Engineering	Mechanical Engineering	Chang,Christiana	Instructional Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 88,679					X	
Engineering	Mechanical Engineering	Chen,Xuemei	Instructional Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	\$ 85,672				X		
Engineering	Mechanical Engineering	Chen,Yi-Chao	Professor	F	20%	40%	40%	100%	0	0	1	0	0	0	2	0	0	0	0	\$ 96,380					X	
Engineering	Mechanical Engineering	Chen,Zheng	Assistant Professor	F	65%	25%	10%	100%	0	0	1	4	0	0	1	0	0	7	0	\$ 102,770				X		
Engineering	Mechanical Engineering	Franckek,Matthew	Professor	F	65%	25%	10%	100%	2	0	2	3	0	0	1	0	0	4	0	\$ 227,856					X	
Engineering	Mechanical Engineering	Galstyan,Eduard	Research Scientist	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 45,745			X	X	X	
Engineering	Mechanical Engineering	Ghasemi,Hadi	Associate Professor	F	65%	25%	10%	100%	1	0	0	7	0	0	0	0	1	6	0	\$ 127,421					X	
Engineering	Mechanical Engineering	Grigoridis,Karolos	Professor	F	55%	25%	20%	100%	1	0	0	3	0	0	2	0	2	1	0	\$ 190,118					X	
Engineering	Mechanical Engineering	Hammami,Farah	Instructional Assistant Professor	F	0%	90%	10%	100%	2	0	0	0	0	0	3	0	0	0	0	\$ 75,220				X		
Engineering	Mechanical Engineering	Joshi,Shailendra	Assistant Professor	F	65%	25%	10%	100%	1	0	0	3	0	0	1	0	0	3	0	\$ 107,360				X		
Engineering	Mechanical Engineering	Kulkarni,Yashashree	Professor	F	40%	30%	30%	100%	0	0	1	0	0	0	1	0	0	0	0	\$ 131,781					X	
Engineering	Mechanical Engineering	Li,Yi	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 48,750		X	X	X		
Engineering	Mechanical Engineering	Liu,Dong	Professor	F	40%	30%	30%	100%	1	0	0	6	0	0	1	0	1	5	0	\$ 114,692					X	
Engineering	Mechanical Engineering	Love,Holley	Instructional Assistant Professor	F	0%	70%	30%	100%	5	1	0	0	0	0	4	0	0	0	0	\$ 80,704					X	
Engineering	Mechanical Engineering	Majkic,Goran	Research Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 84,839		X	X	X		
Engineering	Mechanical Engineering	Metcalfe,Ralph	Professor	F	50%	35%	15%	100%	1	1	1	5	0	0	1	1	1	5	0	\$ 120,630					X	
Engineering	Mechanical Engineering	Ostilla Monico,Rodolfo	Assistant Professor	F	65%	25%	10%	100%	2	0	1	4	0	0	1	0	0	2	0	\$ 91,000				X		
Engineering	Mechanical Engineering	Prosperetti,Andrea	Professor	F	35%	25%	40%	100%	0	0	1	6	0	0	1	0	0	2	0	\$ 315,770				X		
Engineering	Mechanical Engineering	Rao,Jagannatha	Associate Professor	F	10%	30%	60%	100%	1	0	0	0	0	0	0	0	0	0	0	\$ 150,000					X	
Engineering	Mechanical Engineering	Ryou,Jae-Hyun	Associate Professor	F	55%	35%	10%	100%	1	0	1	6	0	0	1	0	0	4	0	\$ 120,819					X	
Engineering	Mechanical Engineering	Selvamnickam,Venkat	Professor	F	50%	35%	15%	100%	0	0	1	5	0	0	0	1	4	0	0	\$ 275,992					X	
Engineering	Mechanical Engineering	Sharma,Pradeep	Professor	F	20%	30%	50%	100%	0	0	1	6	0	0	0	0	2	7	0	\$ 217,009					X	
Engineering	Mechanical Engineering	Song,Gangbing	Professor	F	60%	30%	10%	100%	1	0	0	4	0	0	2	0	2	3	0	\$ 190,044					X	
Engineering	Mechanical Engineering	Sun,Li	Professor	F	50%	25%	25%	100%	1	0	1	4	0	0	0	1	4	0	0	\$ 126,342					X	
Engineering	Mechanical Engineering	Tang,Yingjie	Research Assistant Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 50,076	X	X				
Engineering	Mechanical Engineering	Wang,Su Su	Professor	F	40%	50%	10%	100%	1	0	0	1	0	0	2	0	1	3	0	\$ 169,775					X	
Engineering	Mechanical Engineering	Wassar,Taufik	Research Assistant Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 67,500	X	X				
Engineering	Mechanical Engineering	Yang,Di	Assistant Professor	F	65%	25%	10%	100%	0	1	1	5	0	0	1	1	0	4	0	\$ 93,309					X	
Engineering	Mechanical Engineering	Yu,Cunjiang	Associate Professor	F	65%	25%	10%	100%	1	0	0	9	0	0	1	0	1	8	0	\$ 129,100					X	
Engineering	Petroleum Engineering	Amirzadeh,Fred	Research Assistant Professor	F	75%	20%	5%	100%	0	0	0	0	0	0	1	0	1	0	0	\$ 122,727				X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				# Classes Taught Fall 2020						# Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Engineering	Petroleum Engineering	Dindoruk,Birol	Professor	F	40%	30%	30%	100%	0	0	2	1	0	0	1	0	2	2	0	0	\$	250,000			X	
Engineering	Petroleum Engineering	Ehlig-Economides,Christine	Professor	F	45%	30%	25%	100%	0	0	3	3	0	0	2	0	0	3	0	0	\$	240,120				X
Engineering	Petroleum Engineering	Farouq-Ali,Syed	Professor	F	25%	45%	30%	100%	1	0	2	3	0	0	1	0	1	3	0	0	\$	255,799			X	
Engineering	Petroleum Engineering	Hathon,Lori	Assistant Professor	F	50%	30%	20%	100%	3	0	3	5	0	0	0	0	7	0	0	\$	108,204				X	
Engineering	Petroleum Engineering	Hatzignatiou,Dimitrios	Professor	F	45%	35%	20%	100%	2	0	0	2	0	0	1	0	0	2	0	0	\$	178,779				X
Engineering	Petroleum Engineering	Kabir,Chowdhury	Lecturer	F	0%	100%	0%	100%	2	0	2	0	0	0	2	0	1	0	0	0	\$	66,511			X	
Engineering	Petroleum Engineering	Lee,Kyung Jae	Assistant Professor	F	50%	20%	30%	100%	2	0	0	4	0	0	0	1	6	0	0	\$	105,885			X		
Engineering	Petroleum Engineering	Myers,Michael	Associate Professor	F	30%	35%	35%	100%	3	0	2	7	0	0	3	0	8	0	0	\$	161,632				X	
Engineering	Petroleum Engineering	Qin,Guan	Associate Professor	F	50%	30%	20%	100%	1	0	3	3	0	0	0	1	5	0	0	\$	145,053				X	
Engineering	Petroleum Engineering	Sakhaee Pour,Ahmad	Assistant Professor	F	50%	30%	20%	100%	1	0	0	3	0	0	1	0	1	3	0	0	\$	105,801			X	
Engineering	Petroleum Engineering	Soliman,Mohamed	Professor	F	30%	30%	40%	100%	0	0	0	3	0	0	2	0	0	3	0	0	\$	232,321			X	
Engineering	Petroleum Engineering	Thakur,Ganesh	Professor	F	45%	25%	30%	100%	0	0	1	3	0	0	0	1	4	0	0	\$	320,000			X		
Engineering	Petroleum Engineering	Wong,George	Associate Professor	F	45%	40%	15%	100%	2	0	3	5	0	0	2	0	0	8	0	0	\$	149,853			X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Bell,Larry	Professor	F	20%	60%	20%	100%	1	0	2	1	0	0	0	1	1	0	0	\$	100,965				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Beneytez-Duran,Rafael	Associate Professor	F	30%	40%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	146,500				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Borden,Gail	Professor	F	40%	20%	40%	100%	1	0	0	0	0	0	0	1	0	0	0	\$	189,300				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Brune,Geoffrey	Professor	F	20%	50%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	114,591				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Bruno,Alan	Associate Professor	F	20%	20%	60%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	96,913				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chow,George	Assistant Professor	F	15%	65%	20%	100%	3	0	3	0	0	0	3	1	3	0	0	\$	78,795				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Colaco,Joseph	Professor	F	40%	40%	20%	100%	1	0	2	0	0	0	1	0	1	0	0	\$	92,083				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Dawood,Azra	Scholar-in-Residence	F	50%	50%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$	55,000			X		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Diehl,Tom	Associate Professor	F	20%	40%	40%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	88,473				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Feng,Feng	Associate Professor	F	40%	40%	20%	100%	2	1	1	0	0	0	3	0	0	0	0	\$	106,308				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Gonzales,Michael	Instructional Associate Professor	F	20%	55%	25%	100%	2	0	1	0	0	0	1	0	1	0	0	\$	66,025				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Jackson,Megan	Instructional Associate Professor	F	0%	65%	35%	100%	3	0	0	0	0	0	2	1	0	0	0	\$	78,711			X		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Johnson,Matthew	Associate Professor	F	40%	40%	20%	100%	1	0	2	0	0	0	0	1	0	0	0	\$	90,115				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kacmar,Donna	Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	112,224				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kimbrough,Mark	Instructional Associate Professor	F	20%	60%	20%	100%	3	0	1	0	0	0	4	0	3	0	0	\$	107,099			X	X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kubo,Michael	Assistant Professor	F	30%	35%	35%	100%	1	1	0	0	0	0	2	0	2	0	0	\$	86,572				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kudless,Andrew	Professor	F	30%	30%	40%	100%	1	0	1	0	0	0	2	0	1	0	0	\$	147,000				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kwon,Eunsook	Professor	F	20%	45%	35%	100%	1	1	2	0	0	0	2	2	1	0	0	\$	126,300				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Kyropoulou,Amvgdalia	Assistant Professor	F	40%	30%	30%	100%	0	0	2	0	0	0	0	2	0	0	0	\$	75,000				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Logan,Jason	Instructional Associate Professor	F	20%	40%	40%	100%	0	0	4	0	0	0	2	0	2	0	0	\$	78,717			X		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Longoria,Rafael	Professor	F	35%	40%	25%	100%	0	0	0	0	0	0	1	0	1	0	0	\$	106,263				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Peters,Patrick	Professor	F	25%	50%	25%	100%	2	0	0	0	0	0	0	2	0	0	0	\$	111,628				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Qureshi,Ziad	Assistant Professor	F	30%	50%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	83,372				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Race,Bruce	Professor	F	40%	40%	20%	100%	2	0	2	1	0	0	2	0	2	1	0	\$	138,296				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rifaat,Shafiq	Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	1	0	1	0	0	\$	76,614				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rodriguez Fernandez,Marta	Associate Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	0	0	0	0	0	\$	84,853				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Rogers,Susan	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	2	0	2	0	0	\$	95,281				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Self,Ronnie	Professor	F	30%	40%	30%	100%	1	0	0	0	0	0	2	0	0	0	0	\$	105,887				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Truitt,William	Associate Professor	F	10%	60%	30%	100%	2	0	0	0	0	0	3	0	0	0	0	\$	85,547				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Tucker de Vazquez,Sheryl	Instructional Associate Professor	F	20%	55%	25%	100%	2	0	0	0	0	0	3	0	0	0	0	\$	72,937				X	
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wells,Adam	Instructional Associate Professor	F	0%	80%	20%	100%	3	0	2	0	0	0	4	1	1	0	0	\$	82,035			X		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Wienert,Ross	Adjunct Faculty	F	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	\$	56,738			X		
Gerald D Hines Arch & Design	Dean, Architecture and Design	Zweig,Peter	Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	1	0	0	0	\$	114,458				X	
Grad College of Social Work	Dean, Social Work	Acquatt,Chiara	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	0	0	0	0	\$	74,576				X	
Grad College of Social Work	Dean, Social Work	Ali,Samira	Assistant Professor	F	40%	40%	20%	100%	0	0	1	1	0	0	0	0	1	0	0	\$	77,303				X	
Grad College of Social Work	Dean, Social Work	Amtsberg,Donna	Clinical Assistant Professor	F	0%	60%	40%	100%	0	0	2	0	0	0	0	2	0	0	0	\$	67,503				X	
Grad College of Social Work	Dean, Social Work	Barthelemy,Juan	Assistant Professor	F	40%	40%	20%	100%	0	0	3	0	0	0	0	0	0	0	0	\$	78,183				X	
Grad College of Social Work	Dean, Social Work	Berger Cardoso,Jodi	Associate Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	1	0	0	0	\$	86,881				X	
Grad College of Social Work	Dean, Social Work	Borja,Sharon	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	0	1	0	0	\$	78,566				X	
Grad College of Social Work	Dean, Social Work	Boyd,Donte	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	1	0	0	0	\$	77,000				X	
Grad College of Social Work	Dean, Social Work	Boyd,Reiko	Assistant Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	78,413				X	
Grad College of Social Work	Dean, Social Work	Bromfield,Nicole	Associate Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	0	0	0	0	\$	110,643				X	
Grad College of Social Work	Dean, Social Work	Brown,Aabha	Clinical Assistant Professor	F	0%	70%	30%	100%	0	0	3	0	0	0	0	4	0	0	0	\$	73,694				X	
Grad College of Social Work	Dean, Social Work	Cheung,Monit	Professor	F	40%	40%	20%	100%	0	0	3	2	0	0	0	4	1	0	0	\$	146,333				X	
Grad College of Social Work	Dean, Social Work	Gearing,Robin	Professor	F	40%	40%	20%	100%	0	0	1	3	0	0	0	4	2	0	0	\$	114,429				X	
Grad College of Social Work	Dean, Social Work	Gonzales,Shelley	Clinical Assistant Professor	F	0%	40%	60%	100%	0	0	4	0	0	0	0	0	0	0	0	\$	54,315				X	
Grad College of Social Work	Dean, Social Work	Jennings,Sheara	Associate Professor	F	40%	40%	20%	100%	0	0	1	1	0	0	0	1	0	0	0	\$	92,931			X		
Grad College of Social Work	Dean, Social Work	Lea,Charles	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	0	0	0	0	\$	80,000				X	
Grad College of Social Work	Dean, Social Work	Leung,Yuk-Hi Patrick	Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	0	0	1	0	0	\$	132,439				X	
Grad College of Social Work	Dean, Social Work	Lucas,Virginia	Clinical Assistant Professor	F	0%	40%	60%	100%	0	0	2	0	0	0	0	4	0	0	0	\$	62,395				X	
Grad College of Social Work	Dean, Social Work	Miyawaki,Christina	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	3	0	0	0	\$	76,141				X	
Grad College of Social Work	Dean, Social Work	Parker,Jamie	Clinical Assistant Professor	F	0%	10%	90%	100%	0	0	0	7	0	0	0	0	9	0	0	\$	61,545				X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class;
ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Grad College of Social Work	Dean, Social Work	Parks,Steven	Lecturer	F	0%	100%	0%	100%	0	0	4	0	0	0	0	0	4	0	0	0	\$ 48,750				X
Grad College of Social Work	Dean, Social Work	Rubin,Allen	Professor	F	40%	40%	20%	100%	0	0	4	0	0	0	0	0	0	0	0	\$ 174,138				X	
Grad College of Social Work	Dean, Social Work	Sampson,McClain	Associate Professor	F	40%	40%	20%	100%	0	0	0	1	0	0	0	1	1	0	0	\$ 87,462				X	
Grad College of Social Work	Dean, Social Work	Torres,Isabel	Associate Professor	F	40%	20%	40%	100%	0	0	0	1	0	0	0	1	1	0	0	\$ 102,863				X	
Grad College of Social Work	Dean, Social Work	Walton,Quenette	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	1	0	0	\$ 80,425				X		
Hobby	Hobby School of Public Affairs	Buttorff,Gail	Instructional Assistant Professor	F	40%	30%	30%	100%	0	0	2	0	0	0	0	1	0	0	\$ 75,915			X			
Hobby	Hobby School of Public Affairs	Engster, Daniel	Professor	F	20%	40%	40%	100%	0	0	1	0	0	0	0	2	0	0	\$ 162,852				X		
Hobby	Hobby School of Public Affairs	Luttrell,Johanna	Instructional Assistant Professor	F	35%	30%	35%	100%	0	0	1	0	0	0	1	0	0	0	\$ 67,000				X		
Hobby	Hobby School of Public Affairs	Pinto,Pablo	Associate Professor	F	30%	30%	40%	100%	0	0	0	0	0	0	0	3	0	0	\$ 153,600				X		
Hobby	Hobby School of Public Affairs	Witt, Lawrence	Professor	F	40%	35%	25%	100%	0	0	2	6	0	0	0	5	5	0	\$ 225,000				X		
Hobby	Hobby School of Public Affairs	Wong,Man Chiu	Professor	F	20%	50%	30%	100%	0	0	1	1	0	0	0	0	1	0	\$ 188,700				X		
Honors College	Dean, Honors College	Barnes,Michael	Instructional Associate Professor	F	10%	70%	20%	100%	5	0	0	0	0	0	3	0	0	0	\$ 70,000			X			
Honors College	Dean, Honors College	Belco,Michelle	Lecturer	F	10%	70%	20%	100%	8	0	0	0	0	0	4	0	0	0	\$ 50,521				X		
Honors College	Dean, Honors College	Bland,Laura	Instructional Assistant Professor	F	10%	70%	20%	100%	5	0	0	0	0	0	3	0	0	0	\$ 67,000				X		
Honors College	Dean, Honors College	Charara,Hayan	Instructional Assistant Professor	F	10%	70%	20%	100%	7	2	0	0	0	0	5	0	0	0	\$ 63,500				X		
Honors College	Dean, Honors College	Cooper,Carol	Lecturer	F	10%	70%	20%	100%	8	0	0	0	0	0	1	0	0	0	\$ 30,000			X			
Honors College	Dean, Honors College	Cremins,Robert	Lecturer	F	10%	70%	20%	100%	7	2	0	0	0	0	7	1	0	0	\$ 49,021				X		
Honors College	Dean, Honors College	Erwing,Douglas	Lecturer	F	40%	40%	60%	100%	4	0	0	0	0	0	5	0	0	0	\$ 59,000			X			
Honors College	Dean, Honors College	Garner,Richard	Instructional Assistant Professor	F	0%	50%	50%	100%	2	0	0	0	0	0	2	0	0	0	\$ 64,870			X			
Honors College	Dean, Honors College	Gish,Dustin	Instructional Assistant Professor	F	10%	70%	20%	100%	8	0	0	0	0	0	5	0	0	0	\$ 68,689				X		
Honors College	Dean, Honors College	Guenther,Irene	Instructional Associate Professor	F	10%	70%	20%	100%	8	1	0	0	0	0	4	1	0	0	\$ 75,545				X		
Honors College	Dean, Honors College	Hallmark,Terrell	Instructional Assistant Professor	F	10%	70%	20%	100%	2	0	0	0	0	0	3	1	0	0	\$ 69,503				X		
Honors College	Dean, Honors College	Hanke, Marc	Instructional Assistant Professor	F	10%	70%	20%	100%	6	0	0	0	0	0	3	0	0	0	\$ 70,183			X			
Honors College	Dean, Honors College	Lamson,Brandon	Lecturer	F	10%	70%	20%	100%	5	0	0	0	0	0	3	0	0	0	\$ 45,000			X			
Honors College	Dean, Honors College	LeVeau,Christine	Instructional Associate Professor	F	10%	70%	20%	100%	4	3	0	0	0	0	3	2	0	0	\$ 84,159				X		
Honors College	Dean, Honors College	Morrison,Jain	Instructional Associate Professor	F	10%	70%	20%	100%	0	1	0	0	0	0	3	1	0	0	\$ 76,504				X		
Honors College	Dean, Honors College	Price, Daniel	Clinical Associate Professor	F	30%	30%	40%	100%	3	1	0	0	0	0	4	0	0	0	\$ 72,002	X			X		
Honors College	Dean, Honors College	Rainbow,David	Instructional Assistant Professor	F	10%	70%	20%	100%	6	0	0	0	0	0	5	0	0	0	\$ 70,628				X		
Honors College	Dean, Honors College	Rainbow,Jesse	Instructional Associate Professor	F	10%	70%	20%	100%	4	0	0	0	0	0	3	0	0	0	\$ 75,496				X		
Honors College	Dean, Honors College	Rayder,Benjamin	Instructional Assistant Professor	F	10%	30%	60%	100%	1	2	0	0	0	0	2	0	0	0	\$ 57,750			X			
Honors College	Dean, Honors College	Rayneard,Max	Visiting Assistant Professor	F	10%	70%	20%	100%	7	1	0	0	0	0	3	1	0	0	\$ 44,500			X			
Honors College	Dean, Honors College	Sirrieh,Rita	Visiting Assistant Professor	F	10%	70%	20%	100%	6	1	0	0	0	0	4	1	0	0	\$ 62,000			X			
Honors College	Dean, Honors College	Stelzig,Donaji	Visiting Assistant Professor	F	50%	0%	50%	100%	0	0	0	0	0	0	0	0	0	0	\$ 48,750	X			X		
Honors College	Dean, Honors College	Trninic,Marina	Lecturer	F	10%	70%	20%	100%	5	0	0	0	0	0	3	0	0	0	\$ 42,508			X			
Honors College	Dean, Honors College	Valier,Helen	Instructional Assistant Professor	F	10%	70%	20%	100%	3	0	0	0	0	0	6	1	0	0	\$ 69,000				X		
Honors College	Dean, Honors College	Vollrath,Lesli	Lecturer	F	10%	70%	20%	100%	6	0	0	0	0	0	3	0	0	0	\$ 40,000			X			
Honors College	Dean, Honors College	Wallace,Daniel	Lecturer	F	10%	80%	10%	100%	6	0	0	0	0	0	5	0	0	0	\$ 35,000			X			
Honors College	Dean, Honors College	Williamson,Jonathan	Instructional Associate Professor	F	10%	20%	70%	100%	2	0	0	0	0	0	2	0	0	0	\$ 60,000				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Abbott,Jaenna	Professor	F	40%	40%	20%	100%	4	0	2	0	0	0	1	0	2	0	\$ 178,955				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Barth,Stephen	Professor	F	20%	50%	30%	100%	0	0	0	0	0	0	2	0	0	0	\$ 138,613				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Boger,Carl	Professor	F	40%	40%	20%	100%	2	0	2	2	0	0	0	0	0	0	\$ 158,332				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Caldwell,Melissa	Lecturer	F	40%	70%	30%	100%	4	0	0	0	0	0	2	0	0	0	\$ 63,000				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Cheatham,Cathy	Instructional Assistant Professor	F	0%	70%	30%	100%	2	0	0	0	0	0	2	0	0	0	\$ 64,233				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	DeFranco,Agnes	Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	3	0	1	0	\$ 167,496			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Doudna,Simone	Instructional Assistant Professor	F	0%	70%	30%	100%	4	0	0	0	0	0	7	0	0	0	\$ 53,961				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Draper,Jason	Associate Professor	F	40%	40%	20%	100%	0	0	3	3	0	0	1	0	0	1	\$ 104,406				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Goodell,Erin	Instructional Assistant Professor	F	0%	70%	30%	100%	4	1	0	0	0	0	5	1	0	0	\$ 67,982				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Graves,Nancy	Associate Professor	F	20%	50%	30%	100%	4	0	2	0	0	0	3	0	0	0	\$ 103,282				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Guchait,Priyanko	Associate Professor	F	40%	40%	20%	100%	1	0	2	1	0	0	2	0	4	0	\$ 99,586			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Haskell,Rebecca	Lecturer	F	0%	70%	30%	100%	2	0	0	0	0	0	5	0	1	0	\$ 57,617				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	He,Zeya	Assistant Professor	F	45%	45%	10%	100%	1	0	0	0	0	0	1	0	1	0	\$ 80,000				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Jarvis,Nathan	Clinical Assistant Professor	F	0%	70%	30%	100%	6	0	1	0	0	0	2	0	0	0	\$ 70,263			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Johnson,Tucker	Instructional Assistant Professor	F	0%	70%	30%	100%	7	0	1	0	0	0	3	1	0	0	\$ 68,989			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Kazemi Zarkouei,Mohammad Sadegh	Assistant Professor	F	45%	45%	10%	100%	1	0	0	0	0	0	1	0	1	0	\$ 78,000			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Kim,Jaewook	Assistant Professor	F	45%	45%	10%	100%	3	0	2	1	0	0	1	0	3	1	\$ 84,560				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Koh,Yoon	Associate Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	1	0	1	0	\$ 99,382				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Lee,Minwoo	Assistant Professor	F	45%	45%	10%	100%	2	0	3	0	0	0	2	0	2	1	\$ 84,560			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Legendre,Jungyoung	Assistant Professor	F	45%	45%	10%	100%	0	0	0	0	0	0	0	2	0	0	\$ 88,287			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Madera,Juan	Professor	F	40%	40%	20%	100%	0	0	0	2	0	0	1	0	3	1	\$ 129,424				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Morosan,Cristian	Associate Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	1	2	\$ 104,909			X			
Hotel & Restaurant Management	Hotel & Restaurant Management	Ramirez,Arlene	Instructional Assistant Professor	F	0%	70%	30%	100%	4	0	5	0	0	0	5	1	0	0	\$ 70,695				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Shin,Min Jung	Assistant Professor	F	45%	45%	10%	100%	0	0	2	0	0	0	1	0	1	0	\$ 78,000				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Sirsat,Sujata	Assistant Professor	F	45%	45%	10%	100%	2	0	1	2	0	0	2	0	2	0	\$ 89,249				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Taylor Jr,Scott	Assistant Professor	F	45%	45%	10%	100%	2	0	1	0	0	0	2	0	1	0	\$ 79,575				X		
Hotel & Restaurant Management	Hotel & Restaurant Management	Taylor,David	Associate Professor	F	40%	40%	20%	100%	3	0	1	0	0	0	4	0	1	0	\$ 104,900				X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Hotel & Restaurant Management	Hotel & Restaurant Management	Young,Mark	Professor of Practice	F	50%	0%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 62,808				X	
Liberal Arts & Social Sciences	African-American Studies	Conyers,James	Professor	F	30%	50%	20%	100%	1	1	1	0	0	0	1	0	0	0	0	0	\$ 120,783					X
Liberal Arts & Social Sciences	African-American Studies	Jones-Obeng,Caralee	Visiting Scholar	F	40%	40%	20%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 50,000			X		X
Liberal Arts & Social Sciences	Communication	Andre,Jennifer	Lecturer	F	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	Communication	Ashley,Laura	Instructional Assistant Professor	F	0%	60%	40%	100%	2	1	0	0	0	0	4	2	0	0	0	0	\$ 59,940					X
Liberal Arts & Social Sciences	Communication	Buck,Suzanne	Instructional Associate Professor	F	0%	0%	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 69,171					X
Liberal Arts & Social Sciences	Communication	Camaj,Lindita	Associate Professor	F	60%	20%	20%	100%	1	0	1	0	0	0	0	0	0	0	0	0	\$ 85,321					X
Liberal Arts & Social Sciences	Communication	Choi,Ho Joon	Associate Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	4	0	0	0	0	0	\$ 82,483					X
Liberal Arts & Social Sciences	Communication	Clark,Thomas	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	4	1	0	0	0	0	\$ 27,000				X	X
Liberal Arts & Social Sciences	Communication	Crixell,Charles	Lecturer	F	0%	100%	0%	100%	5	1	0	0	0	0	6	1	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	Communication	Crowe,Craig	Instructional Assistant Professor	F	0%	80%	20%	100%	6	0	0	0	0	0	6	0	0	0	0	0	\$ 74,008					X
Liberal Arts & Social Sciences	Communication	Fix,Julie	Instructional Associate Professor	F	0%	60%	40%	100%	3	1	0	0	0	0	3	1	0	0	0	0	\$ 56,587					X
Liberal Arts & Social Sciences	Communication	Hamzah,Sahar	Instructional Assistant Professor	F	0%	80%	20%	100%	5	2	0	0	0	0	4	2	0	0	0	0	\$ 46,200				X	
Liberal Arts & Social Sciences	Communication	Harlow,Summer	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	\$ 91,000					X
Liberal Arts & Social Sciences	Communication	Haun,Martha	Associate Professor	F	0%	0%	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 66,497					X
Liberal Arts & Social Sciences	Communication	Hellmueller,Lea	Assistant Professor	F	60%	20%	20%	100%	0	0	0	2	0	0	2	0	0	1	0	0	\$ 81,968				X	
Liberal Arts & Social Sciences	Communication	Houk,Keith	Instructional Associate Professor	F	0%	80%	20%	100%	5	1	0	0	0	0	5	2	0	0	0	0	\$ 61,157					X
Liberal Arts & Social Sciences	Communication	Huang,Yan	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	0	0	1	0	0	0	\$ 73,000				X	
Liberal Arts & Social Sciences	Communication	Jowett,Garth	Professor	F	0%	0%	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 134,384					X
Liberal Arts & Social Sciences	Communication	Kelley,Larry	Instructional Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	2	1	0	0	0	0	\$ 94,191				X	
Liberal Arts & Social Sciences	Communication	Lee,Jaesub	Professor	F	40%	40%	20%	100%	1	1	1	0	0	0	2	0	0	0	0	0	\$ 91,101					X
Liberal Arts & Social Sciences	Communication	Leydon,Joseph	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	6	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	Communication	Liu,Wenlin	Assistant Professor	F	60%	20%	20%	100%	0	0	0	0	0	0	1	0	1	0	0	0	\$ 69,890					X
Liberal Arts & Social Sciences	Communication	Lyn,Robyn	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	6	0	0	0	0	0	\$ 27,000				X	
Liberal Arts & Social Sciences	Communication	Madrid-Morales,Daniel	Assistant Professor	F	40%	40%	20%	100%	1	1	0	0	0	0	0	0	2	0	0	0	\$ 69,600				X	
Liberal Arts & Social Sciences	Communication	Ni,Lan	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	1	3	0	0	\$ 107,638					X
Liberal Arts & Social Sciences	Communication	Olson,Beth	Associate Professor	F	40%	40%	20%	100%	1	1	1	0	0	0	1	0	0	0	0	0	\$ 102,347					X
Liberal Arts & Social Sciences	Communication	Tinsley,Priscilla	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	3	2	0	0	0	0	\$ 46,200					X
Liberal Arts & Social Sciences	Communication	Vardeman,Jennifer	Associate Professor	F	40%	30%	30%	100%	0	0	2	0	0	0	0	0	3	0	0	0	\$ 94,000					X
Liberal Arts & Social Sciences	Communication	Xiao,Zhiwen	Associate Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	2	2	0	2	0	0	\$ 93,777					X
Liberal Arts & Social Sciences	Communication	Yamasaki,Jill	Associate Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$ 84,342					X
Liberal Arts & Social Sciences	Communication Disorders	Andrews,Chereece	Clinical Assistant Professor	F	0%	40%	60%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 69,076				X	
Liberal Arts & Social Sciences	Communication Disorders	Blake,Margaret	Professor	F	20%	20%	60%	100%	1	0	0	0	0	0	1	0	0	1	0	0	\$ 105,358					X
Liberal Arts & Social Sciences	Communication Disorders	Brittain,Terrill	Instructional Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$ 63,964					X
Liberal Arts & Social Sciences	Communication Disorders	Bunta,Ferenc	Associate Professor	F	50%	20%	30%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$ 92,246					X
Liberal Arts & Social Sciences	Communication Disorders	Castilla-Earls,Anny	Associate Professor	F	70%	10%	20%	100%	0	1	0	1	0	0	1	1	0	2	0	0	\$ 99,000					X
Liberal Arts & Social Sciences	Communication Disorders	Cizek,Laura	Clinical Associate Professor	F	0%	80%	20%	100%	2	0	0	2	0	0	2	0	0	2	0	0	\$ 60,304					X
Liberal Arts & Social Sciences	Communication Disorders	Daniels,Stephanie	Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	0	1	1	0	0	0	\$ 118,612					X
Liberal Arts & Social Sciences	Communication Disorders	Dunkelberger,Martha	Instructional Associate Professor	F	0%	70%	30%	100%	2	0	1	0	0	0	3	0	0	0	0	0	\$ 77,100				X	
Liberal Arts & Social Sciences	Communication Disorders	Gietz,Merrilee	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 62,256				X	
Liberal Arts & Social Sciences	Communication Disorders	Hill,Sharon	Instructional Assistant Professor	F	0%	60%	40%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 69,370					X
Liberal Arts & Social Sciences	Communication Disorders	Ivey,Michelle	Instructional Associate Professor	F	0%	70%	30%	100%	2	0	2	2	0	0	2	0	1	0	0	0	\$ 75,541				X	
Liberal Arts & Social Sciences	Communication Disorders	Johnson,Kia	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	0	0	1	4	0	0	\$ 79,540					X
Liberal Arts & Social Sciences	Communication Disorders	Joshi,Ashwini	Associate Professor	F	50%	40%	10%	100%	0	0	1	1	0	0	0	0	0	1	0	0	\$ 80,575					X
Liberal Arts & Social Sciences	Communication Disorders	Maher,Lynn	Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	0	1	1	0	0	\$ 137,131					X
Liberal Arts & Social Sciences	Communication Disorders	Mills,Monique	Associate Professor	F	70%	10%	20%	100%	0	0	1	0	0	0	1	0	0	2	0	0	\$ 102,000				X	
Liberal Arts & Social Sciences	Communication Disorders	Pott,Scot	Instructional Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$ 59,264					X
Liberal Arts & Social Sciences	Communication Disorders	Ross,Byron	Instructional Associate Professor	F	0%	80%	20%	100%	7	0	0	1	0	0	4	0	2	2	0	0	\$ 78,067					X
Liberal Arts & Social Sciences	Communication Disorders	Thiessen,Amber	Associate Professor	F	50%	40%	10%	100%	0	0	1	1	0	0	0	0	1	2	0	0	\$ 80,030					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Brown,Kenneth	Professor	F	40%	40%	20%	100%	4	1	0	0	0	0	4	0	1	0	0	0	\$ 115,132					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	De Genova,Nicholas	Professor	F	20%	20%	60%	100%	1	0	1	0	0	0	1	0	1	0	0	0	\$ 113,200					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Eberhart,Christian	Professor	F	40%	30%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 113,875				X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Farfan-Santos,Elizabeth	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	2	0	0	1	0	0	\$ 87,312				X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Gordon,Andrew	Associate Professor	F	40%	40%	20%	100%	1	0	1	3	0	0	2	0	1	2	0	0	\$ 77,085					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	McNeal,Keith	Associate Professor	F	40%	40%	20%	100%	3	0	2	1	0	0	1	0	0	0	0	0	\$ 87,654					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Oliva,Luca	Instructional Associate Professor	F	15%	55%	30%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$ 53,010				X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Quinn,Rachel	Assistant Professor	F	50%	35%	15%	100%	4	0	0	1	0	0	2	0	1	0	0	0	\$ 74,508				X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Rasmussen,Susan	Professor	F	40%	40%	20%	100%	0	0	1	3	0	0	0	1	0	1	2	0	\$ 106,356					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Sen,Debarati	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 80,000					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Storey,Rebecca	Professor	F	40%	30%	30%	100%	3	2	1	4	0	0	4	3	2	5	0	0	\$ 90,131					X
Liberal Arts & Social Sciences	Comparative Cultural Studies	Widmer,Randolph	Associate Professor	F	40%	40%	20%	100%	2	0	1	3	0	0	2	0	3	2	0	0	\$ 66,223					X
Liberal Arts & Social Sciences	Economics	Boul,Ruxandra	Instructional Associate Professor	F	0%	50%	50%	100%	3	0	0	0	0	0	2	2	0	0	0	0	\$ 99,017				X	
Liberal Arts & Social Sciences	Economics	Canen,Nathan	Assistant Professor	F	50%	30%	20%	100%	1	0	0	0	0	0	0	1	1	0	0	0	\$ 126,750					X
Liberal Arts & Social Sciences	Economics	Chin,Aimee	Professor	F	40%	40%	20%	100%	1	0	3	0	0	0	0	0	2	0	0	0	\$ 198,785					X
Liberal Arts & Social Sciences	Economics	Clarke,Christopher	Instructional Assistant Professor	F	0%	80%	20%	100%	3	1	0	0	0	0	3	2	0	0	0	0	\$ 68,190					X

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

										KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Liberal Arts & Social Sciences	Economics	Craig, Steven	Professor	F	40%	40%	20%	100%	0	2	2	1	0	0	2	0	0	1	0	0	\$ 192,755					X
Liberal Arts & Social Sciences	Economics	Cubas Norando, German	Associate Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	1	0	3	2	0	0	\$ 138,001					X
Liberal Arts & Social Sciences	Economics	Friedman, Willa	Assistant Professor	F	40%	40%	20%	100%	1	1	0	1	0	0	2	1	0	2	0	0	\$ 130,001					X
Liberal Arts & Social Sciences	Economics	Hardee, Polly	Instructional Assistant Professor	F	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 46,364					X
Liberal Arts & Social Sciences	Economics	Juhn, Chinhui	Professor	F	50%	30%	20%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$ 221,399					X
Liberal Arts & Social Sciences	Economics	Kohlhase, Janet	Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	2	0	0	1	0	0	\$ 129,000					X
Liberal Arts & Social Sciences	Economics	Liu, Elaine	Associate Professor	F	40%	40%	20%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$ 146,513					X
Liberal Arts & Social Sciences	Economics	Maheshri, Vikram	Associate Professor	F	40%	40%	20%	100%	0	0	3	1	0	0	1	0	1	1	0	0	\$ 139,648					X
Liberal Arts & Social Sciences	Economics	Melendez Lugo, Joel	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$ 66,900					X
Liberal Arts & Social Sciences	Economics	Murray, Christian	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 131,024					X
Liberal Arts & Social Sciences	Economics	Nygaard, Vegard	Assistant Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$ 123,000					X
Liberal Arts & Social Sciences	Economics	Paluszynski, Radoslaw	Assistant Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$ 128,501				X	
Liberal Arts & Social Sciences	Economics	Papell, David	Professor	F	50%	30%	20%	100%	1	0	0	0	0	0	0	0	1	0	0	0	\$ 207,716					X
Liberal Arts & Social Sciences	Economics	Rizvanoghlu, Islam	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	2	0	2	0	0	0	\$ 68,775				X	
Liberal Arts & Social Sciences	Economics	Sorensen, Bent	Professor	F	40%	40%	20%	100%	0	0	4	1	0	0	0	0	0	2	0	0	\$ 238,019					X
Liberal Arts & Social Sciences	Economics	Szabo, Andrea	Associate Professor	F	40%	40%	20%	100%	0	1	0	0	0	0	1	0	1	0	0	0	\$ 140,895					X
Liberal Arts & Social Sciences	Economics	Thornton, Rebecca	Instructional Associate Professor	F	0%	50%	50%	100%	1	0	1	0	0	0	2	0	0	0	0	0	\$ 102,505				X	
Liberal Arts & Social Sciences	Economics	Ujhelyi, Gergely	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	1	0	1	0	0	0	\$ 142,389					X
Liberal Arts & Social Sciences	Economics	Vollrath, Dietrich	Professor	F	30%	20%	50%	100%	1	0	0	0	0	0	0	1	0	0	0	0	\$ 174,915					X
Liberal Arts & Social Sciences	Economics	Wang, Fan	Assistant Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	2	0	0	0	0	0	\$ 128,001					X
Liberal Arts & Social Sciences	Economics	Yi, Kei-Mu	Professor	F	40%	40%	20%	100%	0	0	5	1	0	0	2	0	1	1	0	0	\$ 263,750				X	
Liberal Arts & Social Sciences	Economics	Zhivan, Natalia	Instructional Associate Professor	F	0%	80%	20%	100%	3	1	0	0	0	0	2	1	1	0	0	0	\$ 76,765				X	
Liberal Arts & Social Sciences	English	Aboul-Ela, Hosam	Professor	F	40%	40%	20%	100%	1	0	0	4	0	0	1	0	1	4	0	0	\$ 102,497					X
Liberal Arts & Social Sciences	English	Alcorn, Charles	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 24,000					X
Liberal Arts & Social Sciences	English	Anderson, Claire	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	English	Backus, Margot	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	2	0	0	1	0	0	\$ 100,612					X
Liberal Arts & Social Sciences	English	Belieu, Erin	Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$ 135,000				X	
Liberal Arts & Social Sciences	English	Berger, Jason	Associate Professor	F	40%	30%	30%	100%	1	0	0	1	0	0	1	0	0	0	0	0	\$ 93,010					X
Liberal Arts & Social Sciences	English	Boswell, Robert	Professor	F	0%	100%	0%	100%	0	0	0	2	0	0	0	2	2	0	0	0	\$ 103,934					X
Liberal Arts & Social Sciences	English	Brozovich, Lauren	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 71,482				X	
Liberal Arts & Social Sciences	English	Burns, William	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	0	\$ 27,000				X	
Liberal Arts & Social Sciences	English	Butler, Paul	Associate Professor	F	40%	40%	20%	100%	2	1	0	2	0	0	1	1	1	2	0	0	\$ 106,621					X
Liberal Arts & Social Sciences	English	Chatterjee, Sreya	Assistant Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	3	0	0	0	0	0	\$ 72,000					X
Liberal Arts & Social Sciences	English	Christensen, Ann	Professor	F	40%	20%	40%	100%	0	1	0	0	0	0	1	1	0	0	0	0	\$ 93,612					X
Liberal Arts & Social Sciences	English	Colombe, Audrey	Associate Professor	F	0%	40%	60%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$ 85,138				X	
Liberal Arts & Social Sciences	English	Divakaruni, Chitra	Professor	F	40%	40%	20%	100%	1	0	1	4	0	0	0	0	4	0	0	0	\$ 150,000					X
Liberal Arts & Social Sciences	English	Duran, Chatwara	Associate Professor	F	40%	40%	20%	100%	2	0	1	1	4	0	0	0	0	0	0	0	\$ 82,778					X
Liberal Arts & Social Sciences	English	Ehlers, Sarah	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	0	0	1	2	0	0	\$ 87,120				X	
Liberal Arts & Social Sciences	English	Ellis, Amanda	Assistant Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 73,400				X	
Liberal Arts & Social Sciences	English	Ferguson, Jamie	Associate Professor	F	40%	40%	20%	100%	5	0	0	0	0	0	2	0	1	0	0	0	\$ 76,458					X
Liberal Arts & Social Sciences	English	Flynn, Nicholas	Professor	F	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	4	0	0	\$ 75,023					X
Liberal Arts & Social Sciences	English	Gonzalez, Maria	Associate Professor	F	30%	30%	40%	100%	1	1	0	2	0	0	0	0	0	3	0	0	\$ 84,894					X
Liberal Arts & Social Sciences	English	Gregory, Elizabeth	Professor	F	40%	20%	40%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 125,157					X
Liberal Arts & Social Sciences	English	Guajardo, Paul	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 65,838					X
Liberal Arts & Social Sciences	English	Guinn, Christina	Lecturer	F	0%	100%	0%	100%	6	0	0	0	0	0	5	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	English	Harris, Francine	Associate Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	1	0	1	0	0	0	\$ 100,000					X
Liberal Arts & Social Sciences	English	Hogue, W	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	0	0	1	2	0	0	\$ 126,421					X
Liberal Arts & Social Sciences	English	Kastely, James	Professor	F	40%	20%	40%	100%	1	0	1	2	0	0	0	0	1	0	0	0	\$ 124,111					X
Liberal Arts & Social Sciences	English	Lara-Perez, Jaime	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	0	0	0	0	0	0	\$ 15,000				X	
Liberal Arts & Social Sciences	English	Lecourt, Sebastian	Assistant Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	2	0	0	2	0	0	\$ 76,611				X	
Liberal Arts & Social Sciences	English	Lee, Eunjeong	Assistant Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$ 78,000					X
Liberal Arts & Social Sciences	English	Lindahl, Carl	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	1	0	1	1	0	0	\$ 122,931					X
Liberal Arts & Social Sciences	English	Long, Steven	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$ 32,000				X	
Liberal Arts & Social Sciences	English	Majumder, Auritro	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 89,370					X
Liberal Arts & Social Sciences	English	Mazella, David	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	2	0	0	\$ 80,952					X
Liberal Arts & Social Sciences	English	Mikics, David	Professor	F	40%	40%	20%	100%	1	1	0	0	0	0	1	1	1	0	0	0	\$ 114,160					X
Liberal Arts & Social Sciences	English	Murray, Christopher	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 32,000				X	
Liberal Arts & Social Sciences	English	Nelson, Antonya	Professor	F	0%	100%	0%	100%	0	0	1	4	0	0	0	0	1	3	0	0	\$ 94,885					X
Liberal Arts & Social Sciences	English	Parsons, Alexander	Associate Professor	F	40%	20%	40%	100%	0	0	0	2	0	0	0	0	0	3	0	0	\$ 99,812					X
Liberal Arts & Social Sciences	English	Prufer, Kevin	Professor	F	40%	40%	20%	100%	1	1	0	5	0	0	1	1	1	5	0	0	\$ 142,537					X
Liberal Arts & Social Sciences	English	Rolater, Sara	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	English	Serpas, Martha	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	1	0	1	3	0	0	\$ 127,754					X
Liberal Arts & Social Sciences	English	Shepley, Nathan	Associate Professor	F	40%	40%	20%	100%	1	0	1	4	0	0	2	0	0	4	0	0	\$ 88,998					X
Liberal Arts & Social Sciences	English	Sicinski, Michael	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	English	Singh, Kavita	Assistant Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	1	0	0	0	0	0	\$ 77,133					X

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																							
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Liberal Arts & Social Sciences	English	Snediker,Michael	Associate Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	1	0	0	\$	94,461					X
Liberal Arts & Social Sciences	English	Stewart-Steele,Heather	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	6	0	0	0	0	0	\$	24,000				X	
Liberal Arts & Social Sciences	English	Stock,Lorraine	Professor	F	40%	40%	20%	100%	1	1	1	1	0	0	2	1	1	1	0	0	\$	101,648					X
Liberal Arts & Social Sciences	English	Swensen,Russel	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	\$	30,000				X	
Liberal Arts & Social Sciences	English	Tejada,Roberto	Professor	F	40%	30%	30%	100%	0	1	2	3	0	0	0	0	6	0	0	\$	173,650					X	
Liberal Arts & Social Sciences	English	Toliver,Cedric	Associate Professor	F	40%	40%	20%	100%	1	1	0	0	0	0	1	0	0	0	0	\$	96,529					X	
Liberal Arts & Social Sciences	English	Turchi,Peter	Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	0	0	1	0	0	\$	158,650					X	
Liberal Arts & Social Sciences	English	Voskuil,Lynn	Associate Professor	F	40%	40%	20%	100%	2	1	1	1	0	0	0	0	1	0	0	\$	87,431					X	
Liberal Arts & Social Sciences	English	Wingard,Jennifer	Associate Professor	F	40%	30%	30%	100%	0	0	1	17	0	0	1	0	1	9	0	\$	85,614					X	
Liberal Arts & Social Sciences	English	Womble,David	Assistant Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	0	1	1	0	\$	75,000					X	
Liberal Arts & Social Sciences	English	Wong,Karen	Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	97,110					X	
Liberal Arts & Social Sciences	English	Wood,Barry	Associate Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	\$	58,848					X	
Liberal Arts & Social Sciences	English	Yang,Sunny	Assistant Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	77,750					X	
Liberal Arts & Social Sciences	English	Zamora,Lois	Professor	F	40%	40%	20%	100%	1	0	4	0	0	0	3	0	0	1	0	\$	136,764					X	
Liberal Arts & Social Sciences	English	Zentz,Lauren	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	2	1	0	\$	81,855					X	
Liberal Arts & Social Sciences	Health & Human Performance	Alastuey,Lisa	Clinical Associate Professor	F	10%	70%	20%	100%	11	0	0	0	0	0	8	0	1	0	0	\$	62,745				X		
Liberal Arts & Social Sciences	Health & Human Performance	An,Junmo	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	46,350		X				
Liberal Arts & Social Sciences	Health & Human Performance	Arellano,Christopher	Assistant Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	1	0	1	1	0	\$	84,274					X	
Liberal Arts & Social Sciences	Health & Human Performance	Breslin,Whitney	Clinical Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	5	0	0	0	0	\$	64,706				X			
Liberal Arts & Social Sciences	Health & Human Performance	Cottingham,Michael	Associate Professor	F	40%	40%	20%	100%	3	1	2	0	0	0	3	3	2	0	0	\$	87,226					X	
Liberal Arts & Social Sciences	Health & Human Performance	Elgart,Shona Robin	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	109,350		X				
Liberal Arts & Social Sciences	Health & Human Performance	Ferrell,Carla	Clinical Assistant Professor	F	0%	70%	30%	100%	3	0	1	0	0	0	3	0	0	0	0	\$	61,366				X		
Liberal Arts & Social Sciences	Health & Human Performance	Gorniak,Stacey	Associate Professor	F	40%	30%	30%	100%	2	0	0	3	0	0	1	0	0	0	0	\$	91,889					X	
Liberal Arts & Social Sciences	Health & Human Performance	Gray,Jon	Instructional Professor	F	20%	70%	10%	100%	16	0	0	0	0	0	17	0	0	0	0	\$	49,927					X	
Liberal Arts & Social Sciences	Health & Human Performance	Hamilton,Marc	Professor	F	50%	30%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	172,977					X	
Liberal Arts & Social Sciences	Health & Human Performance	Harrison,Layci	Clinical Assistant Professor	F	30%	50%	20%	100%	0	0	2	1	0	0	0	2	1	0	0	\$	61,150					X	
Liberal Arts & Social Sciences	Health & Human Performance	Haubrick,Kevin	Clinical Assistant Professor	F	0%	80%	20%	100%	2	1	1	6	0	0	2	0	1	4	0	\$	75,459					X	
Liberal Arts & Social Sciences	Health & Human Performance	Johnston,Craig	Associate Professor	F	40%	40%	20%	100%	2	1	2	0	0	0	0	0	2	0	0	\$	89,221				X	X	
Liberal Arts & Social Sciences	Health & Human Performance	Knoblach,Mark	Clinical Assistant Professor	F	30%	50%	20%	100%	0	0	3	1	0	0	0	1	1	0	0	\$	64,574				X		
Liberal Arts & Social Sciences	Health & Human Performance	LaVoy,Emily	Assistant Professor	F	40%	40%	20%	100%	1	0	0	4	0	0	1	0	0	3	0	\$	76,170					X	
Liberal Arts & Social Sciences	Health & Human Performance	Layne,Charles	Professor	F	40%	30%	30%	100%	1	0	0	2	0	0	3	1	0	3	0	\$	148,242					X	
Liberal Arts & Social Sciences	Health & Human Performance	Ledoux,Tracey	Associate Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	1	0	1	1	0	\$	85,540					X	
Liberal Arts & Social Sciences	Health & Human Performance	Lee,Beom Chan	Associate Professor	F	60%	30%	10%	100%	0	0	1	1	0	0	0	0	0	0	0	\$	96,800		X			X	
Liberal Arts & Social Sciences	Health & Human Performance	Lee,Dong Hun	Associate Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	0	3	1	0	0	\$	79,273					X	
Liberal Arts & Social Sciences	Health & Human Performance	Markofski,Melissa	Assistant Professor	F	60%	30%	10%	100%	0	0	1	1	0	0	1	0	0	0	0	\$	78,799					X	
Liberal Arts & Social Sciences	Health & Human Performance	Ogunrinde,Joyce	Assistant Professor	F	60%	20%	20%	100%	1	0	0	0	0	0	6	0	0	0	0	\$	73,500					X	
Liberal Arts & Social Sciences	Health & Human Performance	Parikh,Pranav	Assistant Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	1	3	0	\$	79,732					X	
Liberal Arts & Social Sciences	Health & Human Performance	Park,Yoonjung	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	\$	89,907					X	
Liberal Arts & Social Sciences	Health & Human Performance	Pearson,Demetrius	Associate Professor	F	30%	40%	30%	100%	1	0	1	0	0	0	1	0	1	1	0	\$	72,172					X	
Liberal Arts & Social Sciences	Health & Human Performance	Scott,Claudia	Clinical Associate Professor	F	10%	30%	60%	100%	1	0	1	0	0	0	2	0	0	0	0	\$	67,298				X		
Liberal Arts & Social Sciences	Health & Human Performance	Svensden-Sanchez,Ann	Clinical Assistant Professor	F	0%	90%	10%	100%	7	0	0	0	0	0	6	0	0	0	0	\$	61,291				X		
Liberal Arts & Social Sciences	Health & Human Performance	Thrasher,Timothy	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	0	0	\$	73,754					X	
Liberal Arts & Social Sciences	Health & Human Performance	Vollrath,Kirstin	Professor of Practice	F	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	\$	68,000				X	X	
Liberal Arts & Social Sciences	Health & Human Performance	Walsh,David	Clinical Associate Professor	F	20%	50%	30%	100%	2	5	1	1	0	0	4	2	0	1	0	\$	74,096					X	
Liberal Arts & Social Sciences	Health & Human Performance	Yellen,Joshua	Clinical Assistant Professor	F	10%	20%	70%	100%	0	0	4	0	0	0	0	0	2	0	0	\$	81,377		X			X	
Liberal Arts & Social Sciences	Hispanic Studies	Arboleda,Paola	Instructional Assistant Professor	F	0%	30%	70%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	57,800				X		
Liberal Arts & Social Sciences	Hispanic Studies	Balestra,Alejandra	Instructional Assistant Professor	F	0%	40%	60%	100%	17	0	1	0	0	0	17	1	1	0	0	\$	64,300					X	
Liberal Arts & Social Sciences	Hispanic Studies	Bencomo,Anadeli	Professor	F	60%	20%	20%	100%	0	0	2	2	0	0	0	0	4	0	0	\$	111,200					X	
Liberal Arts & Social Sciences	Hispanic Studies	Cuesta,Mabel	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	2	0	0	2	0	\$	80,090					X	
Liberal Arts & Social Sciences	Hispanic Studies	De Los Reyes Heredia,Jose	Associate Professor	F	40%	30%	30%	100%	3	1	0	4	0	0	2	2	2	2	0	\$	83,371					X	
Liberal Arts & Social Sciences	Hispanic Studies	Fairclough,Marta	Professor	F	40%	40%	20%	100%	7	0	0	2	0	0	2	0	1	3	0	\$	107,540					X	
Liberal Arts & Social Sciences	Hispanic Studies	Goodin-Mayeda,Carrie	Associate Professor	F	40%	30%	30%	100%	1	0	1	0	0	0	1	0	1	1	0	\$	80,478					X	
Liberal Arts & Social Sciences	Hispanic Studies	Gutierrez,Manuel	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	2	0	0	3	0	\$	111,268					X	
Liberal Arts & Social Sciences	Hispanic Studies	Gutierrez,Pedro	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$	107,669					X	
Liberal Arts & Social Sciences	Hispanic Studies	Kanellos,Nicolas	Professor	F	40%	40%	20%	100%	0	0	2	1	0	0	0	0	2	2	0	\$	174,200					X	
Liberal Arts & Social Sciences	Hispanic Studies	Martinez,Carlos	Lecturer	F	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	42,759				X		
Liberal Arts & Social Sciences	Hispanic Studies	Quintanilla,Guadalupe	Associate Professor	F	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$	50,303					X	
Liberal Arts & Social Sciences	Hispanic Studies	Rivera Garza,Cristina	Professor	F	60%	30%	10%	100%	0	0	1	2	0	0	1	0	0	3	0	\$	168,265				X		
Liberal Arts & Social Sciences	Hispanic Studies	Ruisanchez Serra,Jose Ramon	Associate Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	1	0	0	0	0	\$	83,165					X	
Liberal Arts & Social Sciences	Hispanic Studies	Ruiz,Eugenia	Lecturer	F	0%	90%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	40,322				X		
Liberal Arts & Social Sciences	Hispanic Studies	Sisk,Christina	Associate Professor	F	60%	20%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	\$	77,213					X	
Liberal Arts & Social Sciences	Hispanic Studies	Solino,Maria	Professor	F	40%	10%	50%	100%	1	0	1	1	0	0	1	0	0	2	0	\$	106,530					X	
Liberal Arts & Social Sciences	Hispanic Studies	Ventura,Gabriela	Associate Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	1	0	0	1	0	\$	78,815					X	
Liberal Arts & Social Sciences	Hispanic Studies	Zubiate,Maria	Instructional Assistant Professor	F	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$	53,200				X		
Liberal Arts & Social Sciences	History	Boyd,Sarah	Professor	F	40%	40%	20%	100%	3	0	0	1	0	0	2	0	0	1	0	\$	113,659					X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

		KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																								
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Liberal Arts & Social Sciences	History	Buzzanco,Robert	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	\$	96,923					X
Liberal Arts & Social Sciences	History	Chery,Tshepo	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	0	0	\$	83,000					X
Liberal Arts & Social Sciences	History	Clavin,Matthew	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	3	0	0	2	0	\$	111,150					X
Liberal Arts & Social Sciences	History	Cong,Xiaoping	Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	\$	104,218					X
Liberal Arts & Social Sciences	History	Deyle,Steven	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	4	0	0	0	0	\$	76,000					X
Liberal Arts & Social Sciences	History	Gharala,Norah	Assistant Professor	F	60%	20%	20%	100%	2	1	0	0	0	0	1	0	0	0	0	\$	70,000					X
Liberal Arts & Social Sciences	History	Goldberg,Mark	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	3	0	0	1	0	\$	82,905					X
Liberal Arts & Social Sciences	History	Golubev,Alexey	Assistant Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	75,500			X		
Liberal Arts & Social Sciences	History	Harwell,Debbie	Instructional Assistant Professor	F	0%	100%	0%	100%	2	1	0	0	0	0	2	0	0	0	0	\$	48,000					X
Liberal Arts & Social Sciences	History	Hernandez,Jose	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	1	0	0	0	\$	99,502			X		
Liberal Arts & Social Sciences	History	Holt,Frank	Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	1	0	0	2	0	\$	125,366					X
Liberal Arts & Social Sciences	History	Hopkins,Kelly	Instructional Associate Professor	F	20%	60%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	51,774					X
Liberal Arts & Social Sciences	History	Horne,Gerald	Professor	F	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	102,507					X
Liberal Arts & Social Sciences	History	Howard,Philip	Professor	F	40%	20%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	107,000					X
Liberal Arts & Social Sciences	History	Ittmann,Karl	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	100,049					X
Liberal Arts & Social Sciences	History	Kileman,Kairn	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	3	0	0	0	0	\$	81,802					X
Liberal Arts & Social Sciences	History	McNally,David	Professor	F	60%	20%	20%	100%	0	0	1	0	0	0	1	0	0	2	0	\$	164,065			X		
Liberal Arts & Social Sciences	History	Milanesio,Natalia	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	1	0	0	0	\$	104,407					X
Liberal Arts & Social Sciences	History	Mizelle,Richard	Associate Professor	F	40%	30%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	\$	85,802					X
Liberal Arts & Social Sciences	History	Neumann,Kristina	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	\$	73,101			X		
Liberal Arts & Social Sciences	History	O'Brien,Thomas	Professor	F	40%	40%	20%	100%	3	1	0	0	0	0	4	0	0	0	0	\$	132,460					X
Liberal Arts & Social Sciences	History	Patterson,Catherine	Associate Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	2	0	0	1	0	\$	88,009					X
Liberal Arts & Social Sciences	History	Perales,Monica	Associate Professor	F	40%	30%	30%	100%	1	0	1	2	0	0	0	0	0	2	0	\$	93,230					X
Liberal Arts & Social Sciences	History	Ramos,Raul	Associate Professor	F	40%	40%	20%	100%	3	0	0	1	0	0	2	0	2	1	0	\$	92,050					X
Liberal Arts & Social Sciences	History	Rector,Joshiah	Assistant Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	1	0	1	0	0	\$	70,000					X
Liberal Arts & Social Sciences	History	Reed,Linda	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	\$	95,585					X
Liberal Arts & Social Sciences	History	San Miguel Jr,Guadalupe	Professor	F	50%	30%	20%	100%	2	0	0	1	0	0	0	0	0	1	0	\$	126,938					X
Liberal Arts & Social Sciences	History	Schafer,James	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	1	0	0	1	0	\$	82,256					X
Liberal Arts & Social Sciences	History	Takriti,Abdel Razzaq	Associate Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	0	0	2	0	\$	113,101			X			
Liberal Arts & Social Sciences	History	Tillery,Tyrone	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	\$	75,269					X
Liberal Arts & Social Sciences	History	Young,Nancy	Professor	F	40%	40%	20%	100%	2	0	2	3	0	0	2	0	1	1	0	\$	119,780					X
Liberal Arts & Social Sciences	History	Yuksel,Emire	Associate Professor	F	40%	30%	30%	100%	1	0	0	1	0	0	1	0	0	0	0	\$	78,868			X		
Liberal Arts & Social Sciences	History	Zarnow,Leandra	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	0	1	0	\$	81,103					X
Liberal Arts & Social Sciences	Mexican-American Studies	Pedraza,Francisco	Visiting Scholar	F	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$	55,000					X
Liberal Arts & Social Sciences	Modern & Classical Languages	Armstrong,Richard	Associate Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	3	0	1	0	\$	80,007					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Bandmann,Tanya	Lecturer	F	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	\$	18,000			X		
Liberal Arts & Social Sciences	Modern & Classical Languages	Behr,Francesca	Professor	F	40%	30%	30%	100%	2	0	1	0	0	0	3	0	1	0	\$	91,845					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Carrera,Alessandro	Professor	F	40%	30%	30%	100%	3	0	2	1	0	0	2	0	2	1	\$	108,984					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Centeno,Daniel	Visiting Scholar	F	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	\$	40,000					X
Liberal Arts & Social Sciences	Modern & Classical Languages	Due Hackney,Casey	Professor	F	40%	30%	30%	100%	2	0	0	0	0	0	2	0	0	0	\$	106,509					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	El-Badawi,Emran	Associate Professor	F	40%	30%	30%	100%	2	0	0	0	0	0	2	0	0	0	\$	93,414					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Ercolani,Monica	Instructional Assistant Professor	F	0%	60%	40%	100%	3	0	0	0	0	0	2	0	0	0	\$	43,212					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Fares,Michael	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	\$	46,255					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Giacchetti,Claudine	Professor	F	40%	30%	30%	100%	2	0	0	0	0	0	7	0	1	0	\$	103,112					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Glass,Hildegard	Associate Professor	F	20%	20%	60%	100%	1	0	0	0	0	0	1	0	1	0	\$	78,411					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Gnanwo Hounfodji,Raymond	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	1	0	0	0	\$	23,000			X			
Liberal Arts & Social Sciences	Modern & Classical Languages	Hellmann,Tanja	Sr Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	\$	35,378					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	James,Conrad	Associate Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	2	0	0	0	\$	75,000					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Kidder,Kathleen	Professor of Practice	F	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	\$	50,000					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Kleinheider,Julia	Instructional Associate Professor	F	0%	70%	30%	100%	3	0	1	0	0	0	3	0	0	0	\$	46,166					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Li,Melody Yunzi	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	1	0	\$	63,426					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Majumder,Sarasij	Associate Professor	F	60%	0%	40%	100%	0	0	0	0	0	0	0	0	0	0	\$	85,000					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	McArthur,Charles	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	5	0	1	0	\$	52,994					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Nguyen,Duy	Assistant Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	2	0	0	0	\$	62,607					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Ramirez,Marie	Professor	F	40%	40%	20%	100%	3	0	1	0	0	0	4	0	1	0	\$	97,053					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Suzuki,Mamiko	Lecturer	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	\$	30,000			X			
Liberal Arts & Social Sciences	Modern & Classical Languages	Tamber-Rosenau,Caryn	Instructional Assistant Professor	F	0%	70%	30%	100%	5	0	0	0	0	0	1	0	0	0	\$	53,843			X			
Liberal Arts & Social Sciences	Modern & Classical Languages	Tiwari,Bhavya	Assistant Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	3	0	0	0	\$	62,000			X			
Liberal Arts & Social Sciences	Modern & Classical Languages	Tolliver,Julie	Assistant Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	2	0	0	0	\$	77,152					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Tucci,Nina	Associate Professor	F	40%	40%	20%	100%	4	0	0	0	0	0	3	0	0	0	\$	63,235					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Wang,Wei	Assistant Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	0	0	0	0	\$	64,000			X			
Liberal Arts & Social Sciences	Modern & Classical Languages	Wen,Xiaohong	Professor	F	40%	30%	30%	100%	2	0	1	0	0	0	3	0	0	0	\$	116,169					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	WILSON,Celine	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	\$	28,000			X			
Liberal Arts & Social Sciences	Modern & Classical Languages	Zaretsky,Robert	Professor	F	40%	40%	20%	100%	7	0	0	0	0	0	4	0	0	0	\$	112,008					X	
Liberal Arts & Social Sciences	Modern & Classical Languages	Zhang,Jing	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	\$	44,083					X	

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class						Funding Source														
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Gift	Grant	Local	State				
									UG		GR		SP		UG		GR		SP										
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON									
Liberal Arts & Social Sciences	Philosophy	Buckner,Cameron	Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 89,170					X	
Liberal Arts & Social Sciences	Philosophy	Coates,Daniel	Associate Professor	F	70%	20%	10%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 81,476					X
Liberal Arts & Social Sciences	Philosophy	Drapela,Nick	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	0	0	0	\$ 30,000				X	
Liberal Arts & Social Sciences	Philosophy	Garson,James	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	0	0	\$ 106,276					X	
Liberal Arts & Social Sciences	Philosophy	Haaga,Curtis	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	8	0	0	0	0	0	0	0	\$ 34,039					X	
Liberal Arts & Social Sciences	Philosophy	Hattab,Helen	Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	0	0	\$ 98,144					X	
Liberal Arts & Social Sciences	Philosophy	Loewenstein,Yael	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 72,505				X		
Liberal Arts & Social Sciences	Philosophy	Mag Uidhir,Christopher	Associate Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	1	0	1	0	0	0	0	0	\$ 99,672					X	
Liberal Arts & Social Sciences	Philosophy	Oliveira,Luis	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	0	0	\$ 73,609				X		
Liberal Arts & Social Sciences	Philosophy	Phillips,David	Professor	F	40%	20%	40%	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 105,317					X	
Liberal Arts & Social Sciences	Philosophy	Sommers,Tamler	Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	2	1	0	1	0	0	0	0	\$ 94,695					X	
Liberal Arts & Social Sciences	Philosophy	Weisberg,Joshua	Associate Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	1	0	0	0	0	\$ 80,130					X	
Liberal Arts & Social Sciences	Political Science	Abbott,Kenneth	Lecturer	F	0%	100%	0%	100%	5	0	0	1	0	0	6	0	0	0	0	0	0	0	\$ 15,000				X		
Liberal Arts & Social Sciences	Political Science	Aleman,Eduardo	Associate Professor	F	50%	30%	20%	100%	1	0	1	2	0	0	2	0	0	1	0	0	0	0	\$ 99,505					X	
Liberal Arts & Social Sciences	Political Science	Archer,Allison	Assistant Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 82,800					X	
Liberal Arts & Social Sciences	Political Science	Badas,Alex	Assistant Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 83,425				X		
Liberal Arts & Social Sciences	Political Science	Bagashka,Tanya	Associate Professor	F	50%	30%	20%	100%	2	0	0	2	0	0	2	0	0	2	0	0	0	0	\$ 91,790					X	
Liberal Arts & Social Sciences	Political Science	Bailey,Jeremy	Professor	F	50%	30%	20%	100%	2	0	0	2	0	0	1	0	1	2	0	0	0	\$ 129,106				X			
Liberal Arts & Social Sciences	Political Science	Basinger,Scott	Associate Professor	F	50%	30%	20%	100%	2	1	0	1	0	0	1	0	1	0	0	0	0	\$ 94,674					X		
Liberal Arts & Social Sciences	Political Science	Cantu,Francisco	Associate Professor	F	50%	30%	20%	100%	4	1	0	1	0	0	1	0	1	0	0	0	0	\$ 90,549				X			
Liberal Arts & Social Sciences	Political Science	Casellas,Jason	Associate Professor	F	50%	30%	20%	100%	1	1	0	1	0	0	1	1	0	0	0	0	0	\$ 106,002					X		
Liberal Arts & Social Sciences	Political Science	Chatagnier,John	Assistant Professor	F	50%	30%	20%	100%	1	0	1	1	0	0	2	0	0	1	0	0	0	\$ 85,552					X		
Liberal Arts & Social Sciences	Political Science	Choi,Naomi	Assistant Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 84,248					X		
Liberal Arts & Social Sciences	Political Science	Church,Jeffrey	Professor	F	50%	30%	20%	100%	0	0	1	2	0	0	1	0	0	0	0	0	0	\$ 112,003					X		
Liberal Arts & Social Sciences	Political Science	Clark,Jennifer	Associate Professor	F	50%	30%	20%	100%	1	0	1	1	0	0	1	0	0	1	0	0	0	\$ 114,885					X		
Liberal Arts & Social Sciences	Political Science	Clifford,Scott	Associate Professor	F	50%	30%	20%	100%	0	0	0	1	0	0	0	0	2	1	0	0	0	\$ 98,165					X		
Liberal Arts & Social Sciences	Political Science	Cole,Jeffrey	Instructional Associate Professor	F	0%	70%	30%	100%	7	0	0	0	0	0	6	0	0	0	0	0	0	\$ 54,771				X			
Liberal Arts & Social Sciences	Political Science	Contractor,Cyrus	Instructional Associate Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	1	0	0	0	0	0	\$ 56,018				X			
Liberal Arts & Social Sciences	Political Science	Cortina,Jeronimo	Associate Professor	F	10%	10%	80%	100%	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 110,616					X		
Liberal Arts & Social Sciences	Political Science	Davis,Sharon	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	6	0	0	0	0	0	0	\$ 27,250				X			
Liberal Arts & Social Sciences	Political Science	Fumurescu,Alin	Associate Professor	F	50%	30%	20%	100%	2	0	0	1	0	0	2	0	0	1	0	0	0	\$ 91,398					X		
Liberal Arts & Social Sciences	Political Science	Jenke,Elizabeth	Assistant Professor	F	50%	30%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	0	\$ 81,800					X		
Liberal Arts & Social Sciences	Political Science	Kennedy,Ryan	Associate Professor	F	50%	30%	20%	100%	1	0	1	2	0	0	2	0	0	2	0	0	0	\$ 107,753					X		
Liberal Arts & Social Sciences	Political Science	Littlepage,Kelley	Instructional Assistant Professor	F	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	\$ 50,073					X		
Liberal Arts & Social Sciences	Political Science	Marcinek,Elizabeth	Associate Professor	F	50%	30%	20%	100%	1	0	1	2	0	0	2	0	0	2	0	0	0	\$ 95,072					X		
Liberal Arts & Social Sciences	Political Science	Marinov,Nikolay	Associate Professor	F	50%	30%	20%	100%	1	0	0	1	0	0	2	1	0	1	0	0	0	\$ 95,000					X		
Liberal Arts & Social Sciences	Political Science	Rottinghaus,Brandon	Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 144,550					X		
Liberal Arts & Social Sciences	Political Science	Shea,Patrick	Associate Professor	F	50%	30%	20%	100%	1	0	1	3	0	0	1	0	1	1	0	0	0	\$ 91,631					X		
Liberal Arts & Social Sciences	Political Science	Shor,Boris	Associate Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	0	\$ 94,907					X		
Liberal Arts & Social Sciences	Political Science	Tiede,Lydia	Associate Professor	F	50%	30%	20%	100%	2	0	0	1	0	0	2	0	0	1	0	0	0	\$ 95,253					X		
Liberal Arts & Social Sciences	Political Science	Wager,Emily	Visiting Assistant Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 75,000				X			
Liberal Arts & Social Sciences	Political Science	Zhu,Ling	Associate Professor	F	50%	30%	20%	100%	0	0	0	1	0	0	0	0	3	1	0	0	0	\$ 116,000					X		
Liberal Arts & Social Sciences	Political Science	Zwald,Zachary	Instructional Assistant Professor	F	0%	50%	50%	100%	2	1	0	0	0	0	2	1	0	0	0	0	0	\$ 54,929				X			
Liberal Arts & Social Sciences	Psychology	Agan,Herb	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	5	0	0	0	0	0	0	\$ 42,250				X			
Liberal Arts & Social Sciences	Psychology	Ahmed,Yusra	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 61,200		X			X		
Liberal Arts & Social Sciences	Psychology	Alfano,Candice	Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	0	0	0	1	3	0	0	\$ 135,195					X		
Liberal Arts & Social Sciences	Psychology	Alward,Beau	Assistant Professor	F	50%	30%	20%	100%	0	1	1	2	0	0	0	1	1	2	0	0	\$ 92,000				X				
Liberal Arts & Social Sciences	Psychology	Anderson,Jill	Instructional Associate Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	6	0	0	0	0	0	\$ 63,895				X				
Liberal Arts & Social Sciences	Psychology	Babcock,Julia	Professor	F	40%	40%	20%	100%	2	1	2	2	0	0	2	0	0	2	0	0	\$ 96,264					X			
Liberal Arts & Social Sciences	Psychology	Bick,Johanna	Assistant Professor	F	40%	40%	20%	100%	2	0	0	4	0	0	0	0	1	5	0	0	\$ 92,525					X			
Liberal Arts & Social Sciences	Psychology	Carlson,Coleen	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 114,521		X		X				
Liberal Arts & Social Sciences	Psychology	Cirino,Paul	Professor	F	45%	30%	25%	100%	0	0	1	3	0	0	0	0	1	3	0	0	\$ 126,826					X			
Liberal Arts & Social Sciences	Psychology	Damian,Rodica	Assistant Professor	F	40%	40%	20%	100%	0	0	0	4	0	0	1	0	1	6	0	0	\$ 92,753					X			
Liberal Arts & Social Sciences	Psychology	Davidson,Kevin	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 116,566		X			X			
Liberal Arts & Social Sciences	Psychology	Derrick,Jaye	Associate Professor	F	40%	40%	20%	100%	0	0	2	6	0	0	1	1	1	5	0	0	\$ 97,071					X			
Liberal Arts & Social Sciences	Psychology	Eisenberger,Robert	Professor	F	100%	0%	0%	100%	0	0	0	5	0	0	0	0	0	4	0	0	\$ 76,385					X			
Liberal Arts & Social Sciences	Psychology	Fetterman,Adam	Assistant Professor	F	50%	30%	20%	100%	0	1	1	1	0	0	1	0	1	2	0	0	\$ 90,000					X			
Liberal Arts & Social Sciences	Psychology	Fletcher,Jack	Professor	F	50%	20%	30%	100%	0	0	1	0	0	0	0	1	0	0	0	\$ 212,958					X				
Liberal Arts & Social Sciences	Psychology	Foss,Donald	Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 240,618					X				
Liberal Arts & Social Sciences	Psychology	Francis,David	Professor	F	50%	30%	20%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$ 271,942					X			
Liberal Arts & Social Sciences	Psychology	Gallagher,Matthew	Associate Professor	F	45%	35%	20%	100%	0	0	0	4	0	0	0	1	3	0	0	\$ 103,194					X				
Liberal Arts & Social Sciences	Psychology	Grigorenko,Elena	Professor	F	40%	40%	20%	100%	1	0	0	5	0	0	2	0	0	7	0	\$ 262,087				X					
Liberal Arts & Social Sciences	Psychology	Haile,Colin	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 71,604		X		X					
Liberal Arts & Social Sciences	Psychology	Hernandez,Arturo	Professor	F	40%	40%	20%	100%	2																				

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class						Funding Source										
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Gift	Grant	Local	State
									UG		GR		SP		UG		GR		SP						
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	Psychology	Knee,Clifford	Professor	F	40%	30%	30%	100%	1	0	0	2	0	0	0	0	1	2	0	0	\$ 135,850				X
Liberal Arts & Social Sciences	Psychology	Kosten,Therese	Professor	F	40%	35%	25%	100%	0	0	1	5	0	0	1	0	0	4	0	0	\$ 172,843				X
Liberal Arts & Social Sciences	Psychology	Kulesz,Paulina	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 62,067		X	X	X
Liberal Arts & Social Sciences	Psychology	Leasure,Jennifer	Professor	F	40%	40%	20%	100%	1	1	3	3	0	0	0	1	4	0	0	\$ 121,231				X	
Liberal Arts & Social Sciences	Psychology	Mariotto,Marco	Professor	F	40%	40%	20%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 202,209				X	
Liberal Arts & Social Sciences	Psychology	Medina,Luis	Assistant Professor	F	40%	40%	20%	100%	2	1	2	2	0	0	2	1	0	3	0	\$ 94,400			X		
Liberal Arts & Social Sciences	Psychology	Mehta,Paras	Associate Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	1	0	0	0	\$ 93,684				X	
Liberal Arts & Social Sciences	Psychology	Miciak,Jeremy	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 63,928		X			
Liberal Arts & Social Sciences	Psychology	Naumova,Oxana	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 58,287		X	X		
Liberal Arts & Social Sciences	Psychology	Neighbors,Clayton	Professor	F	45%	30%	25%	100%	0	2	0	5	0	0	0	1	5	0	0	\$ 161,689				X	
Liberal Arts & Social Sciences	Psychology	Ng,Vincent	Assistant Professor	F	50%	30%	20%	100%	0	0	1	3	0	0	2	0	0	3	0	\$ 90,000				X	
Liberal Arts & Social Sciences	Psychology	Spitzmuller,Christiane	Professor	F	40%	35%	25%	100%	0	1	1	6	0	0	2	0	0	7	0	\$ 138,259				X	
Liberal Arts & Social Sciences	Psychology	Steinberg,Lynne	Associate Professor	F	40%	40%	20%	100%	3	0	0	1	0	0	0	1	1	0	0	\$ 88,965				X	
Liberal Arts & Social Sciences	Psychology	Tamber-Rosenau,Benjamin	Assistant Professor	F	40%	40%	20%	100%	2	0	0	6	0	0	0	0	6	0	0	\$ 86,242				X	
Liberal Arts & Social Sciences	Psychology	Taylor,Pat	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 63,008		X			
Liberal Arts & Social Sciences	Psychology	Venta,Amanda	Associate Professor	F	55%	25%	20%	100%	0	0	0	0	0	1	0	0	1	0	0	\$ 95,000				X	
Liberal Arts & Social Sciences	Psychology	Viana,Andres	Associate Professor	F	55%	25%	20%	100%	1	1	0	1	0	0	1	1	0	3	0	\$ 102,162		X	X		
Liberal Arts & Social Sciences	Psychology	Vincent,John	Professor	F	40%	35%	25%	100%	0	0	0	6	0	0	0	0	8	0	0	\$ 84,345				X	
Liberal Arts & Social Sciences	Psychology	Vujanovic,Anka	Associate Professor	F	40%	35%	25%	100%	1	1	2	1	0	0	1	1	1	0	0	\$ 109,952			X		
Liberal Arts & Social Sciences	Psychology	Walker-Obasi,Rheeda	Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	0	1	3	0	0	\$ 114,058				X	
Liberal Arts & Social Sciences	Psychology	Williams,Michael	Assistant Professor	F	50%	30%	20%	100%	0	0	0	0	0	0	1	0	2	0	0	\$ 90,000				X	
Liberal Arts & Social Sciences	Psychology	Woods,Steven	Professor	F	50%	30%	20%	100%	0	1	0	4	0	0	0	1	2	4	0	\$ 159,727				X	
Liberal Arts & Social Sciences	Psychology	Yoshida,Hanako	Associate Professor	F	40%	40%	20%	100%	1	0	1	3	0	0	1	0	1	3	0	\$ 97,925				X	
Liberal Arts & Social Sciences	Psychology	Zvolensky,Michael	Professor	F	60%	20%	20%	100%	0	1	0	3	0	0	2	0	4	0	0	\$ 217,543				X	
Liberal Arts & Social Sciences	Public Administration Program	Thurmond,James	Instructional Associate Professor	F	0%	75%	25%	100%	0	0	2	1	0	0	0	4	1	0	0	\$ 56,228			X		
Liberal Arts & Social Sciences	Public Administration Program	Yuasa,Toshiyuki	Instructional Assistant Professor	F	0%	75%	25%	100%	0	0	1	0	0	0	0	2	0	0	0	\$ 48,556				X	
Liberal Arts & Social Sciences	Sociology	Anderson,Kathryn	Assistant Professor	F	40%	30%	30%	100%	1	0	1	0	0	0	1	1	0	0	0	\$ 74,399				X	
Liberal Arts & Social Sciences	Sociology	Baumle,Amanda	Professor	F	60%	20%	20%	100%	0	0	0	0	0	0	1	0	1	0	0	\$ 104,000				X	
Liberal Arts & Social Sciences	Sociology	Dorsey,Patricia	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	\$ 27,000			X		
Liberal Arts & Social Sciences	Sociology	Grigorian,Stella	Instructional Associate Professor	F	0%	40%	60%	100%	2	0	0	0	0	0	2	0	0	0	0	\$ 56,387				X	
Liberal Arts & Social Sciences	Sociology	Karner,Tracy Xavia	Associate Professor	F	40%	40%	20%	100%	1	1	0	0	0	0	1	1	0	0	0	\$ 96,944				X	
Liberal Arts & Social Sciences	Sociology	Katz,Sheila	Assistant Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	\$ 75,229			X		
Liberal Arts & Social Sciences	Sociology	Kwan,Samantha	Associate Professor	F	40%	30%	30%	100%	1	0	1	1	0	0	1	0	0	0	0	\$ 90,079				X	
Liberal Arts & Social Sciences	Sociology	Lee,Shayne	Associate Professor	F	40%	40%	20%	100%	0	0	2	1	0	0	2	0	0	1	0	\$ 99,163				X	
Liberal Arts & Social Sciences	Sociology	Lorence,Jon	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	\$ 90,819				X		
Liberal Arts & Social Sciences	Sociology	Monsrud,Maria	Associate Professor	F	60%	20%	20%	100%	1	0	0	1	0	0	0	2	0	0	\$ 82,826				X		
Liberal Arts & Social Sciences	Sociology	Nelson,Steven	Instructional Associate Professor	F	0%	80%	20%	100%	4	0	0	0	0	4	0	0	0	0	\$ 52,924				X		
Liberal Arts & Social Sciences	Sociology	Quiroz,Pamela	Professor	F	20%	0%	80%	100%	0	0	0	0	0	0	0	0	0	0	\$ 169,466				X		
Liberal Arts & Social Sciences	Sociology	Savage,Scott	Associate Professor	F	25%	30%	45%	100%	2	0	0	0	0	0	0	1	0	0	\$ 88,155			X			
Liberal Arts & Social Sciences	Sociology	Singh,Sheila	Lecturer	F	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	\$ 27,250			X			
Liberal Arts & Social Sciences	Sociology	Tuthill,Zelma	Assistant Professor	F	60%	20%	20%	100%	2	0	0	0	0	0	0	0	0	0	\$ 70,000				X		
Liberal Arts & Social Sciences	Women's Studies Program	Al-Sowayel,Dina	Instructional Associate Professor	F	0%	75%	25%	100%	3	0	0	0	0	0	3	1	0	0	\$ 50,592				X		
Liberal Arts & Social Sciences	Women's Studies Program	Fernandes,Bridget	Lecturer	F	0%	100%	0%	100%	6	0	0	0	0	0	6	0	0	0	\$ 30,000			X			
Liberal Arts & Social Sciences	Women's Studies Program	Pegoda,Andrew	Lecturer	F	0%	100%	0%	100%	7	0	0	0	0	0	8	0	0	0	\$ 30,000			X			
Natural Sciences & Mathematics	Biology	Amaral-Antunes,Dinler	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 90,000				X		
Natural Sciences & Mathematics	Biology	Azevedo,Ricardo	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	0	1	2	0	\$ 108,112				X		
Natural Sciences & Mathematics	Biology	Bawa-Khalfe,Tasneem	Assistant Professor	F	50%	40%	10%	100%	0	0	0	2	0	0	1	0	1	3	\$ 83,158			X			
Natural Sciences & Mathematics	Biology	Cheek,Ann	Instructional Professor	F	0%	80%	20%	100%	6	0	0	0	0	0	6	0	0	0	\$ 54,773			X			
Natural Sciences & Mathematics	Biology	Chung,Sang-Hyuk	Associate Professor	F	40%	40%	20%	100%	1	0	0	4	0	0	0	1	2	0	\$ 91,888				X		
Natural Sciences & Mathematics	Biology	Cole,Blaine	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	1	0	\$ 114,288				X		
Natural Sciences & Mathematics	Biology	Craft,John	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 41,250		X				
Natural Sciences & Mathematics	Biology	Crawford,Kerri	Assistant Professor	F	50%	40%	10%	100%	1	0	0	2	0	0	2	0	2	0	\$ 86,412			X			
Natural Sciences & Mathematics	Biology	Dauwalder,Britigte	Associate Professor	F	40%	40%	20%	100%	1	1	0	3	0	0	0	2	4	0	\$ 95,609				X		
Natural Sciences & Mathematics	Biology	Dryer,Stuart	Professor	F	40%	40%	20%	100%	0	0	0	2	0	0	1	0	1	3	\$ 227,818				X		
Natural Sciences & Mathematics	Biology	Esmailniaakoozhghazi,Amin	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 40,500		X				
Natural Sciences & Mathematics	Biology	Farmer,Lisa	Instructional Assistant Professor	F	0%	80%	20%	100%	1	1	0	0	0	0	4	0	1	0	\$ 45,041			X			
Natural Sciences & Mathematics	Biology	Feng,Qin	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	1	2	\$ 122,570			X			
Natural Sciences & Mathematics	Biology	Fox,Robert	Professor	F	15%	70%	15%	100%	2	0	0	0	0	0	3	0	0	0	\$ 172,101			X			
Natural Sciences & Mathematics	Biology	Frankino,William	Associate Professor	F	40%	40%	20%	100%	0	4	0	1	0	0	2	0	0	0	\$ 101,140				X		
Natural Sciences & Mathematics	Biology	Fu,Xinping	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 65,229			X			
Natural Sciences & Mathematics	Biology	Fujita,Masaya	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	0	1	1	0	\$ 106,145				X		
Natural Sciences & Mathematics	Biology	Gajewski,Kathleen	Research Assistant Professor	F	70%	20%	10%	100%	0	0	0	0	0	0	0	0	0	0	\$ 41,613			X	X		
Natural Sciences & Mathematics	Biology	Gill,Tejendra	Instructional Professor	F	0%	80%	20%	100%	21	0	0	0	0	0	20	0	0	0	\$ 57,308				X		
Natural Sciences & Mathematics	Biology	Graur,Dan	Professor	F	40%	40%	20%	100%	0	0	0	2	0	0	0	1	2	0	\$ 163,737				X		
Natural Sciences & Mathematics	Biology	Gunaratne,Preethi	Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	3	\$ 115,997				X		

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																							
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Natural Sciences & Mathematics	Biology	Gustafsson,Jan-Ake	Professor	F	90%	10%	0%	100%	0	0	0	2	0	0	0	0	0	0	2	0	0	\$ 243,290				X	
Natural Sciences & Mathematics	Biology	Iyer,Dinakar	Research Assistant Professor	F	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 46,350		X		X	
Natural Sciences & Mathematics	Biology	Kelleher Meisel,Erin	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	2	0	0	3	0	0	\$ 91,268					X	
Natural Sciences & Mathematics	Biology	Khurana,Seema	Professor	F	50%	40%	10%	100%	0	0	1	1	0	0	0	0	1	1	0	0	\$ 152,719					X	
Natural Sciences & Mathematics	Biology	Kim,Eunyong	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 41,468		X	X			
Natural Sciences & Mathematics	Biology	Knapp,Richard	Instructional Professor	F	0%	80%	20%	100%	7	0	0	0	0	0	7	0	0	0	0	0	\$ 54,090					X	
Natural Sciences & Mathematics	Biology	Lekven,Arne	Associate Professor	F	40%	40%	20%	100%	1	1	1	2	0	0	0	1	0	4	0	0	\$ 128,547					X	
Natural Sciences & Mathematics	Biology	Leming,Jenifer	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	4	0	1	0	0	0	\$ 46,500					X	
Natural Sciences & Mathematics	Biology	Lin,Chin-Yo	Associate Professor	F	40%	40%	20%	100%	0	0	2	4	0	0	0	0	4	0	0	\$ 92,499				X			
Natural Sciences & Mathematics	Biology	Liu,Yu	Associate Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	1	0	0	3	0	\$ 90,612				X			
Natural Sciences & Mathematics	Biology	McKeon,Frank	Professor	F	50%	40%	10%	100%	1	0	0	4	0	0	0	0	0	0	0	\$ 253,747			X				
Natural Sciences & Mathematics	Biology	Medrano,Ana	Instructional Professor	F	0%	80%	20%	100%	22	0	0	0	0	29	0	0	0	0	0	\$ 51,045					X		
Natural Sciences & Mathematics	Biology	Meisel,Richard	Associate Professor	F	50%	40%	10%	100%	1	0	0	4	0	0	1	0	1	3	0	\$ 90,871				X			
Natural Sciences & Mathematics	Biology	Nunez,Martin	Associate Professor	F	70%	10%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 115,000					X		
Natural Sciences & Mathematics	Biology	O'Bryant,Zaven	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 41,250					X		
Natural Sciences & Mathematics	Biology	Ogltree-Hughes,Monique	Instructional Associate Professor	F	0%	75%	25%	100%	6	0	1	0	0	7	0	0	0	0	0	\$ 64,757				X			
Natural Sciences & Mathematics	Biology	Peng,WeiYi	Assistant Professor	F	50%	40%	10%	100%	1	0	1	2	0	0	1	0	0	2	0	\$ 87,263				X			
Natural Sciences & Mathematics	Biology	Penning,Steven	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	1	0	0	3	0	\$ 141,558					X		
Natural Sciences & Mathematics	Biology	Rea,Michael	Professor	F	0%	80%	20%	100%	4	0	2	0	0	3	0	2	0	0	0	\$ 103,177					X		
Natural Sciences & Mathematics	Biology	Sater,Amy	Professor	F	40%	20%	40%	100%	0	1	3	3	0	0	1	2	2	1	0	\$ 137,460					X		
Natural Sciences & Mathematics	Biology	Schwartz,Robert	Professor	F	40%	40%	20%	100%	1	0	2	5	0	0	1	0	3	3	0	\$ 258,214				X			
Natural Sciences & Mathematics	Biology	Sen,Mehmet	Assistant Professor	F	50%	40%	10%	100%	1	0	0	2	0	0	0	0	2	0	0	\$ 88,178				X			
Natural Sciences & Mathematics	Biology	Stewart,Alexander	Assistant Professor	F	50%	40%	10%	100%	0	0	1	1	0	0	0	0	1	0	0	\$ 87,450					X		
Natural Sciences & Mathematics	Biology	Strom,Anders	Research Associate Professor	F	80%	0%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 65,228		X		X			
Natural Sciences & Mathematics	Biology	Tirumalai,Madhan	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 35,607		X					
Natural Sciences & Mathematics	Biology	Umetani,Michihisa	Assistant Professor	F	50%	40%	10%	100%	1	0	0	2	0	0	1	0	1	1	0	\$ 91,615				X			
Natural Sciences & Mathematics	Biology	Wang,Yuhong	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	1	0	0	2	0	\$ 93,314					X		
Natural Sciences & Mathematics	Biology	Warner,Margaret	Professor	F	50%	40%	10%	100%	1	0	1	1	0	0	1	0	1	2	0	\$ 133,768				X			
Natural Sciences & Mathematics	Biology	Wayne,Chad	Instructional Professor	F	0%	80%	20%	100%	7	0	0	0	0	5	0	0	0	0	\$ 53,287				X				
Natural Sciences & Mathematics	Biology	Weihua,Zhang	Associate Professor	F	40%	40%	20%	100%	0	0	0	1	0	0	1	0	1	1	0	\$ 93,020				X			
Natural Sciences & Mathematics	Biology	Widger,William	Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	3	0	\$ 106,544					X		
Natural Sciences & Mathematics	Biology	Wiernasz,Diane	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 95,123					X		
Natural Sciences & Mathematics	Biology	Wu,Wanfu	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 60,000		X	X				
Natural Sciences & Mathematics	Biology	Xian,Wa	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 90,000		X					
Natural Sciences & Mathematics	Biology	Yeo,Hye-Jeong	Associate Professor	F	40%	40%	20%	100%	0	0	0	1	0	0	1	0	1	1	0	\$ 109,136					X		
Natural Sciences & Mathematics	Biology	Zhang,Shaun	Professor	F	40%	30%	30%	100%	1	0	0	3	0	0	0	0	3	0	0	\$ 230,710			X				
Natural Sciences & Mathematics	Biology	Ziburkus,Jokubas	Associate Professor	F	20%	70%	10%	100%	2	0	2	0	0	2	0	2	0	0	0	\$ 86,812					X		
Natural Sciences & Mathematics	Biology	Zufall,Rebecca	Associate Professor	F	40%	40%	20%	100%	0	0	1	3	0	0	2	0	0	3	0	\$ 100,607					X		
Natural Sciences & Mathematics	Chemistry	Baldelli,Steve	Professor	F	60%	30%	10%	100%	0	0	2	3	0	0	0	1	3	0	0	\$ 125,361					X		
Natural Sciences & Mathematics	Chemistry	Bean,Mary	Instructional Professor	F	0%	80%	20%	100%	26	0	2	0	0	20	0	1	0	0	0	\$ 70,089					X		
Natural Sciences & Mathematics	Chemistry	Bittner,Eric	Professor	F	60%	30%	10%	100%	1	0	0	3	0	0	1	1	0	1	0	\$ 148,241					X		
Natural Sciences & Mathematics	Chemistry	Brgoch,Jakoah	Associate Professor	F	60%	30%	10%	100%	2	0	1	4	0	0	0	3	4	0	0	\$ 96,000				X			
Natural Sciences & Mathematics	Chemistry	Brookhart,Maurice	Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 101,475				X			
Natural Sciences & Mathematics	Chemistry	Cai,Chengzhi	Professor	F	60%	30%	10%	100%	1	1	2	3	0	0	1	0	0	2	0	\$ 122,024					X		
Natural Sciences & Mathematics	Chemistry	Carrasquillo M,Edwin	Associate Professor	F	30%	60%	10%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 74,446					X		
Natural Sciences & Mathematics	Chemistry	Carrow,Bradley	Associate Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 120,000				X			
Natural Sciences & Mathematics	Chemistry	Chen,Tai-Yen	Assistant Professor	F	60%	30%	10%	100%	1	0	0	2	0	0	1	0	0	2	0	\$ 88,038				X			
Natural Sciences & Mathematics	Chemistry	Comito,Robert	Assistant Professor	F	60%	30%	10%	100%	0	0	1	2	0	0	1	0	0	2	0	\$ 86,700				X			
Natural Sciences & Mathematics	Chemistry	Czader,Arkadiusz	Instructional Associate Professor	F	0%	80%	20%	100%	12	0	0	0	0	8	0	0	0	0	0	\$ 61,801					X		
Natural Sciences & Mathematics	Chemistry	Czernusiewicz,Roman	Associate Professor	F	30%	60%	10%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 92,271					X		
Natural Sciences & Mathematics	Chemistry	Daugulis,Olafs	Professor	F	60%	30%	10%	100%	0	0	0	6	0	0	2	0	1	4	0	\$ 239,581					X		
Natural Sciences & Mathematics	Chemistry	Do,Loi	Associate Professor	F	60%	30%	10%	100%	1	1	0	3	0	0	1	1	0	4	0	\$ 97,359				X			
Natural Sciences & Mathematics	Chemistry	Gilbertson,Scott	Professor	F	60%	30%	10%	100%	4	0	0	3	0	0	0	0	2	0	\$ 229,642					X			
Natural Sciences & Mathematics	Chemistry	Guloy,Arnold	Professor	F	60%	30%	10%	100%	0	0	2	2	0	0	1	0	0	2	0	\$ 140,515					X		
Natural Sciences & Mathematics	Chemistry	Halasyamani,P	Professor	F	60%	30%	10%	100%	2	0	0	2	0	0	2	0	1	0	\$ 151,228					X			
Natural Sciences & Mathematics	Chemistry	Harth,Eva	Professor	F	60%	30%	10%	100%	0	0	2	4	0	0	2	1	0	4	0	\$ 155,642				X			
Natural Sciences & Mathematics	Chemistry	Hoffman,David	Professor	F	10%	30%	60%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 157,610					X		
Natural Sciences & Mathematics	Chemistry	Jacobson,Allan	Professor	F	60%	30%	10%	100%	0	0	0	1	0	0	0	0	1	0	0	\$ 238,050					X		
Natural Sciences & Mathematics	Chemistry	Larsen,Russell	Instructional Professor	F	0%	80%	20%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 71,400				X			
Natural Sciences & Mathematics	Chemistry	Lubchenko,Vassily	Professor	F	60%	30%	10%	100%	1	0	0	2	0	0	0	2	3	0	0	\$ 117,960					X		
Natural Sciences & Mathematics	Chemistry	Makarenko,Boris	Research Associate Professor	F	80%	20%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 49,275					X		
Natural Sciences & Mathematics	Chemistry	May,Jeremy	Professor	F	60%	30%	10%	100%	0	0	3	3	0	0	1	0	2	8	0	\$ 118,424					X		
Natural Sciences & Mathematics	Chemistry	Miljanic,Ognjen	Professor	F	60%	30%	10%	100%	2	1	0	2	0	0	1	0	1	2	0	\$ 156,923					X		
Natural Sciences & Mathematics	Chemistry	Teets,Thomas	Associate Professor	F	60%	30%	10%	100%	0	0	2	3	0	0	1	0	1	4	0	\$ 96,000				X			
Natural Sciences & Mathematics	Chemistry	Tran,Tho	Research Assistant Professor	F	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 72,750				X			

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Natural Sciences & Mathematics	Chemistry	Wang,Xiqu	Research Associate Professor	F	80%	20%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 48,362		X		X
Natural Sciences & Mathematics	Chemistry	Wu,Judy	Assistant Professor	F	60%	30%	10%	100%	1	0	2	1	0	0	0	0	0	2	0	0	0	\$ 88,676			X	
Natural Sciences & Mathematics	Chemistry	Xu,Shoujun	Professor	F	60%	30%	10%	100%	1	0	0	1	0	0	1	0	0	1	0	0	0	\$ 115,511				X
Natural Sciences & Mathematics	Chemistry	Yang,Ding-Shyue	Associate Professor	F	60%	30%	10%	100%	0	0	2	2	0	0	0	0	1	1	0	0	\$ 98,260			X		
Natural Sciences & Mathematics	Chemistry	Zaitsev,Vladimir	Instructional Associate Professor	F	0%	80%	20%	100%	62	0	1	0	0	0	62	0	1	0	0	0	\$ 52,581				X	
Natural Sciences & Mathematics	Chemistry	Zastrow,Melissa	Assistant Professor	F	60%	30%	10%	100%	0	0	1	4	0	0	1	0	1	2	0	0	\$ 87,203			X		
Natural Sciences & Mathematics	Computer Science	Alipour,Mohammad Amin	Assistant Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	0	0	1	3	0	0	\$ 111,600				X	
Natural Sciences & Mathematics	Computer Science	Chen,Guoning	Associate Professor	F	40%	40%	20%	100%	0	0	1	3	0	0	1	0	0	3	0	0	\$ 122,878			X		
Natural Sciences & Mathematics	Computer Science	Cheng,Albert	Professor	F	40%	40%	20%	100%	1	1	0	3	0	0	1	1	1	4	0	0	\$ 128,186				X	
Natural Sciences & Mathematics	Computer Science	Cheng,Kam-Hoi	Associate Professor	F	50%	30%	20%	100%	1	0	1	0	0	0	0	0	0	0	0	0	\$ 73,234				X	
Natural Sciences & Mathematics	Computer Science	Deng,Zhigang	Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	3	0	0	\$ 164,405				X	
Natural Sciences & Mathematics	Computer Science	Eick,Christoph	Associate Professor	F	40%	40%	20%	100%	0	1	1	3	0	0	1	0	0	6	0	0	\$ 115,220				X	
Natural Sciences & Mathematics	Computer Science	Gabriel,Edgar	Professor	F	40%	40%	20%	100%	0	0	1	3	0	0	1	0	0	3	0	0	\$ 136,966				X	
Natural Sciences & Mathematics	Computer Science	Gnawali,Omprakash	Associate Professor	F	40%	40%	20%	100%	0	0	0	3	0	0	1	1	1	3	0	0	\$ 132,485			X		
Natural Sciences & Mathematics	Computer Science	Hilford,Victoria	Instructional Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	2	1	0	0	0	0	\$ 77,845				X	
Natural Sciences & Mathematics	Computer Science	Huang,Shou-Hsuan	Professor	F	50%	30%	20%	100%	0	0	0	2	0	0	1	0	0	2	0	0	\$ 149,964				X	
Natural Sciences & Mathematics	Computer Science	Johnson,Lennart	Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	1	0	0	2	0	0	\$ 213,774				X	
Natural Sciences & Mathematics	Computer Science	Kakadiaris,Ioannis	Professor	F	40%	40%	20%	100%	0	0	1	4	0	0	0	0	1	7	0	0	\$ 204,092				X	
Natural Sciences & Mathematics	Computer Science	Laszka,Aron	Assistant Professor	F	40%	40%	20%	100%	0	0	2	3	0	0	1	0	0	4	0	0	\$ 114,200				X	
Natural Sciences & Mathematics	Computer Science	Leiss,Ernst	Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	1	1	2	1	0	0	\$ 126,981				X	
Natural Sciences & Mathematics	Computer Science	Lung,Kevin	Professor of Practice	F	0%	100%	0%	100%	2	1	1	0	0	0	2	0	1	0	0	0	\$ 80,000				X	
Natural Sciences & Mathematics	Computer Science	Mukherjee,Arjun	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	0	0	1	2	0	0	\$ 117,972			X		
Natural Sciences & Mathematics	Computer Science	Ordonez,Carlos	Associate Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	1	0	1	4	0	0	\$ 124,516				X	
Natural Sciences & Mathematics	Computer Science	Pandurangan,Gopal	Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	1	0	0	1	0	0	\$ 145,696			X		
Natural Sciences & Mathematics	Computer Science	Paris,Jehan-Francois	Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	1	0	1	0	0	0	\$ 123,818				X	
Natural Sciences & Mathematics	Computer Science	Pavlidis,Ioannis	Professor	F	40%	40%	20%	100%	1	0	2	4	0	0	0	0	1	4	0	0	\$ 186,404				X	
Natural Sciences & Mathematics	Computer Science	Rincon Castro,Carlos Alberto	Instructional Assistant Professor	F	0%	80%	20%	100%	2	1	0	0	0	0	3	2	0	0	0	0	\$ 75,000				X	
Natural Sciences & Mathematics	Computer Science	Rizk,Nouhad	Instructional Professor	F	0%	80%	20%	100%	3	1	1	0	0	0	4	2	1	0	0	0	\$ 87,997			X		
Natural Sciences & Mathematics	Computer Science	Shah,Shishir	Professor	F	40%	40%	20%	100%	2	0	0	7	0	0	1	1	5	0	0	\$ 161,246				X		
Natural Sciences & Mathematics	Computer Science	Shi,Weidong	Associate Professor	F	40%	40%	20%	100%	1	2	0	5	0	0	0	0	1	4	0	0	\$ 127,638			X		
Natural Sciences & Mathematics	Computer Science	Solorio Martinez,Thamar	Associate Professor	F	40%	40%	20%	100%	0	0	1	4	0	0	0	1	0	3	0	0	\$ 143,500				X	
Natural Sciences & Mathematics	Computer Science	Subhlok,Jaspal	Professor	F	40%	40%	20%	100%	0	2	0	3	0	0	2	1	0	8	0	0	\$ 160,528				X	
Natural Sciences & Mathematics	Computer Science	Toti,Giulia	Instructional Assistant Professor	F	0%	80%	20%	100%	2	1	0	0	0	0	2	0	0	0	0	0	\$ 74,300				X	
Natural Sciences & Mathematics	Computer Science	Tsekos,Nikolaos	Professor	F	40%	40%	20%	100%	1	0	1	4	0	0	0	0	1	4	0	0	\$ 147,747				X	
Natural Sciences & Mathematics	Computer Science	Verma,Rakesh	Professor	F	40%	40%	20%	100%	1	1	0	2	0	0	1	0	1	3	0	0	\$ 140,852				X	
Natural Sciences & Mathematics	Computer Science	Vilalta,Ricardo	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	0	0	1	0	0	2	0	0	\$ 130,244				X	
Natural Sciences & Mathematics	Computer Science	Wu,Panruo	Assistant Professor	F	40%	40%	20%	100%	0	0	0	2	0	0	1	0	0	3	0	0	\$ 107,000				X	
Natural Sciences & Mathematics	Computer Science	Yun,Changhoon	Instructional Associate Professor	F	0%	80%	20%	100%	5	0	4	0	0	0	2	0	4	0	0	\$ 85,052				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Beverly,Emily	Assistant Professor	F	40%	40%	20%	100%	1	1	0	1	0	0	1	0	0	2	0	0	\$ 91,571				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Brandon,Alan	Professor	F	40%	40%	20%	100%	1	1	0	5	0	0	0	0	4	0	0	\$ 150,635				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Capuano,Regina	Associate Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	0	0	0	0	0	\$ 76,193				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Casey,John	Professor	F	40%	40%	20%	100%	0	0	2	3	0	0	0	0	1	3	0	0	\$ 160,891				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Castagna,John	Professor	F	40%	40%	20%	100%	0	0	1	6	0	0	0	1	6	0	0	\$ 162,203				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Chesnokov,Evgeni	Professor	F	40%	40%	20%	100%	0	0	2	3	0	0	1	0	0	4	0	0	\$ 152,395				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Choi,Yunsoo	Associate Professor	F	40%	40%	20%	100%	3	0	0	3	0	0	1	0	1	3	0	0	\$ 102,749			X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Colli,Lorenzo	Assistant Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	0	1	1	0	0	\$ 87,000			X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Copeland,Peter	Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	1	0	0	1	0	0	\$ 109,638				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Curry,Magdalena	Assistant Professor	F	40%	40%	20%	100%	0	1	2	1	0	0	2	0	0	2	0	0	\$ 87,000			X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Flynn,James	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 65,250		X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Fu,Qi	Associate Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	0	1	1	0	0	\$ 99,329				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Gao,Yongjun	Research Associate Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 67,070				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Hauptvogel,Daniel	Instructional Assistant Professor	F	0%	80%	20%	100%	9	0	0	0	0	0	7	0	0	0	0	\$ 64,604			X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Jiang,Xun	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	4	0	1	1	0	\$ 107,874				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Khan,Shuhab	Professor	F	40%	40%	20%	100%	2	0	1	5	0	0	1	0	1	5	0	\$ 126,007				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Lapen,Thomas	Professor	F	40%	40%	20%	100%	0	0	0	6	0	0	0	1	6	0	0	\$ 137,412				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Li,Aibing	Professor	F	40%	40%	20%	100%	1	0	1	4	0	0	1	0	0	5	0	\$ 119,993				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Lytwyn,Jennifer	Instructional Associate Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	\$ 53,486			X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Maddocks,Rosalie	Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	1	0	0	1	0	\$ 97,829				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Mann,Paul	Professor	F	40%	40%	20%	100%	0	0	1	7	0	0	0	0	1	8	0	\$ 176,630			X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Murphy,Michael	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	3	0	1	1	0	\$ 119,870				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Rappenglueck,Bernhard	Professor	F	40%	40%	20%	100%	3	0	1	3	0	0	1	0	0	3	0	\$ 119,516				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Righter,Minako	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 48,000			X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Robinson,Alexander	Associate Professor	F	40%	40%	20%	100%	1	0	2	1	0	0	1	0	0	1	0	\$ 89,915				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sager,William	Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	1	0	0	3	0	\$ 164,842			X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sisson,Virginia	Instructional Professor	F	0%	80%	20%	100%	7	0	0	0	0	0	3	0	0	0	0	\$ 64,915				X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class;
ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Stewart,Robert	Professor	F	50%	30%	20%	100%	0	0	1	6	0	0	0	0	0	4	0	0	\$ 228,540				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Sun,Jiajia	Assistant Professor	F	40%	40%	20%	100%	0	0	0	4	0	0	1	0	2	3	0	0	\$ 88,679				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Suppe,John	Professor	F	40%	40%	20%	100%	0	0	1	1	0	0	0	1	1	1	0	0	\$ 250,000				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Van Nieuwenhuise,Donald	Instructional Professor	F	0%	80%	20%	100%	0	0	1	2	0	0	1	0	2	2	0	0	\$ 114,051				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Voarintsoa,Ny Riavo	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 90,000				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wang,Guoquan	Professor	F	40%	40%	20%	100%	1	0	2	5	0	0	0	0	5	0	0	\$ 121,683				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wang,Yuxuan	Associate Professor	F	40%	40%	20%	100%	0	0	1	3	0	0	7	0	0	2	0	0	\$ 98,735				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wellner,Julia	Associate Professor	F	40%	40%	20%	100%	3	0	0	8	0	0	0	2	3	0	0	\$ 104,511				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wu,Jonathan	Assistant Professor	F	40%	40%	20%	100%	2	0	0	5	0	0	1	0	0	4	0	0	\$ 91,055				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Yao,Qiuliang	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 54,000				X
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Yeo,In Choon	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 53,680	X			
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zheng,Yingcai	Associate Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	0	1	3	0	0	\$ 114,389				X	
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Zhou,Hua-Wei	Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	0	0	3	5	0	0	\$ 217,490				X
Natural Sciences & Mathematics	Mathematics	Almus,Melihat	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$ 67,081				X
Natural Sciences & Mathematics	Mathematics	Auchmuty,James	Professor	F	50%	30%	20%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$ 143,894				X
Natural Sciences & Mathematics	Mathematics	Azencott,Robert	Professor	F	40%	40%	20%	100%	0	0	1	4	0	0	0	0	1	3	0	0	\$ 187,313				X
Natural Sciences & Mathematics	Mathematics	Blecher,David	Professor	F	40%	30%	30%	100%	0	0	2	0	0	0	0	1	1	0	0	\$ 133,047				X	
Natural Sciences & Mathematics	Mathematics	Bodmann,Bernhard	Professor	F	40%	30%	30%	100%	0	0	1	1	0	0	1	0	2	0	0	\$ 133,525				X	
Natural Sciences & Mathematics	Mathematics	Caglar,Atife	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	3	0	0	0	0	0	\$ 62,872				X	
Natural Sciences & Mathematics	Mathematics	Cappanera,Loic	Assistant Professor	F	50%	30%	20%	100%	1	0	0	0	0	0	1	0	1	0	0	\$ 87,000				X	
Natural Sciences & Mathematics	Mathematics	Caputo,Matthew	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	6	0	0	0	0	\$ 58,298				X	
Natural Sciences & Mathematics	Mathematics	Chang,James	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	\$ 52,400				X	
Natural Sciences & Mathematics	Mathematics	Climenhaga,Vaughn	Associate Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	1	0	4	0	0	\$ 102,676				X	
Natural Sciences & Mathematics	Mathematics	Constante,Beatrice	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	5	0	0	0	0	\$ 57,053				X	
Natural Sciences & Mathematics	Mathematics	Douglas,Casey	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 60,000				X	
Natural Sciences & Mathematics	Mathematics	Ekeoba,Jacqueline	Lecturer	F	20%	60%	20%	100%	2	0	0	0	0	3	0	0	0	0	0	\$ 60,000		X			
Natural Sciences & Mathematics	Mathematics	Etgen,Garret	Professor	F	0%	70%	30%	100%	1	0	1	1	0	0	1	0	1	1	0	\$ 130,273				X	
Natural Sciences & Mathematics	Mathematics	Evans,Paige	Clinical Professor	F	0%	80%	20%	100%	1	2	0	0	0	0	2	0	0	0	0	\$ 92,280				X	
Natural Sciences & Mathematics	Mathematics	Fitzgibbon,William	Professor	F	50%	30%	20%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 206,085				X	
Natural Sciences & Mathematics	Mathematics	Fu,Wenjiang	Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	0	1	0	0	0	\$ 145,959				X	
Natural Sciences & Mathematics	Mathematics	Glowinski,Roland	Professor	F	50%	30%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 242,351				X	
Natural Sciences & Mathematics	Mathematics	Gorb,Yuliyia	Associate Professor	F	40%	20%	40%	100%	1	0	0	2	0	0	0	0	0	0	0	\$ 116,588				X	
Natural Sciences & Mathematics	Mathematics	Hafeez,Shahinda	Lecturer	F	0%	100%	0%	100%	4	0	0	0	0	0	3	0	0	0	0	\$ 53,221				X	
Natural Sciences & Mathematics	Mathematics	Harlow,Laura	Instructional Assistant Professor	F	0%	80%	20%	100%	5	0	0	0	0	0	3	0	0	0	0	\$ 67,643				X	
Natural Sciences & Mathematics	Mathematics	Haynes,Alan	Associate Professor	F	40%	40%	20%	100%	2	1	0	3	0	0	1	1	0	2	0	\$ 117,801				X	
Natural Sciences & Mathematics	Mathematics	He,Jiwen	Professor	F	40%	30%	30%	100%	1	0	0	0	0	0	1	0	1	0	0	\$ 124,727				X	
Natural Sciences & Mathematics	Mathematics	Heier,Gordon	Associate Professor	F	40%	40%	20%	100%	0	0	1	1	0	0	1	0	1	1	0	\$ 105,694				X	
Natural Sciences & Mathematics	Mathematics	Jaramillo,Gabriela	Assistant Professor	F	50%	30%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	\$ 87,000				X	
Natural Sciences & Mathematics	Mathematics	Ji,Shanyu	Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	0	1	0	0	0	\$ 120,261				X	
Natural Sciences & Mathematics	Mathematics	Josic,Kresimir	Professor	F	50%	30%	20%	100%	0	0	1	2	0	0	0	1	4	0	0	\$ 160,648				X	
Natural Sciences & Mathematics	Mathematics	Jun,Mikyong	Professor	F	40%	40%	20%	100%	0	0	2	0	0	0	1	0	1	2	0	\$ 189,000				X	
Natural Sciences & Mathematics	Mathematics	Kaiser,Klaus	Professor	F	30%	20%	50%	100%	0	0	1	0	0	0	0	0	0	0	0	\$ 93,329				X	
Natural Sciences & Mathematics	Mathematics	Kalantar,Mehrdad	Assistant Professor	F	40%	40%	20%	100%	1	0	1	2	0	0	0	1	3	0	0	\$ 87,201				X	
Natural Sciences & Mathematics	Mathematics	Kao,Edward	Professor	F	30%	50%	20%	100%	3	0	0	0	0	0	2	0	0	0	0	\$ 126,267				X	
Natural Sciences & Mathematics	Mathematics	Kuznetsov,Yuri	Professor	F	70%	0%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 161,402				X	
Natural Sciences & Mathematics	Mathematics	Labate,Demetrio	Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	1	0	1	2	0	\$ 132,043				X	
Natural Sciences & Mathematics	Mathematics	Latiolais,Cheryl	Clinical Associate Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	\$ 65,996				X	
Natural Sciences & Mathematics	Mathematics	Leger,Nicholas	Instructional Associate Professor	F	0%	60%	40%	100%	1	0	0	0	0	0	2	0	0	0	0	\$ 66,898				X	
Natural Sciences & Mathematics	Mathematics	Mamonov,Alexander	Assistant Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	1	0	1	2	0	\$ 87,304				X	
Natural Sciences & Mathematics	Mathematics	Mang,Andreas	Assistant Professor	F	40%	40%	20%	100%	0	0	2	3	0	0	1	0	0	2	0	\$ 88,904				X	
Natural Sciences & Mathematics	Mathematics	Manuel,Mariam	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 65,108				X	
Natural Sciences & Mathematics	Mathematics	Mateer,Ramona	Lecturer	F	30%	40%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 60,000		X			
Natural Sciences & Mathematics	Mathematics	May,Jennifer	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 54,677				X	
Natural Sciences & Mathematics	Mathematics	McAllister,Leah	Lecturer	F	20%	50%	30%	100%	2	0	0	0	0	0	1	0	0	0	0	\$ 65,000		X			
Natural Sciences & Mathematics	Mathematics	Nicol,Matthew	Professor	F	40%	40%	20%	100%	1	0	1	1	0	0	1	0	0	1	0	\$ 145,315				X	
Natural Sciences & Mathematics	Mathematics	Olschanskiy,Maxim	Professor	F	40%	40%	20%	100%	0	0	0	3	0	0	1	0	1	2	0	\$ 137,026				X	
Natural Sciences & Mathematics	Mathematics	O'Malley,Matthew	Professor	F	0%	35%	65%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 100,742				X	
Natural Sciences & Mathematics	Mathematics	Onofre,Daniel	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	2	0	0	2	0	\$ 114,243				X	
Natural Sciences & Mathematics	Mathematics	Ott,William	Associate Professor	F	40%	40%	20%	100%	2	1	0	1	0	0	1	0	0	4	0	\$ 112,526				X	
Natural Sciences & Mathematics	Mathematics	Pan,Tsong-Whay	Professor	F	40%	40%	20%	100%	2	0	0	3	0	0	1	0	0	1	0	\$ 131,039				X	
Natural Sciences & Mathematics	Mathematics	Papadakis,Emanuel	Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	2	0	0	1	0	\$ 127,197				X	
Natural Sciences & Mathematics	Mathematics	Persepiltsa,Irina	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	\$ 53,470				X	
Natural Sciences & Mathematics	Mathematics	Persepiltsa,Mikhail	Associate Professor	F	40%	40%	20%	100%	3	0	0	1	0	0	0	0	2	0	0	\$ 98,889				X	
Natural Sciences & Mathematics	Mathematics	Poliak,Cathy	Instructional Assistant Professor	F	0%	80%	20%	100%	2	0	2	0	0	0	2	0	3	1	0	\$ 67,711				X	
Natural Sciences & Mathematics	Mathematics	Quaini,Annalisa	Associate Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	0	0	1	0	0	\$ 117,396				X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class						Funding Source											
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Gift	Grant	Local	State	
									UG		GR		SP		UG		GR		SP							
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Natural Sciences & Mathematics	Mathematics	Ru,Min	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	2	2	0	0	\$ 138,666					X
Natural Sciences & Mathematics	Mathematics	Sanders,Richard	Associate Professor	F	20%	60%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 81,289					X
Natural Sciences & Mathematics	Mathematics	Segura,Perri	Clinical Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 75,015					X
Natural Sciences & Mathematics	Mathematics	Sosa,Moses	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	5	0	0	0	0	0	\$ 53,794				X	
Natural Sciences & Mathematics	Mathematics	Timofeyev,Ilya	Professor	F	40%	30%	30%	100%	0	0	2	2	0	0	1	0	0	4	0	0	\$ 125,458					X
Natural Sciences & Mathematics	Mathematics	Torok,Andrei	Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	1	0	0	0	0	0	\$ 122,265					X
Natural Sciences & Mathematics	Mathematics	Tucker,Charles	Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 58,798					X
Natural Sciences & Mathematics	Mathematics	Vershynina,Anna	Assistant Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	1	0	1	1	0	0	\$ 88,904					X
Natural Sciences & Mathematics	Mathematics	Wagner,David	Associate Professor	F	60%	0%	40%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 82,251					X
Natural Sciences & Mathematics	Mathematics	Walker,Philip	Associate Professor	F	80%	80%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	0	\$ 63,756					X
Natural Sciences & Mathematics	Mathematics	Wang,Wenshuang	Instructional Assistant Professor	F	0%	80%	20%	100%	2	0	1	0	0	0	3	0	0	0	0	0	\$ 60,000					X
Natural Sciences & Mathematics	Mathematics	Weber,Thomas	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 58,288					X
Natural Sciences & Mathematics	Mathematics	West,James	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$ 67,081					X
Natural Sciences & Mathematics	Mathematics	Xhabli,Blerina	Instructional Assistant Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	\$ 58,752					X
Natural Sciences & Mathematics	Physics	Bassler,Kevin	Professor	F	35%	30%	35%	100%	0	0	0	1	0	0	0	0	0	2	0	0	\$ 145,239					X
Natural Sciences & Mathematics	Physics	Bellwied,Rene	Professor	F	50%	30%	20%	100%	0	0	1	4	0	0	1	1	0	3	0	0	\$ 178,925					X
Natural Sciences & Mathematics	Physics	Bering,Edgar	Professor	F	40%	40%	20%	100%	5	2	0	1	0	0	3	4	0	1	0	0	\$ 120,962					X
Natural Sciences & Mathematics	Physics	Brazdelkis,Audrius	Research Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 75,762					X
Natural Sciences & Mathematics	Physics	Cardoso Barato,Andre	Assistant Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	0	0	3	1	0	0	\$ 89,000					X
Natural Sciences & Mathematics	Physics	Chen,Di	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 56,700	X	X			
Natural Sciences & Mathematics	Physics	Chen,Shuo	Associate Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	1	0	0	1	0	0	\$ 107,799				X	
Natural Sciences & Mathematics	Physics	Cherdack,Daniel	Assistant Professor	F	40%	40%	20%	100%	2	1	0	2	0	0	2	1	0	1	0	0	\$ 89,000					X
Natural Sciences & Mathematics	Physics	Cheung-Wyker,Margaret	Professor	F	40%	40%	20%	100%	1	1	0	3	0	0	0	0	3	0	0	\$ 129,036					X	
Natural Sciences & Mathematics	Physics	Chu,Ching	Professor	F	40%	40%	20%	100%	0	0	0	2	0	0	0	0	2	0	0	\$ 354,359					X	
Natural Sciences & Mathematics	Physics	Chu,Wei-Kan	Professor	F	40%	40%	20%	100%	1	0	0	1	0	0	0	0	1	0	0	\$ 187,024					X	
Natural Sciences & Mathematics	Physics	Curran,Seamus	Professor	F	40%	30%	30%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 123,259					X	
Natural Sciences & Mathematics	Physics	Das,Mini	Associate Professor	F	60%	30%	10%	100%	0	0	0	8	0	0	1	0	0	6	0	0	\$ 123,693				X	
Natural Sciences & Mathematics	Physics	Deng,Liangzi	Research Assistant Professor	F	100%	0%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 53,250					X
Natural Sciences & Mathematics	Physics	Forrest,Rebecca	Instructional Professor	F	0%	70%	30%	100%	6	0	0	0	0	0	3	0	0	0	0	\$ 70,346					X	
Natural Sciences & Mathematics	Physics	Freelon,Byron	Assistant Professor	F	40%	40%	20%	100%	2	0	0	3	0	0	1	0	0	2	0	0	\$ 90,000					X
Natural Sciences & Mathematics	Physics	Gunaratne,Gemunu	Professor	F	40%	40%	20%	100%	0	0	0	1	0	0	1	1	0	1	0	\$ 140,311					X	
Natural Sciences & Mathematics	Physics	Hadjiev,Viktor G	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 50,387					X	
Natural Sciences & Mathematics	Physics	Hor,Pei-Herng	Associate Professor	F	50%	30%	20%	100%	0	0	0	1	0	0	0	0	0	0	0	\$ 88,791					X	
Natural Sciences & Mathematics	Physics	Hosur,Pavan	Assistant Professor	F	40%	40%	20%	100%	1	0	0	2	0	0	1	0	0	3	0	\$ 88,798					X	
Natural Sciences & Mathematics	Physics	Koerner,Lisa	Associate Professor	F	40%	40%	20%	100%	1	0	0	3	0	0	1	0	0	2	0	\$ 113,534					X	
Natural Sciences & Mathematics	Physics	Kouri,Donald	Professor	F	50%	30%	20%	100%	0	1	0	0	0	0	0	0	0	0	0	\$ 167,028					X	
Natural Sciences & Mathematics	Physics	Li,Liming	Associate Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 110,851					X	
Natural Sciences & Mathematics	Physics	Marić,Sladjana	Lecturer	F	0%	100%	0%	100%	20	0	0	0	0	0	19	0	0	0	0	\$ 39,357					X	
Natural Sciences & Mathematics	Physics	Meier,Mark	Professor	F	40%	40%	20%	100%	2	0	0	2	0	0	2	0	0	1	0	\$ 98,765					X	
Natural Sciences & Mathematics	Physics	Miller,John	Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	1	0	0	0	0	\$ 121,795					X	
Natural Sciences & Mathematics	Physics	Morrison,Gregory	Assistant Professor	F	40%	40%	20%	100%	0	0	2	2	0	0	2	1	0	1	0	\$ 89,285					X	
Natural Sciences & Mathematics	Physics	Ordonez,Carlos	Professor	F	40%	30%	30%	100%	0	0	0	1	0	0	1	0	0	1	0	\$ 113,848					X	
Natural Sciences & Mathematics	Physics	Pinsky,Lawrence	Professor	F	50%	30%	20%	100%	1	0	0	1	0	0	1	0	0	1	0	\$ 141,765					X	
Natural Sciences & Mathematics	Physics	Ratt,Claudia	Associate Professor	F	50%	30%	20%	100%	0	0	1	2	0	0	0	1	1	0	0	\$ 111,883				X		
Natural Sciences & Mathematics	Physics	Ren,Zhifeng	Professor	F	40%	30%	30%	100%	0	0	0	7	0	0	0	1	6	0	0	\$ 277,193				X		
Natural Sciences & Mathematics	Physics	Renshaw,Andrew	Assistant Professor	F	50%	35%	15%	100%	1	0	0	2	0	0	1	0	0	3	0	\$ 94,565				X		
Natural Sciences & Mathematics	Physics	Semendeferi,Ioanna	Instructional Associate Professor	F	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 66,380					X	
Natural Sciences & Mathematics	Physics	Su,Wu-Pei	Professor	F	40%	40%	20%	100%	0	0	1	1	0	0	0	0	0	2	0	\$ 117,818					X	
Natural Sciences & Mathematics	Physics	Timmins,Anthony	Associate Professor	F	50%	40%	10%	100%	1	1	0	2	0	0	3	0	0	1	0	\$ 107,781					X	
Natural Sciences & Mathematics	Physics	Ting,Chin	Professor	F	50%	40%	10%	100%	0	0	1	1	0	0	0	1	1	0	0	\$ 128,922					X	
Natural Sciences & Mathematics	Physics	Varghese,Domman	Associate Professor	F	40%	40%	20%	100%	2	0	0	3	0	0	0	1	0	5	0	\$ 110,303				X		
Natural Sciences & Mathematics	Physics	Wang,Dezhi	Research Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 95,507					X	
Natural Sciences & Mathematics	Physics	Weglein,Arthur	Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	1	1	0	0	\$ 305,115					X	
Natural Sciences & Mathematics	Physics	Wood,Lowell	Professor	F	30%	50%	20%	100%	24	0	0	0	0	0	25	0	0	0	0	\$ 126,050					X	
Natural Sciences & Mathematics	Physics	Zhang,Pengzhi	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 56,182			X	X		
Optometry	Dean, Optometry	Applegate,Raymond	Professor	F	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 178,187					X	
Optometry	Dean, Optometry	Benoit,Julia	Research Assistant Professor	F	80%	20%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 65,901		X	X		X	
Optometry	Dean, Optometry	Bergmanson,Jan	Professor	F	40%	40%	20%	100%	0	0	1	0	1	0	0	0	1	0	1	\$ 135,422					X	
Optometry	Dean, Optometry	Berntsen,David	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	0	1	0	0	3	0	2	\$ 112,618					X	
Optometry	Dean, Optometry	Black,D	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 58,490					X	
Optometry	Dean, Optometry	Burns,Alan	Professor	F	40%	40%	20%	100%	0	0	1	5	0	0	0	1	3	0	0	\$ 131,449					X	
Optometry	Dean, Optometry	Carman,Carolyn	Clinical Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 123,024					X	
Optometry	Dean, Optometry	Chandler,Moriah	Clinical Assistant Professor	F	30%	50%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 86,487					X	
Optometry	Dean, Optometry	Cheng,Han	Clinical Professor	F	0%	80%	20%	100%	0	0	2	0	4	0	0	1	1	4	0	\$ 105,135					X	
Optometry	Dean, Optometry	Coates,Daniel	Assistant Professor	F	40%	40%	20%	100%	0	0	2	4	1	0	0	1	4	0	0	\$ 97,629				X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Optometry	Dean, Optometry	Coulson-Thomas,Vivien	Assistant Professor	F	40%	40%	20%	100%	0	0	3	3	0	0	0	0	3	2	0	0	\$	105,962				X
Optometry	Dean, Optometry	Currie,Debra	Clinical Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$	93,344				X
Optometry	Dean, Optometry	Das,Vallabh	Professor	F	40%	40%	20%	100%	0	0	0	6	1	0	0	0	1	4	0	0	\$	136,105			X	
Optometry	Dean, Optometry	Deakins,Jennifer	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	103,324			X		
Optometry	Dean, Optometry	Fern,Karen	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	3	0	0	0	0	0	0	\$	106,567				X	
Optometry	Dean, Optometry	Garza,Janet	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	4	0	0	0	0	0	0	0	0	\$	100,852			X		
Optometry	Dean, Optometry	Gerondale,Gerald	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	106,873			X		
Optometry	Dean, Optometry	Giannoni,Amber	Clinical Professor	F	10%	70%	20%	100%	0	0	0	0	0	0	0	0	0	4	0	\$	107,585			X		
Optometry	Dean, Optometry	Gonzales,Marcus	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	1	\$	97,456				X	
Optometry	Dean, Optometry	Gostovic,Anita	Clinical Associate Professor	F	30%	50%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	93,904				X	
Optometry	Dean, Optometry	Harper,Beth	Clinical Associate Professor	F	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	105,000				X	
Optometry	Dean, Optometry	Harrison,Wendy	Associate Professor	F	40%	40%	20%	100%	0	0	2	1	0	0	0	2	2	0	0	\$	109,232				X	
Optometry	Dean, Optometry	Ho,Hong	Clinical Assistant Professor	F	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	4	0	\$	90,000				X	
Optometry	Dean, Optometry	Hooper,Nicole	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	64,597				X	
Optometry	Dean, Optometry	Hung,LI-Fang	Sr Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	70,387		X			
Optometry	Dean, Optometry	Johnston,Casey	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	\$	74,140				X	
Optometry	Dean, Optometry	Johnston,Kassandra	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	3	0	0	0	0	1	0	\$	79,356				X	
Optometry	Dean, Optometry	Kauffman,Matthew	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	90,497				X	
Optometry	Dean, Optometry	Kehinde,Lucy	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	4	0	0	0	0	0	2	\$	87,568				X	
Optometry	Dean, Optometry	Kemp,Andrew	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	93,782			X		
Optometry	Dean, Optometry	Ketcham,Tonya	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	0	0	\$	91,981				X	
Optometry	Dean, Optometry	Kim,Jung-Sun	Lecturer	F	0%	100%	0%	100%	0	0	0	0	0	2	0	0	0	0	0	\$	55,500			X		
Optometry	Dean, Optometry	Knowles,Julianne	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	2	0	0	0	0	1	\$	100,845			X		
Optometry	Dean, Optometry	Kruoch,Zanna	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	93,311				X	
Optometry	Dean, Optometry	Lee,Karen	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	\$	101,340				X	
Optometry	Dean, Optometry	Logan,Anna-Kaye	Clinical Assistant Professor	F	10%	70%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	78,619				X	
Optometry	Dean, Optometry	Manny,Ruth	Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	1	0	\$	140,617			X		
Optometry	Dean, Optometry	Marsack,Jason	Associate Professor	F	40%	40%	20%	100%	0	0	1	2	1	0	0	0	3	0	0	\$	113,708			X		
Optometry	Dean, Optometry	Martinez,Muriel	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	1	0	\$	84,786				X	
Optometry	Dean, Optometry	Modi,Swati	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	5	0	\$	82,783				X		
Optometry	Dean, Optometry	Montes,Rebekah	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	80,190				X	
Optometry	Dean, Optometry	Ostrin,Lisa	Associate Professor	F	40%	40%	20%	100%	0	0	4	3	0	0	0	4	3	0	0	\$	111,515				X	
Optometry	Dean, Optometry	Otteson,Deborah	Associate Professor	F	20%	60%	20%	100%	0	0	0	0	0	0	0	2	0	0	0	\$	99,423				X	
Optometry	Dean, Optometry	Pate,Lloyd	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	80,254				X	
Optometry	Dean, Optometry	Patel,Nimesh	Associate Professor	F	40%	40%	20%	100%	0	0	0	3	1	0	0	1	3	3	0	\$	126,020				X	
Optometry	Dean, Optometry	Patel,Ryan	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	1	0	0	0	0	1	0	\$	121,875				X	
Optometry	Dean, Optometry	Porter,Jason	Associate Professor	F	40%	40%	20%	100%	0	0	2	4	0	0	0	1	1	1	0	\$	104,231				X	
Optometry	Dean, Optometry	Qin,Guoting	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	1	0	0	0	0	1	0	0	\$	46,363		X	X		
Optometry	Dean, Optometry	Raghunathan,Vijaykrishna	Assistant Professor	F	40%	40%	20%	100%	0	0	1	6	3	0	0	0	1	4	0	\$	107,560				X	
Optometry	Dean, Optometry	Richdale,Kathryn	Associate Professor	F	40%	40%	20%	100%	0	0	0	3	0	0	0	2	2	1	0	\$	138,140			X		
Optometry	Dean, Optometry	Ritchey,Eric	Assistant Professor	F	40%	40%	20%	100%	0	0	0	0	1	0	0	1	0	1	0	\$	101,322				X	
Optometry	Dean, Optometry	Rump,Rachel	Associate Professor	F	40%	40%	20%	100%	0	0	1	3	1	0	0	0	4	0	0	\$	105,548				X	
Optometry	Dean, Optometry	Segu,Padhmalatha	Clinical Professor	F	0%	80%	20%	100%	0	0	0	0	1	1	0	0	0	0	0	\$	109,615				X	
Optometry	Dean, Optometry	Shulman,Lanny	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	1	0	0	0	0	0	\$	80,139				X	
Optometry	Dean, Optometry	Simbulan,Justin	Clinical Assistant Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	93,750			X		
Optometry	Dean, Optometry	Smith,Earl	Professor	F	80%	20%	0%	100%	0	0	0	2	0	0	0	0	1	0	0	\$	285,500			X		
Optometry	Dean, Optometry	Stevenson,Scott	Associate Professor	F	30%	50%	20%	100%	0	0	1	2	1	0	0	4	2	1	0	\$	90,203				X	
Optometry	Dean, Optometry	Wensveen,Janice	Clinical Professor	F	20%	60%	20%	100%	0	0	0	0	5	0	0	0	0	0	0	\$	99,834				X	
Optometry	Dean, Optometry	Wheat,Joe	Clinical Associate Professor	F	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	118,315				X	
Pharmacy	Dean, Pharmacy	Ordonez,Nancy	Clinical Professor	F	0%	75%	25%	100%	0	0	0	0	1	13	0	0	0	0	14	\$	90,352				X	
Pharmacy	Phar Health Outcomes & Policy	Abughosh,Susan	Associate Professor	F	45%	35%	20%	100%	0	0	1	4	0	0	0	0	3	0	0	\$	101,727			X		
Pharmacy	Phar Health Outcomes & Policy	Aparasu,Rajender	Professor	F	50%	20%	30%	100%	0	0	2	4	0	0	0	0	2	0	0	\$	175,425			X		
Pharmacy	Phar Health Outcomes & Policy	Chen,Hua	Professor	F	60%	20%	20%	100%	0	0	0	4	0	0	0	3	5	0	0	\$	108,578			X		
Pharmacy	Phar Health Outcomes & Policy	Cho,Sang Kyu	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	0	0	1	0	0	\$	91,702				X	
Pharmacy	Phar Health Outcomes & Policy	Essien,Ekere	Professor	F	30%	50%	20%	100%	0	0	0	4	0	0	0	1	2	0	0	\$	123,089				X	
Pharmacy	Phar Health Outcomes & Policy	Johnson,Michael	Associate Professor	F	40%	50%	25%	100%	0	0	2	7	0	0	0	1	3	0	0	\$	110,580			X		
Pharmacy	Phar Health Outcomes & Policy	Sansgiry,Sujit	Professor	F	25%	50%	25%	100%	0	0	1	2	0	0	0	0	3	2	0	\$	111,005			X		
Pharmacy	Phar Health Outcomes & Policy	Thornton,James	Assistant Professor	F	50%	40%	10%	100%	0	0	0	5	7	0	0	1	6	0	0	\$	114,476			X		
Pharmacy	Pharm Prac & Trans Research	Alam,Mohammad	Research Assistant Professor	F	80%	10%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	44,867				X	
Pharmacy	Pharm Prac & Trans Research	Asias-Dinh,Bernadette	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	2	1	0	0	0	6	0	\$	92,221				X	
Pharmacy	Pharm Prac & Trans Research	Beyda,Nicholas	Assistant Professor	F	50%	20%	30%	100%	0	0	0	0	3	0	0	0	0	0	0	\$	97,510				X	
Pharmacy	Pharm Prac & Trans Research	Davis,Shantera	Clinical Assistant Professor	F	10%	70%	20%	100%	0	0	0	0	4	0	0	0	0	2	0	\$	90,000			X		
Pharmacy	Pharm Prac & Trans Research	De La Cruz,Austin	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	2	0	0	0	0	2	0	\$	90,977				X	
Pharmacy	Pharm Prac & Trans Research	Fernandez,Juliana	Clinical Associate Professor	F	10%	40%	50%	100%	0	0	0	1	0	0	0	0	1	4	0	\$	105,444				X	
Pharmacy	Pharm Prac & Trans Research	Fisher,Damien	Clinical Assistant Professor	F	10%	60%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	\$	44,386			X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

										KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																			
										AY 20-21 PERCENT (%) EFFORT					#) Classes Taught Fall 2020					#) Classes Taught Spring 2021					Funding Source				
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State				
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON									
Pharmacy	Pharm Prac & Trans Research	Garey, Kevin	Professor	F	40%	20%	40%	100%	0	0	1	2	0	0	0	0	2	1	1	0	\$ 177,572			X	X				
Pharmacy	Pharm Prac & Trans Research	Garza, Karina	Clinical Assistant Professor	F	5%	80%	15%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 102,273				X				
Pharmacy	Pharm Prac & Trans Research	Gee, Jodie	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	4	0	0	0	0	0	0	0	\$ 97,364				X				
Pharmacy	Pharm Prac & Trans Research	Gonzales-Luna, Anne	Research Assistant Professor	F	80%	10%	10%	100%	0	0	0	1	0	0	0	0	0	1	0	0	\$ 72,500	X							
Pharmacy	Pharm Prac & Trans Research	Hatfield, Catherine	Clinical Professor	F	10%	60%	30%	100%	0	0	0	0	4	0	0	0	0	0	0	0	\$ 114,353				X				
Pharmacy	Pharm Prac & Trans Research	Martinez, Brigetta	Clinical Assistant Professor	F	5%	80%	15%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 102,273			X					
Pharmacy	Pharm Prac & Trans Research	Nguyen, Kimberly	Clinical Assistant Professor	F	10%	60%	30%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 102,273				X				
Pharmacy	Pharm Prac & Trans Research	Ononogbu, Onyebuchi	Research Assistant Professor	F	80%	10%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 90,000				X				
Pharmacy	Pharm Prac & Trans Research	Pitman, Elizabeth	Clinical Assistant Professor	F	10%	40%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 122,727				X				
Pharmacy	Pharm Prac & Trans Research	Rosario, Natalie	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	0	0	0	0	0	4	0	0	\$ 90,000				X				
Pharmacy	Pharm Prac & Trans Research	Sherrer, Jeffrey	Clinical Professor	F	20%	60%	20%	100%	0	0	0	0	5	1	0	0	0	0	1	1	\$ 107,225				X				
Pharmacy	Pharm Prac & Trans Research	Sofjan, Amelia	Clinical Associate Professor	F	20%	60%	20%	100%	0	0	0	0	1	0	0	0	0	4	0	0	\$ 98,906				X				
Pharmacy	Pharm Prac & Trans Research	Sulaica, Elisabeth	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	0	0	0	0	0	4	0	0	\$ 88,773			X					
Pharmacy	Pharm Prac & Trans Research	Surati, Dhara	Clinical Associate Professor	F	20%	60%	20%	100%	0	0	0	0	9	0	0	0	0	6	0	0	\$ 98,780				X				
Pharmacy	Pharm Prac & Trans Research	Tam, Vincent	Professor	F	50%	20%	30%	100%	0	0	0	1	0	0	0	0	2	0	0	\$ 176,250				X					
Pharmacy	Pharm Prac & Trans Research	Tolleson, Shane	Clinical Assistant Professor	F	10%	60%	30%	100%	0	0	0	1	0	12	0	0	0	1	5	12	\$ 88,773			X					
Pharmacy	Pharm Prac & Trans Research	Trivedi, Meghana	Associate Professor	F	50%	20%	30%	100%	0	0	0	2	0	0	0	1	2	4	0	\$ 105,228				X					
Pharmacy	Pharm Prac & Trans Research	Truong, Mabel	Clinical Assistant Professor	F	10%	50%	40%	100%	0	0	0	0	10	0	0	0	0	1	7	0	\$ 90,000				X				
Pharmacy	Pharm Prac & Trans Research	Varkey, Divya	Clinical Associate Professor	F	20%	60%	20%	100%	0	0	5	2	2	0	0	2	4	3	0	\$ 103,234				X					
Pharmacy	Pharm Prac & Trans Research	Wallace, David	Clinical Associate Professor	F	20%	60%	20%	100%	0	0	0	1	0	1	0	0	2	4	0	\$ 95,646				X					
Pharmacy	Pharm Prac & Trans Research	Wanat, Matthew	Clinical Associate Professor	F	20%	60%	20%	100%	0	0	0	1	0	1	0	0	1	2	0	\$ 121,121				X					
Pharmacy	Pharm Prac & Trans Research	Wollen, Joshua	Clinical Assistant Professor	F	10%	60%	30%	100%	0	0	0	0	1	0	0	0	0	2	0	\$ 90,000			X						
Pharmacy	Pharm Prac & Trans Research	Zhao, Alexa	Clinical Assistant Professor	F	20%	60%	20%	100%	0	0	0	0	2	0	0	0	0	0	0	\$ 88,814			X						
Pharmacy	Pharmacological & Pharmaceutic	Aikadhi, Karim	Professor	F	20%	70%	10%	100%	0	0	0	0	4	0	0	1	0	3	0	\$ 107,044				X					
Pharmacy	Pharmacological & Pharmaceutic	Bandy, Anees	Research Associate Professor	F	90%	5%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 91,800	X		X						
Pharmacy	Pharmacological & Pharmaceutic	Boini, Krishna	Assistant Professor	F	60%	30%	10%	100%	0	0	2	0	0	0	0	0	3	0	0	\$ 86,103			X						
Pharmacy	Pharmacological & Pharmaceutic	Bond, Richard	Professor	F	30%	20%	50%	100%	0	0	2	0	0	0	0	2	1	0	0	\$ 151,341			X						
Pharmacy	Pharmacological & Pharmaceutic	Chow, Diana	Professor	F	55%	35%	10%	100%	0	0	1	4	2	0	0	1	5	1	0	\$ 141,736				X					
Pharmacy	Pharmacological & Pharmaceutic	Cuny, Gregory	Associate Professor	F	50%	30%	20%	100%	0	0	1	6	0	0	0	1	4	2	0	\$ 107,071				X					
Pharmacy	Pharmacological & Pharmaceutic	Das, Joydip	Professor	F	60%	25%	15%	100%	0	0	0	2	0	0	0	0	1	2	0	\$ 119,984				X					
Pharmacy	Pharmacological & Pharmaceutic	Eriksen, Jason	Associate Professor	F	40%	40%	20%	100%	0	0	1	1	1	0	0	0	3	0	0	\$ 92,801			X						
Pharmacy	Pharmacological & Pharmaceutic	Ghose, Romi	Associate Professor	F	50%	30%	20%	100%	0	0	0	0	1	0	0	0	1	4	0	\$ 92,769				X					
Pharmacy	Pharmacological & Pharmaceutic	Guo, Bin	Associate Professor	F	65%	25%	10%	100%	0	0	0	4	4	0	0	0	3	0	0	\$ 133,381				X					
Pharmacy	Pharmacological & Pharmaceutic	Hao, Jukuan	Associate Professor	F	70%	20%	10%	100%	0	0	0	0	0	0	0	1	0	0	\$ 112,500			X							
Pharmacy	Pharmacological & Pharmaceutic	Hu, Ming	Professor	F	70%	20%	10%	100%	0	0	1	3	0	0	0	0	2	0	0	\$ 203,104				X					
Pharmacy	Pharmacological & Pharmaceutic	Knoll, Brian	Associate Professor	F	20%	45%	35%	100%	0	0	0	0	0	0	0	0	4	0	0	\$ 114,581				X					
Pharmacy	Pharmacological & Pharmaceutic	Koka, Sai	Research Assistant Professor	F	75%	20%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 56,072		X	X						
Pharmacy	Pharmacological & Pharmaceutic	Kumar, Ashok	Professor	F	45%	15%	40%	100%	0	0	0	1	0	0	0	0	1	0	0	\$ 185,000			X	X					
Pharmacy	Pharmacological & Pharmaceutic	Li, Xiang	Research Assistant Professor	F	90%	5%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 82,500	X		X						
Pharmacy	Pharmacological & Pharmaceutic	Liu, Xinli	Associate Professor	F	60%	30%	10%	100%	0	0	0	2	0	0	0	0	4	0	0	\$ 98,341			X						
Pharmacy	Pharmacological & Pharmaceutic	Lokhandwala, Mustafa	Professor	F	75%	20%	5%	100%	0	0	0	1	0	0	0	0	0	0	0	\$ 115,417				X					
Pharmacy	Pharmacological & Pharmaceutic	Marwaha, Aditi	Instructional Assistant Professor	F	20%	70%	10%	100%	0	0	0	0	0	0	0	0	6	0	0	\$ 59,142			X						
Pharmacy	Pharmacological & Pharmaceutic	McConnell, Bradley	Professor	F	50%	30%	20%	100%	0	1	5	5	0	0	2	4	3	2	0	\$ 104,591				X					
Pharmacy	Pharmacological & Pharmaceutic	Patel, Sanket	Research Assistant Professor	F	50%	5%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 47,250		X							
Pharmacy	Pharmacological & Pharmaceutic	Ruan, Ke-He	Professor	F	50%	40%	10%	100%	0	0	0	0	0	0	0	2	1	0	0	\$ 140,791				X					
Pharmacy	Pharmacological & Pharmaceutic	Salim, Samina	Associate Professor	F	50%	40%	10%	100%	0	0	0	1	0	0	0	0	0	0	0	\$ 93,529			X						
Pharmacy	Pharmacological & Pharmaceutic	Statsyuk, Alexander	Assistant Professor	F	70%	20%	10%	100%	0	0	0	3	0	0	0	0	1	0	0	\$ 95,834				X					
Pharmacy	Pharmacological & Pharmaceutic	Tejada-Simon, Maria	Associate Professor	F	5%	35%	60%	100%	0	0	0	0	1	0	0	1	0	2	0	\$ 92,457			X						
Pharmacy	Pharmacological & Pharmaceutic	Udugamasooriya, Damith	Associate Professor	F	50%	30%	20%	100%	0	0	0	1	0	0	0	0	3	1	0	\$ 117,362				X					
Pharmacy	Pharmacological & Pharmaceutic	Wang, Wei	Research Associate Professor	F	90%	10%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 97,538		X	X						
Pharmacy	Pharmacological & Pharmaceutic	Wen, Yefei	Research Assistant Professor	F	90%	5%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 56,250				X					
Pharmacy	Pharmacological & Pharmaceutic	Williams, Louis	Associate Professor	F	20%	70%	10%	100%	0	0	0	0	3	0	0	0	0	0	0	\$ 91,019			X						
Pharmacy	Pharmacological & Pharmaceutic	Wu, Lei	Research Assistant Professor	F	90%	5%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 41,250		X							
Pharmacy	Pharmacological & Pharmaceutic	Wu, Mingfu	Associate Professor	F	70%	20%	10%	100%	0	0	0	0	0	0	0	0	1	0	0	\$ 128,000			X						
Pharmacy	Pharmacological & Pharmaceutic	Zhang, Ruiwen	Professor	F	70%	20%	10%	100%	0	0	0	3	0	0	0	0	1	0	0	\$ 190,684			X						
Pharmacy	Pharmacological & Pharmaceutic	Zhang, Yang	Associate Professor	F	65%	25%	10%	100%	0	0	0	0	0	0	0	0	1	0	0	\$ 110,058				X					
Technology	Construction Management	Bian, Zheyong	Assistant Professor	F	60%	30%	10%	100%	0	0	0	0	0	0	0	2	0	0	0	\$ 83,000				X					
Technology	Construction Management	Burns, Maria	Instructional Assistant Professor	F	10%	80%	10%	100%	3	0	0	0	0	4	1	0	0	0	0	\$ 72,100			X						
Technology	Construction Management	Carden, Lilia	Assistant Professor	F	60%	30%	10%	100%	0	0	1	0	0	0	0	1	0	0	0	\$ 96,900				X					
Technology	Construction Management	Cassler, Daniel	Instructional Professor	F	0%	80%	20%	100%	4	0	0	0	0	4	0	0	0	0	0	\$ 89,083			X						
Technology	Construction Management	Din, Zia	Assistant Professor	F	60%	30%	10%	100%	0	0	0	1	3	0	0	0	2	1	0	\$ 80,000				X					
Technology	Construction Management	Eldin, Neil	Professor	F	40%	40%	20%	100%	0	1	2	0	0	0	0	4	0	0	0	\$ 165,789				X					
Technology	Construction Management	Gao, Lu	Associate Professor	F	40%	40%	20%	100%	0	0	5	1	0	0	0	2	1	0	0	\$ 99,501				X					
Technology	Construction Management	Henderson, Mary	Instructional Assistant Professor	F	0%	80%	20%	100%	4	0	0	0	0	0	6	0	0	0	0	\$ 72,650			X						
Technology	Construction Management	Hopkins, Ronald	Instructional Professor	F	0%	70%	30%	100%	0	0	16	0	0	0	0	12	0	0	0	\$ 91,969				X					

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																											
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Technology	Construction Management	Kidd,Margaret	Instructional Assistant Professor	F	0%	70%	30%	100%	2	1	0	0	0	0	1	2	0	0	0	0	0	\$ 79,181				X	
Technology	Construction Management	Kovach,Jameson	Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	0	2	0	0	0	0	\$ 128,011					X
Technology	Construction Management	Senoudi,Ahmed	Associate Professor	F	40%	40%	20%	100%	18	0	2	0	0	0	23	1	2	0	0	0	0	\$ 104,607				X	
Technology	Construction Management	Song,Lingguang	Professor	F	40%	20%	40%	100%	0	0	5	0	0	0	0	0	2	0	0	0	0	\$ 114,234					X
Technology	Construction Management	Stayshich,David	Instructional Assistant Professor	F	0%	80%	20%	100%	1	1	0	0	0	0	1	1	0	0	0	0	0	\$ 101,400				X	
Technology	Construction Management	Sugawara,Junko	Associate Professor	F	40%	40%	20%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	\$ 43,592					X
Technology	Construction Management	Wang,Kailai	Research Assistant Professor	F	90%	10%	0%	100%	0	0	0	0	0	0	0	2	0	0	0	0	0	\$ 56,250					X
Technology	Dean, Technology	Crawley,David	Professor of Practice	F	0%	40%	60%	100%	4	0	0	0	0	0	2	0	0	0	0	0	0	\$ 76,125					X
Technology	Engineering Technology	Abdelhadi,Ahmed	Assistant Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	0	\$ 87,125					X
Technology	Engineering Technology	Alba,Kaman	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	1	0	0	0	0	\$ 88,303					X
Technology	Engineering Technology	Attarzadeh,Farrok	Associate Professor	F	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	\$ 81,626					X
Technology	Engineering Technology	Attia,Farouk	Associate Professor	F	0%	80%	20%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$ 57,503					X
Technology	Engineering Technology	Balan,Venkatesh	Assistant Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	2	0	1	1	0	0	0	\$ 94,832					X
Technology	Engineering Technology	Basaran,Burak	Instructional Associate Professor	F	0%	80%	20%	100%	7	0	0	0	0	0	6	0	0	0	0	0	0	\$ 94,782					X
Technology	Engineering Technology	Bastin,Nicholas	Research Scientist	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 76,500		X			
Technology	Engineering Technology	Benhaddou,Dris	Professor	F	40%	40%	20%	100%	2	0	0	1	0	0	2	0	0	1	0	0	0	\$ 115,690					X
Technology	Engineering Technology	Bose,Anima	Associate Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	3	0	1	0	0	0	0	\$ 93,768					X
Technology	Engineering Technology	El Nahas,Medhat	Instructional Associate Professor	F	0%	70%	30%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	\$ 94,286					X
Technology	Engineering Technology	Fan,Lei	Assistant Professor	F	40%	40%	20%	100%	3	0	0	0	0	0	4	0	0	0	0	0	0	\$ 90,000					X
Technology	Engineering Technology	Fan,Zheng	Assistant Professor	F	40%	40%	20%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 86,700					X
Technology	Engineering Technology	Flavier,Albert	Instructional Associate Professor	F	0%	80%	20%	100%	5	0	2	0	0	0	5	0	2	0	0	0	0	\$ 94,873					X
Technology	Engineering Technology	Gurkan,Deniz	Associate Professor	F	40%	40%	20%	100%	2	0	2	2	0	0	2	0	0	2	0	0	0	\$ 112,999					X
Technology	Engineering Technology	Iken,Brian	Lecturer	F	0%	80%	20%	100%	3	0	3	0	0	0	5	0	1	0	0	0	0	\$ 53,000					X
Technology	Engineering Technology	Iyer,Rupa	Professor	F	100%	0%	0%	100%	3	0	2	1	0	0	0	0	1	0	0	0	0	\$ 136,361					X
Technology	Engineering Technology	Lent,Marino	Associate Professor	F	60%	20%	20%	100%	0	0	1	1	0	0	1	0	1	1	0	0	0	\$ 98,726				X	X
Technology	Engineering Technology	Merchant,Fatima	Professor	F	40%	40%	20%	100%	1	0	2	6	0	0	1	0	1	4	0	0	0	\$ 116,269					X
Technology	Engineering Technology	Moges,Mequanint	Instructional Professor	F	0%	60%	40%	100%	6	0	0	0	0	0	3	0	0	0	0	0	0	\$ 105,408					X
Technology	Engineering Technology	Obulisamy,Parthiba Karthikeyan	Research Assistant Professor	F	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 43,500	X				
Technology	Engineering Technology	Pollonini,Luca	Assistant Professor	F	40%	40%	20%	100%	2	0	1	0	0	0	1	0	3	1	0	0	0	\$ 91,790					X
Technology	Engineering Technology	Robles Hernandez,Francisco	Professor	F	40%	40%	20%	100%	2	0	1	1	0	0	2	0	1	1	0	0	0	\$ 106,736					X
Technology	Engineering Technology	Shi,Jian	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	3	1	0	0	0	0	0	\$ 86,700					X
Technology	Engineering Technology	Shireen,Wajiha	Professor	F	40%	40%	20%	100%	4	0	0	4	0	0	4	0	0	4	0	0	0	\$ 130,642					X
Technology	Engineering Technology	Singh,Navdeep	Instructional Associate Professor	F	0%	70%	30%	100%	10	0	0	0	0	0	8	0	0	0	0	0	0	\$ 94,782					X
Technology	Engineering Technology	Yuan,Xiaoqing	Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 114,500					X
Technology	Engineering Technology	Zhu,Weihsiang	Associate Professor	F	40%	40%	20%	100%	2	0	0	3	0	0	2	0	0	5	0	0	0	\$ 102,500					X
Technology	Human Develop & Consumer Sci	Ezell,Shirley	Associate Professor	F	10%	50%	40%	100%	2	1	1	0	0	0	1	1	0	0	0	0	0	\$ 115,292					X
Technology	Human Develop & Consumer Sci	Goodson,Carole	Professor	F	33%	34%	33%	100%	0	0	2	0	0	0	0	0	2	0	0	0	0	\$ 123,205					X
Technology	Human Develop & Consumer Sci	Greer,Tomika	Assistant Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	0	1	1	0	0	0	0	\$ 90,000					X
Technology	Human Develop & Consumer Sci	Hines,Andrew	Associate Professor	F	40%	40%	20%	100%	0	0	2	3	0	0	0	2	2	0	0	0	0	\$ 99,622					X
Technology	Human Develop & Consumer Sci	Hutchins,Holly	Professor	F	30%	20%	50%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	\$ 125,633					X
Technology	Human Develop & Consumer Sci	Johnson,Olivia	Assistant Professor	F	40%	40%	20%	100%	1	0	1	0	0	0	2	0	0	0	0	0	0	\$ 88,000					X
Technology	Human Develop & Consumer Sci	Norwood,Marcella	Associate Professor	F	10%	50%	40%	100%	3	0	0	0	0	0	1	0	1	0	0	0	0	\$ 98,780					X
Technology	Human Develop & Consumer Sci	Ortiz,Jaime	Associate Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	0	\$ 116,897					X
Technology	Human Develop & Consumer Sci	Polesello,Daiane	Instructional Assistant Professor	F	0%	80%	20%	100%	2	1	0	0	0	0	3	1	0	0	0	0	0	\$ 75,000					X
Technology	Human Develop & Consumer Sci	Rifal,Rana	Lecturer	F	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	0	0	\$ 25,092					X
Technology	Human Develop & Consumer Sci	Shirmohammadi,Melika	Assistant Professor	F	50%	20%	30%	100%	0	0	1	0	0	0	1	0	0	0	0	0	0	\$ 88,000					X
Technology	Human Develop & Consumer Sci	Stewart,Barbara	Professor	F	10%	40%	50%	100%	1	0	1	0	0	0	2	0	0	0	0	0	0	\$ 107,625					X
Technology	Human Develop & Consumer Sci	Waigh,Consuelo	Associate Professor	F	40%	30%	30%	100%	0	0	1	1	0	0	0	0	2	0	0	0	0	\$ 102,941					X
Technology	Info & Logistics Technology	Alters,Monika	Instructional Associate Professor	F	10%	70%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	\$ 78,528					X
Technology	Info & Logistics Technology	Barbieri,Enrique	Professor	F	20%	20%	60%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 164,800					X
Technology	Info & Logistics Technology	Barnwell,Tracy	Instructional Assistant Professor	F	0%	80%	20%	100%	3	1	0	0	0	0	2	1	0	0	0	0	0	\$ 47,841					X
Technology	Info & Logistics Technology	Bronk,Robert	Associate Professor	F	40%	40%	20%	100%	0	0	1	0	0	0	0	1	4	1	0	0	0	\$ 127,442					X
Technology	Info & Logistics Technology	Brown,Houghton	Lecturer	F	0%	80%	20%	100%	5	0	0	0	0	0	5	0	0	0	0	0	0	\$ 50,750					X
Technology	Info & Logistics Technology	Conklin,William	Professor	F	40%	40%	20%	100%	2	0	4	0	0	0	0	0	5	0	0	0	0	\$ 160,000					X
Technology	Info & Logistics Technology	De Vega,Jaime	Lecturer	F	0%	80%	20%	100%	1	0	0	0	0	0	3	0	0	0	0	0	0	\$ 65,975					X
Technology	Info & Logistics Technology	Detillier,Bret	Instructional Professor	F	0%	60%	40%	100%	4	0	0	0	0	0	4	0	0	0	0	0							

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

						KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																				
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Technology	Info & Logistics Technology	Piercy, Penelope	Lecturer	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	\$ 40,000			X	
Technology	Info & Logistics Technology	Rodwell, Elizabeth	Assistant Professor	F	70%	20%	10%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 85,000				X
Technology	Info & Logistics Technology	Snyder, Karen	Lecturer	F	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 70,000			X	
Technology	Info & Logistics Technology	Snyder, Philip	Instructional Associate Professor	F	0%	80%	20%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	\$ 81,146			X	
Technology	Info & Logistics Technology	Tangeman, Anthony	Lecturer	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	\$ 40,000			X	
Technology	Info & Logistics Technology	Velusamy, Gandhimathi	Lecturer	F	0%	80%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	\$ 60,000			X	
Technology	Info & Logistics Technology	Waite, Jerry	Professor	F	10%	60%	30%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$ 127,177			X	
Technology	Info & Logistics Technology	Wu, Xuqing	Assistant Professor	F	40%	40%	20%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	\$ 101,936				X
Technology	Info & Logistics Technology	Zhang, Yungeng	Assistant Professor	F	40%	40%	20%	100%	2	0	0	0	0	0	1	0	1	0	0	0	0	\$ 103,530				X
Business Administration	Accountancy & Taxation	Bailey-Rihawi, Esther	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	\$ 18,000			X	
Business Administration	Accountancy & Taxation	Bennett, Michael	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	4	0	1	0	0	0	0	\$ 20,000			X	
Business Administration	Accountancy & Taxation	Evetts, Nancy	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	\$ 18,000			X	
Business Administration	Accountancy & Taxation	Fernandez, Ramon	Sr Lecturer	P	0%	100%	0%	100%	4	0	2	0	0	0	5	0	0	0	0	0	0	\$ 55,501				X
Business Administration	Accountancy & Taxation	Green, John	Professor of Practice	P	0%	100%	0%	100%	2	0	1	0	0	0	4	0	2	0	0	0	0	\$ 52,530				X
Business Administration	Accountancy & Taxation	Leavins, Johnny	Adjunct Faculty	P	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	0	\$ 24,000			X	
Business Administration	Accountancy & Taxation	Mangano, Clifford	Adjunct Faculty	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	0	0	\$ 9,000			X	
Business Administration	Accountancy & Taxation	Nowicki, Laura	Adjunct Faculty	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	0	0	\$ 9,000			X	
Business Administration	Accountancy & Taxation	Ramaswamy, Vinita	Adjunct Faculty	P	0%	100%	0%	100%	3	0	2	0	0	0	3	0	2	0	0	0	0	\$ 36,000			X	
Business Administration	Accountancy & Taxation	Ramey, Dan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	2	0	0	0	0	\$ 18,000			X	
Business Administration	Accountancy & Taxation	Spartalis, Emmanuel	Adjunct Faculty	P	0%	100%	0%	100%	7	0	3	0	0	0	2	0	1	0	0	0	0	\$ 27,000			X	
Business Administration	Accountancy & Taxation	Terry, Ellen	Adjunct Faculty	P	0%	100%	0%	100%	1	0	1	1	0	0	0	0	1	0	0	0	0	\$ 20,000			X	
Business Administration	Dean's Office Bauer College	Fernandez, Alejandro	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	0	\$ 20,000			X	
Business Administration	Dean's Office Bauer College	Haseley, Ken	Adjunct Faculty	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	0	0	\$ 10,000			X	
Business Administration	Decision & Information Science	Atadeniz, Sukran	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 16,000			X	
Business Administration	Decision & Information Science	Boren, Patrick	Adjunct Faculty	P	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	0	\$ 10,000			X	
Business Administration	Decision & Information Science	Campbell, Phillip	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	1	0	0	0	0	\$ 32,000			X	
Business Administration	Decision & Information Science	Decarlo, Paul	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 5,000			X	
Business Administration	Decision & Information Science	Eierdam, Richard	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 10,150			X	
Business Administration	Decision & Information Science	Gonzalez, Frederick	Adjunct Faculty	P	0%	100%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	0	\$ 12,000			X	
Business Administration	Decision & Information Science	Hernandez, Jesus	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000			X	
Business Administration	Decision & Information Science	Issakhan, Anthony	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Decision & Information Science	Johnson, Glynn	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	\$ 10,000			X	
Business Administration	Decision & Information Science	Knighton, William	Lecturer	P	0%	100%	0%	100%	4	1	0	0	0	0	4	0	0	0	0	0	0	\$ 40,000			X	
Business Administration	Decision & Information Science	Messinger, Jacob	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	\$ 30,000			X	
Business Administration	Decision & Information Science	Pena, Juan	Adjunct Faculty	P	0%	100%	0%	100%	2	0	1	0	0	0	2	0	1	0	0	0	0	\$ 30,000			X	
Business Administration	Finance	Adams, James	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Azuik, Acho	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Bean, Gregory	Adjunct Faculty	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	1	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Berta, Dom	Adjunct Faculty	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Blanchfield, Craig	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 16,000			X	
Business Administration	Finance	Boles, Dan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 6,000			X	
Business Administration	Finance	Bryant, Stephen	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	\$ 6,000			X	
Business Administration	Finance	Carvalho, Diogo	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Chisholm, Darla	Active Faculty Retiree	P	0%	80%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 50,000			X	
Business Administration	Finance	Coleman, Alfred	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 24,000			X	
Business Administration	Finance	Disch, Chad	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Farah, Elena	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Fields, John	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Gilmer, Robert	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 30,000	X			
Business Administration	Finance	Hargrove, Carey	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000			X	
Business Administration	Finance	Harvey, Danny	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 24,000			X	
Business Administration	Finance	Hong, James	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 17,500			X	
Business Administration	Finance	Hughes, James	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 24,000			X	
Business Administration	Finance	Issakhan, Anthony	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Jacobus, Charles	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	0	\$ 24,000			X	
Business Administration	Finance	Lara, Alexander	Professor of Practice	P	0%	100%	0%	100%	4	0	2	0	0	0	4	0	0	0	0	0	0	\$ 53,000			X	
Business Administration	Finance	Munchbach, Jim	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 32,000			X	
Business Administration	Finance	Picazo, Cindy	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Quigley, Donald	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 2,000			X	
Business Administration	Finance	Rando, Scott	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	\$ 8,000			X	
Business Administration	Finance	Shoss, Robert	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	\$ 27,500			X	
Business Administration	Finance	Slaughter, Andrew	Adjunct Faculty	P	0%	100%	0%	100%	2	0	2	0	0	0	2	0	2	0	0	0	0	\$ 17,500			X	
Business Administration	Finance	Smith, Edwin	Adjunct Faculty	P	0%	100%	0%	100%	2	1	2	0	0	0	2	0	2	0	0	0	0	\$ 40,000			X	
Business Administration	Finance	Thompson, Joseph	Lecturer	P	0%	100%	0%	100%	10	0	0	0	0	0	11	0	0	0	0	0	0	\$ 32,000			X	
Business Administration	Finance	Williams, Junious	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X	

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class												Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Salary	Gift	Grant	Local	State		
									UG		GR		SP		UG		GR		SP								
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
College of the Arts	Art	Baron,Purvi Ghedia	Affiliate Artist	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X
College of the Arts	Art	Barrera,Debra	Adjunct Faculty	P	0%	100%	0%	100%	0	1	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Biczel,Dorota	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Calderon,Daniel	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Cardoza,Daniel	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Chen,Mark	Adjunct Faculty	P	0%	100%	0%	100%	3	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 11,250				X
College of the Arts	Art	Christlieb,Lauren	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 15,000				X
College of the Arts	Art	Crawford,Kyla	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 15,000				X
College of the Arts	Art	Dallas,Marci	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	DeHoyos,Ashley	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Farra,Reema	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 14,700	X			X
College of the Arts	Art	Faseler,Shannon	Adjunct Faculty	P	0%	100%	0%	100%	4	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Flores,Rachel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Forse,John	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 10,417				X
College of the Arts	Art	Garza,Enrique	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Giampietro,Francis	Lecturer	P	0%	100%	0%	100%	7	0	3	0	0	0	2	0	2	0	0	0	0	0	\$ 35,541				X
College of the Arts	Art	Gresham,Zachary	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Gross,Zoe	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 20,500				X
College of the Arts	Art	Hays,Carolyn	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Isellin,Katherine	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	1	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Jamaluddin,Mohd	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Kellner,Sara	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Kubala,Jessica	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Kulha,Shay	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 4,100				X
College of the Arts	Art	Lohman,Lauren	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Luks Jacobs,Joel	Lecturer	P	0%	100%	0%	100%	0	0	0	1	0	0	0	0	1	2	0	0	0	0	\$ 12,000				X
College of the Arts	Art	Martinez,Barry	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Masterson,Patrick	Lecturer	P	0%	100%	0%	100%	8	0	3	0	0	0	6	0	2	0	0	0	0	0	\$ 38,024				X
College of the Arts	Art	Meza,Edgar	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 11,250				X
College of the Arts	Art	O'Hare,Matt	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	1	0	0	0	0	\$ 11,250				X
College of the Arts	Art	Oloshove,Angel	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Orto,Luisa	Lecturer	P	0%	100%	0%	100%	3	1	2	0	0	0	3	0	2	0	0	0	0	0	\$ 20,000				X
College of the Arts	Art	Payne,Brendettae	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Plummer,Sharbreon	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Prosperetti,Leopoldine	Adjunct Faculty	P	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Robertson,Jamie	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Stern,Lindsey	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 15,000				X
College of the Arts	Art	Stipeche,Cynthia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,250				X
College of the Arts	Art	Sudhoff,Sarah Antonia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,461				X
College of the Arts	Art	suryadi,adry	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,250				X
College of the Arts	Art	Switzer,Christopher	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,500				X
College of the Arts	Art	Taylor,Glenn	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 4,200				X
College of the Arts	Art	Townsend,Jennifer	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 8,500				X
College of the Arts	Art	Townsend,Justine	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 4,100				X
College of the Arts	Art	Veneman,Katherine	Adjunct Faculty	P	0%	100%	0%	100%	0	1	0	0	0	0	0	0	1	0	0	0	0	0	\$ 4,000				X
College of the Arts	Art	Wang,Ruoxin	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Williams,Celeste	Adjunct Faculty	P	0%	100%	0%	100%	4	0	0	0	0	0	7	0	0	0	0	0	0	0	\$ 15,000				X
College of the Arts	Art	Williams,Matthew	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,750				X
College of the Arts	Art	Willis,William	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 11,250				X
College of the Arts	Art	Zambrano,Erick	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 11,250				X
College of the Arts	CWM Center for the Arts	BISESTI,HEATHER	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	0	0	\$ 3,500	X			
College of the Arts	CWM Center for the Arts	Gerson,Victoria	Scholar-in-Residence	P	60%	40%	0%	100%	1	0	1	0	0	0	1	0	1	0	0	0	0	0	\$ 43,500	X			
College of the Arts	CWM Center for the Arts	Washington,Madelyn	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,500	X			
College of the Arts	Deans Office - Arts	Longoria,Jose	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 20,000				X
College of the Arts	Music	Averyt,Zachary	Affiliate Artist	P	0%	100%	0%	100%	0	4	0	0	0	0	0	6	0	0	0	0	0	0	\$ 21,000				X
College of the Arts	Music	Barton,Mark	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 23,625				X
College of the Arts	Music	Bigwood,Cora Morgan	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 10,000				X
College of the Arts	Music	Brooks,Wayne	Affiliate Artist	P	0%	100%	0%	100%	0	2	0	3	0	0	0	4	0	5	0	0	0	0	\$ 15,000				X
College of the Arts	Music	Chambers,Francis	Affiliate Artist	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 2,000				X
College of the Arts	Music	Choi,Estelle	Affiliate Artist	P	40%	40%	20%	100%	0	4	0	2	0	0	0	5	0	1	0	0	0	0	\$ 88,500				X
College of the Arts	Music	Diehl,Alaina	Lecturer	P	0%	100%	0%	100%	1	0	1	0	0	0	6	0	0	0	0	0	0	0	\$ 12,500				X
College of the Arts	Music	Dinitz,Adam	Affiliate Artist	P	0%	100%	0%	100%	4	3	2	0	0	0	1	3	2	0	0	0	0	0	\$ 24,500				X
College of the Arts	Music	Dorough,Aralee	Affiliate Artist	P	0%	100%	0%	100%	0	0	0	3	0	0	0	0	4	0	0	0	0	0	\$ 7,500				X
College of the Arts	Music	Fischer,Jonathan	Affiliate Artist	P	0%	100%	0%	100%	0	4	0	2	0	0	0	3	0	2	0	0	0	0	\$ 18,750				X
College of the Arts	Music	Garza,Paul	Lecturer	P	0%	100%	0%	100%	4	0	0	0															

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
College of the Arts	Music	Grabiec,Andrzej	Active Faculty Retiree	P	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X	
College of the Arts	Music	Griffin,Randall	Affiliate Artist	P	0%	100%	0%	100%	0	9	0	0	0	0	8	0	0	0	0	\$ 28,052					X	
College of the Arts	Music	Hughes,Mark	Affiliate Artist	P	0%	100%	0%	100%	0	5	0	2	0	0	4	0	3	0	0	\$ 37,500					X	
College of the Arts	Music	Johnson,Robert	Affiliate Artist	P	0%	100%	0%	100%	0	2	0	0	0	0	2	0	0	0	0	\$ 20,250					X	
College of the Arts	Music	Kauk,Brian	Affiliate Artist	P	0%	100%	0%	100%	0	8	0	0	0	0	7	0	0	0	0	\$ 38,252					X	
College of the Arts	Music	Kitai,Anthony	Affiliate Artist	P	0%	100%	0%	100%	0	4	0	4	0	0	4	0	1	0	0	\$ 16,575					X	
College of the Arts	Music	Langley,Anna	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 10,000					X	
College of the Arts	Music	McCormick,Dominique	Affiliate Artist	P	0%	100%	0%	100%	0	7	0	0	0	0	6	0	0	0	0	\$ 23,000					X	
College of the Arts	Music	Nuccio,Mark	Affiliate Artist	P	0%	100%	0%	100%	0	1	0	4	0	0	1	0	3	0	0	\$ 19,125					X	
College of the Arts	Music	Overstreet-Goode,Janwin	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 6,000					X	
College of the Arts	Music	Reed,Gavin	Affiliate Artist	P	0%	100%	0%	100%	0	8	0	0	0	0	7	0	2	0	0	\$ 38,650					X	
College of the Arts	Music	Rowell,Chester D	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 22,101					X	
College of the Arts	Music	Russell,Peggy	Affiliate Artist	P	0%	100%	0%	100%	0	7	0	0	0	0	7	0	0	0	0	\$ 23,400					X	
College of the Arts	Music	Suhr,Melissa	Affiliate Artist	P	0%	100%	0%	100%	0	7	0	0	0	0	4	0	0	0	0	\$ 17,851					X	
College of the Arts	Music	Torgul,Ertan	Affiliate Artist	P	0%	80%	20%	100%	0	6	0	0	0	0	6	0	0	0	0	\$ 67,000					X	
College of the Arts	Music	Turner,Katherine	Adjunct Faculty	P	0%	100%	0%	100%	2	0	1	0	0	0	1	0	0	0	0	\$ 4,000					X	
College of the Arts	Music	Varvir Coe,Megan	Affiliate Artist	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	2	0	0	\$ 10,500					X	
College of the Arts	Music	Vassallo,Jim Cates	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 19,125					X	
College of the Arts	Music	Vinson,Danny	Affiliate Artist	P	0%	100%	0%	100%	0	9	0	0	0	0	6	0	0	0	0	\$ 22,951					X	
College of the Arts	Music	Wagner,Elise	Affiliate Artist	P	0%	100%	0%	100%	0	5	0	1	0	0	10	0	2	0	0	\$ 33,150					X	
College of the Arts	Music	Walp,Robert	Affiliate Artist	P	0%	100%	0%	100%	0	4	0	0	0	0	2	0	0	0	0	\$ 13,500					X	
College of the Arts	Music	Welch,Carl	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	4	0	0	0	0	0	\$ 15,000					X	
College of the Arts	Music	Wheeler,Mike	Affiliate Artist	P	0%	100%	0%	100%	0	2	0	0	0	0	2	0	0	0	0	\$ 9,000					X	
College of the Arts	Music	Witt,Woodrow	Affiliate Artist	P	0%	100%	0%	100%	0	7	0	2	0	0	7	0	2	0	0	\$ 25,350					X	
College of the Arts	Theatre	Black,Shelley	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 7,000						X
College of the Arts	Theatre	Bobet,Jacqueline	Lecturer	P	0%	100%	0%	100%	2	1	0	0	0	0	2	1	0	0	0	\$ 19,000					X	X
College of the Arts	Theatre	Brinks,Alan	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	4	0	0	0	0	0	\$ 21,000					X	X
College of the Arts	Theatre	Chuter,Frank	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$ 3,500						X
College of the Arts	Theatre	Egging,Jon	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	\$ 20,200						X
College of the Arts	Theatre	Hinkel,Heidi	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	3	0	0	0	0	0	\$ 21,000						X
College of the Arts	Theatre	Kershaw,Philip	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	0	\$ 7,000						X
College of the Arts	Theatre	Lorenzo-Lasa,Riolama	Lecturer	P	0%	100%	0%	100%	0	2	0	0	0	0	0	0	0	0	0	\$ 7,500						X
College of the Arts	Theatre	Otto,Driscoll	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$ 3,500						X
College of the Arts	Theatre	Ozsoy,Firat	Adjunct Faculty	P	0%	100%	0%	100%	0	2	0	0	0	0	2	0	0	0	0	\$ 10,000						X
College of the Arts	Theatre	Rebeck,Theresa	Professor of Practice	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 75,000	X					
College of the Arts	Theatre	Torres,Sophia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 5,000						X
College of the Arts	Theatre	Watt,Sophia	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	2	4	0	0	0	0	\$ 14,000						X
College of the Arts	Theatre	Young,Courtney	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	\$ 21,000					X	X
Dean, Law	Dean, Law	Abshire,Molly	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 2,200						X
Dean, Law	Dean, Law	Aderholt,Ben	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 3,200						X
Dean, Law	Dean, Law	Akers,Georgia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 3,200						X
Dean, Law	Dean, Law	Alonso,Yocel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100						X
Dean, Law	Dean, Law	Areheart,Bradley	Visiting Professor	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 20,000						X
Dean, Law	Dean, Law	Badeaux,Katherine	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 5,000						X
Dean, Law	Dean, Law	Baldassano,Steven	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400					X	
Dean, Law	Dean, Law	Barks,Justen	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 1,100						X
Dean, Law	Dean, Law	Beebe,James	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 2,200						X
Dean, Law	Dean, Law	Bergez,Craig	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 2,200						X
Dean, Law	Dean, Law	Bivens,Zenobia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400					X	
Dean, Law	Dean, Law	Bodron,Mark	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100						X
Dean, Law	Dean, Law	Borrego,Theodore	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 2,200						X
Dean, Law	Dean, Law	Borrett,Carmen Christine	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100						X
Dean, Law	Dean, Law	Bourgeois,Matthew	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 3,200						X
Dean, Law	Dean, Law	Braley,Timothy	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 4,300						X
Dean, Law	Dean, Law	Brennan,Daniel	Lecturer	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	\$ 15,000						X
Dean, Law	Dean, Law	Bresnik,Rebecca	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 2,200						X
Dean, Law	Dean, Law	Briones,Lesley	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700					X	
Dean, Law	Dean, Law	Brown,Charles	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100						X
Dean, Law	Dean, Law	Buckley,John	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	\$ 6,800					X	
Dean, Law	Dean, Law	Carter,Daragh	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700						X
Dean, Law	Dean, Law	Cororve,Brian	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100						X
Dean, Law	Dean, Law	Cotrone,Carlo	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 3,200						X
Dean, Law	Dean, Law	Daic,Megan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 10,050						X
Dean, Law	Dean, Law	Daw,Willie	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 6,800						X
Dean, Law	Dean, Law	Devine,Corey Edward	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 2,200						X

University of Houston
 Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Dean, Law	Dean, Law	Dhanani,Ali	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,600					X	
Dean, Law	Dean, Law	Dimitroff,Sashe	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100					X	
Dean, Law	Dean, Law	Draper,Brandon	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,900				X		
Dean, Law	Dean, Law	Draper,Genesis Elaine	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Dykes,Christopher	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 5,000					X	
Dean, Law	Dean, Law	Edison,Andrew	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 3,900				X	X	
Dean, Law	Dean, Law	Ellis,Scott	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400					X	
Dean, Law	Dean, Law	Engerrand,Kenneth	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 2,200					X	
Dean, Law	Dean, Law	Epley,Erin	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700					X	
Dean, Law	Dean, Law	Ewer,Michael	Professor of Practice	P	0%	100%	0%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$ 20,025					X
Dean, Law	Dean, Law	Figueredo,Rafael	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 3,200					X
Dean, Law	Dean, Law	Fisher,Dena	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 4,400					X	
Dean, Law	Dean, Law	Foteh,Samir	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 4,400					X
Dean, Law	Dean, Law	Gallagher,Edward	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 2,200					X
Dean, Law	Dean, Law	Gillingham,James	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 1,600					X
Dean, Law	Dean, Law	Ginsburg,Richard	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 4,400					X
Dean, Law	Dean, Law	Goranson,Mark	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400				X		
Dean, Law	Dean, Law	Grabowski,Paul	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100					X	
Dean, Law	Dean, Law	Grant,Rebecca D	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Griffin,Michael	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400					X	
Dean, Law	Dean, Law	Gupta,Ajay	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 6,400					X
Dean, Law	Dean, Law	Hamdani,Alamdar	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,200					X	
Dean, Law	Dean, Law	Hanson,Lawrence	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 2,200					X
Dean, Law	Dean, Law	Harrell,David	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Hawk,Amy	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 4,400					X	
Dean, Law	Dean, Law	Hedges,Kevin	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400					X	
Dean, Law	Dean, Law	Hill,Belinda	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400					X	
Dean, Law	Dean, Law	Hodge,Justin	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700					X	
Dean, Law	Dean, Law	Horsey,Kandice	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 5,000					X
Dean, Law	Dean, Law	Italiano Linn,Rachel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 5,000					X	
Dean, Law	Dean, Law	Jackson,Craig	Visiting Professor	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 15,000					X	
Dean, Law	Dean, Law	Janicke,Paul	Active Faculty Retiree	P	20%	60%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 75,957					X	
Dean, Law	Dean, Law	Jeu Tebbano,Cassandra	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 4,400					X
Dean, Law	Dean, Law	Kaleemullah,Tanweer	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700					X	
Dean, Law	Dean, Law	Kasprzak,Daniel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400				X		
Dean, Law	Dean, Law	Keneally,Jessica	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	1	0	\$ 5,000				X		
Dean, Law	Dean, Law	Koehler,Michael	Visiting Professor	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 15,000					X	
Dean, Law	Dean, Law	Kroll,Daniel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 2,200					X	
Dean, Law	Dean, Law	Kummerfeld,Nathaniel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,600					X	
Dean, Law	Dean, Law	Laurenzo,Lena	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Lawrence,Jim	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	12	0	0	0	0	21	\$ 10,000				X		
Dean, Law	Dean, Law	Lawson,Emily Woolard	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000					X	
Dean, Law	Dean, Law	Levine,Aaron Michael	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100					X	
Dean, Law	Dean, Law	Lewis,Jordan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,400				X		
Dean, Law	Dean, Law	Locascio,Erik	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 6,400					X
Dean, Law	Dean, Law	Lowery,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Lukin,Karen	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Marquez,Jason	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	2	0	0	0	0	0	4	0	\$ 6,400					X
Dean, Law	Dean, Law	Martin,Walter	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Martinez,Abran	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	\$ 1,100					X	
Dean, Law	Dean, Law	Maselli,Jani	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 10,000					X
Dean, Law	Dean, Law	Mason,Jasper	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 4,400					X
Dean, Law	Dean, Law	Maule,Charles	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 1,600					X
Dean, Law	Dean, Law	Maxwell,Kathryn	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 5,000				X	
Dean, Law	Dean, Law	McStav Jr,Robert Francis	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,100					X	
Dean, Law	Dean, Law	Mitchell,Anshu	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Morales,Christopher	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700				X		
Dean, Law	Dean, Law	Morfe,Michael	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 2,200				X	
Dean, Law	Dean, Law	Morton,Chris	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 1,700					X	
Dean, Law	Dean, Law	Muller,Kimbley Laird	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 2,200					X	
Dean, Law	Dean, Law	Murphy,Grace	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	\$ 1,700					X	
Dean, Law	Dean, Law	Nadoff,Norman	Visiting Professor	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 7,500				X	
Dean, Law	Dean, Law	Neal,Stephanie	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$ 3,200					X
Dean, Law	Dean, Law	Newberry,Jeffrey	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	\$ 4,400					X	
Dean, Law	Dean, Law	Nieuwveld,Lisa	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 8,200				X	X

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																												
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source							
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State			
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON								
Dean, Law	Dean, Law	Oguchi,Leslie	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$	2,200					X
Dean, Law	Dean, Law	Osterberg,Edward	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	0	\$	1,100					X
Dean, Law	Dean, Law	Parras,John	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$	1,700				X	
Dean, Law	Dean, Law	Pate,Stephen	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400				X	
Dean, Law	Dean, Law	Peebles,Julia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	0	0	\$	12,000				X	
Dean, Law	Dean, Law	Perdue,Jim	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	0	\$	20,000				X	
Dean, Law	Dean, Law	Phillips,Kenneth	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400				X	
Dean, Law	Dean, Law	Powers,William	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	7	0	0	0	0	0	0	11	\$	4,400					X
Dean, Law	Dean, Law	Raimer,Anna	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$	2,200					X
Dean, Law	Dean, Law	Ray,James	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,700				X	
Dean, Law	Dean, Law	Regan,Allison	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	0	\$	1,100					X
Dean, Law	Dean, Law	Renken,Brandon	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400				X	
Dean, Law	Dean, Law	Robertson,Beverly Ann	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,700				X	
Dean, Law	Dean, Law	Roisman,Gabriella	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$	10,000					X
Dean, Law	Dean, Law	Romero,Reynaldo	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$	7,500					X	
Dean, Law	Dean, Law	Rushing,Janet	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	1	\$	1,700				X		
Dean, Law	Dean, Law	Russell,William	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$	1,100					X	
Dean, Law	Dean, Law	Rynders,Dustin	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$	2,200					X	
Dean, Law	Dean, Law	Sakmar,Susan Lynn	Visiting Professor	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	4,000					X	
Dean, Law	Dean, Law	Schrecengost,Brandon	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$	4,900				X		
Dean, Law	Dean, Law	Schwartz,Charles W	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	2,200					X	
Dean, Law	Dean, Law	Schwartz,Richard	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$	2,200					X	
Dean, Law	Dean, Law	Shadwick,Jeffrey	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400				X		
Dean, Law	Dean, Law	Sharaf,Janan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,700				X		
Dean, Law	Dean, Law	Shea,Warren Christopher	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,100					X	
Dean, Law	Dean, Law	Sherry,Richard	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,100					X	
Dean, Law	Dean, Law	Stevenson,Drury	Visiting Professor	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$	30,000					X	
Dean, Law	Dean, Law	Stewart,Jennifer	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,200					X	
Dean, Law	Dean, Law	Storey,Linda	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$	1,700					X	
Dean, Law	Dean, Law	Strahan,April	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400				X		
Dean, Law	Dean, Law	Tamborello,Gus	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	0	0	\$	5,000					X	
Dean, Law	Dean, Law	Thakkar,Shobhan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$	3,200					X	
Dean, Law	Dean, Law	Todd,Melvin	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,100					X	
Dean, Law	Dean, Law	Toedt,Dell	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	2	0	0	0	0	0	2	0	\$	16,700					X	
Dean, Law	Dean, Law	Unger,John	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$	2,200					X	
Dean, Law	Dean, Law	Ungureanu,Razvan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$	4,400					X	
Dean, Law	Dean, Law	Vasquez,Juan	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,200					X	
Dean, Law	Dean, Law	Velasquez,Angela	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400				X		
Dean, Law	Dean, Law	Watkins,Marcella	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$	3,200					X	
Dean, Law	Dean, Law	Weems,Christine	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	1	0	\$	7,425				X		
Dean, Law	Dean, Law	Weinmann,Elizabeth	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,700					X	
Dean, Law	Dean, Law	Winston,David	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,100					X	
Dean, Law	Dean, Law	Wright,Denney	Professor of Practice	P	20%	40%	40%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$	43,875					X	
Dean, Law	Dean, Law	Wyly,Brad	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	1,700				X		
Dean, Law	Dean, Law	Zimmer,Sepinood	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$	3,400					X	
Education	Curriculum & Instruction	Agular,Jacqueline	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$	8,000				X		
Education	Curriculum & Instruction	Baier,Jill	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$	16,000					X	
Education	Curriculum & Instruction	Burren,Roni	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$	4,000					X	
Education	Curriculum & Instruction	Butler,Dawn	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	1	0	1	0	0	0	\$	8,000				X		
Education	Curriculum & Instruction	Harris,Deborah	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$	8,000					X	
Education	Curriculum & Instruction	Hebert,Waneta	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$	7,400					X	
Education	Curriculum & Instruction	Henderson,Linda	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$	4,000					X	
Education	Curriculum & Instruction	Hernandez,Berky	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$	4,000					X	
Education	Curriculum & Instruction	Jones,Chad	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$	4,000					X	
Education	Curriculum & Instruction	Khalidi,Rana	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$	12,000					X	
Education	Curriculum & Instruction	Leatherwood,Lenora	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$	4,000					X	
Education	Curriculum & Instruction	Li,Xuan	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$	8,000					X	
Education	Curriculum & Instruction	Little-Wells,Julie	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$	5,000					X	
Education	Curriculum & Instruction	McGregor,Laura	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$	16,000					X	
Education	Curriculum & Instruction	Morris,Alana	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	1	0	0	0	\$	12,000					X	
Education	Curriculum & Instruction	Nurre,Irma	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$	4,000					X	
Education	Curriculum & Instruction	Oliver,Patricia	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$	12,000					X	
Education	Curriculum & Instruction	Ortiz,Christina	Lecturer	P	0%	100%	0%	100%	0	1	0	0	0	0	0	1	1	0	0	0	\$	12,000					X	
Education	Curriculum & Instruction	Ortiz,Liz	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	1	0	0	0	\$	7,400					X	
Education	Curriculum & Instruction	Owens,Judith	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$	4,000					X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

		KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																								
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Engineering	Chemical Engineering	Smith,Christopher	Lecturer	P	100%	0%	0%	100%	1	0	2	0	0	0	1	0	1	0	0	0	\$ 20,000					X
Engineering	Civil Engineering	Bireta,Paul	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 7,650				X		
Engineering	Civil Engineering	Chu,Ted	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	\$ 7,650				X		
Engineering	Civil Engineering	Ekhtari,Nima	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 7,650	X					
Engineering	Civil Engineering	Keyvani,Ali	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	\$ 7,650				X		
Engineering	Civil Engineering	Liu,Lu	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 3,825				X		
Engineering	Civil Engineering	Mansour,Mohamad	Sr Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	0	\$ 15,300				X		
Engineering	Civil Engineering	Mercan,Bulent	Sr Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	1	0	0	0	0	\$ 15,300				X		
Engineering	Civil Engineering	Siercks,Megan	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 7,650				X		
Engineering	Civil Engineering	Vazquez,Jose	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	\$ 7,650				X		
Engineering	Electrical Engineering	Ahmed,Sohail	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X		
Engineering	Electrical Engineering	Baker,Abu	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	0	\$ 5,000				X		
Engineering	Electrical Engineering	Gokdere,Levent	Lecturer	P	100%	0%	0%	100%	0	0	3	0	0	0	2	0	0	0	0	\$ 12,000				X	X	
Engineering	Electrical Engineering	Provence,Robert	Lecturer	P	0%	100%	0%	100%	4	0	2	0	0	1	0	1	0	0	0	\$ 28,000				X	X	
Engineering	Electrical Engineering	Wosik,Jaroslav	Research Professor	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 59,139				X		
Engineering	Engr Undergraduate Programs	Anderson,Roshawnda	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 6,500				X		
Engineering	Engr Undergraduate Programs	Chatham,Donna	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	5	0	0	0	0	\$ 6,500				X			
Engineering	Engr Undergraduate Programs	Contos,Ashlie	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	\$ 6,500				X		
Engineering	Engr Undergraduate Programs	Downey,Carlton	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	4	0	0	0	0	\$ 24,000				X			
Engineering	Engr Undergraduate Programs	Salvo,Deborah	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	1	0	0	0	\$ 3,250				X		
Engineering	Engr Undergraduate Programs	Sanchez,Yvonne Wade	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 3,250				X			
Engineering	Industrial Engineering	Irani,Shahrukh	Lecturer	P	0%	100%	0%	100%	0	0	2	0	0	0	0	1	0	0	\$ 1,440				X			
Engineering	Industrial Engineering	Keedy,Elias	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	1	0	0	\$ 10,000				X			
Engineering	Industrial Engineering	Salvo,Deborah	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	1	0	0	\$ 5,000				X			
Engineering	Industrial Engineering	Sitton,Randal	Instructional Associate Professor	P	0%	70%	30%	100%	1	0	3	0	0	2	0	1	0	0	\$ 59,059				X	X		
Engineering	Mechanical Engineering	De-Abreu,Yolanda	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	3	0	0	\$ 10,000				X			
Engineering	Mechanical Engineering	Kennedy,Kriss	Lecturer	P	0%	100%	0%	100%	0	0	0	1	0	0	0	0	1	0	\$ 16,000	X						
Engineering	Mechanical Engineering	Lo,King Him	Research Professor	P	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	\$ 15,660				X			
Engineering	Mechanical Engineering	Miyase,Akira	Research Professor	P	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	\$ 34,514				X			
Engineering	Mechanical Engineering	Oztrak,Burak	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	\$ 10,000				X			
Engineering	Mechanical Engineering	Skeels,Harold	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	3	0	0	\$ 12,000				X			
Engineering	Mechanical Engineering	Thomas,William	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	2	0	0	\$ 20,000				X			
Engineering	Mechanical Engineering	Toups,Larry	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	1	0	0	\$ 10,000	X						
Engineering	Mechanical Engineering	Wang,Jiawen	Lecturer	P	100%	0%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 10,000				X			
Engineering	Mechanical Engineering	Woods,Bennett	Lecturer	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 10,000				X			
Engineering	Mechanical Engineering	Zelisko,Matthew	Lecturer	P	100%	0%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$ 10,000				X			
Engineering	Petroleum Engineering	Gonzalez,Reinaldo	Lecturer	P	0%	100%	0%	100%	0	0	3	0	0	0	0	0	0	0	\$ 6,000				X			
Engineering	Petroleum Engineering	Hale,Arthur	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	\$ 22,000				X			
Engineering	Petroleum Engineering	Hollo,Reuven	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	2	0	0	\$ 12,000				X			
Engineering	Petroleum Engineering	Marongiu Porcu,Matteo	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	\$ 6,000				X			
Engineering	Petroleum Engineering	Rietz,Dean	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	\$ 6,000				X			
Engineering	Petroleum Engineering	Samuel,Robello	Lecturer	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	\$ 6,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Adams,Vera	Lecturer	P	0%	40%	60%	100%	1	0	1	0	0	2	0	1	0	0	\$ 48,960				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Barden,Kevin	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	\$ 20,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Bellian,John	Adjunct Faculty	P	0%	100%	0%	100%	1	0	1	0	0	2	0	0	0	0	\$ 14,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Burrow,Robert	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	\$ 20,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Canizares,Galo	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chapman,Sharon	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	\$ 47,449				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Chlebus,David	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 4,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Dean,Amanda	Adjunct Faculty	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	\$ 4,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Dean,Peter	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$ 4,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fakhry,Karim	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 10,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fong,Joseph	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 3,298				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fonseca,Sofia	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	1	0	0	0	0	0	0	\$ 4,400				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Fox,Stephen	Adjunct Faculty	P	0%	100%	0%	100%	2	0	2	0	0	2	0	1	0	0	\$ 13,500				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Goldstein,Victoria	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	\$ 13,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hager,Jesse	Adjunct Faculty	P	0%	100%	0%	100%	2	0	2	0	0	0	0	0	0	0	\$ 24,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Halstead,Jeffrey	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	2	0	1	0	0	\$ 35,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Handanovic,Dijana	Adjunct Faculty	P	0%	100%	0%	100%	1	0	1	0	0	0	2	0	0	0	\$ 42,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Hernandez,Alfonso	Temporary Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 300				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Homeyer,Paul	Adjunct Faculty	P	0%	80%	20%	100%	2	0	0	0	0	2	0	0	0	0	\$ 22,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Jacobs,Daniel	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	\$ 12,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	KYRIAKOU,KYRIAKOS	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 12,000				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Laos,Nora	Adjunct Faculty	P	0%	60%	40%	100%	3	0	2	0	0	2	0	1	0	0	\$ 57,202				X			
Gerald D Hines Arch & Design	Dean, Architecture and Design	Lockett,Brandie	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	\$ 10,000				X			

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																													
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source								
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State				
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON									
Honors College	Dean, Honors College	Apicella,Brian	Lecturer	P	0%	100%	0%	100%	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 12,000				X	
Honors College	Dean, Honors College	Braun,Erika	Lecturer	P	0%	100%	0%	100%	7	0	0	0	0	0	5	0	0	0	0	0	0	0	0	0	\$ 20,000				X
Honors College	Dean, Honors College	Craig,Michael	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	\$ 2,000				X
Honors College	Dean, Honors College	Dieterich,Michael	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 10,000				X
Honors College	Dean, Honors College	Estess,Ted L.	Active Faculty Retiree	P	0%	50%	50%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 67,118				X
Honors College	Dean, Honors College	Hickey,Theresa	Lecturer	P	0%	100%	0%	100%	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 10,000				X
Honors College	Dean, Honors College	Lambeth,Laurie	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 10,000				X
Honors College	Dean, Honors College	Liddell,Robert	Lecturer	P	0%	100%	0%	100%	5	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	\$ 31,000				X
Honors College	Dean, Honors College	Lunstroth,John	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	\$ 15,000				X
Honors College	Dean, Honors College	Lyke,Larry	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 12,000				X
Honors College	Dean, Honors College	Myrick,Keri	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 2,500				X
Honors College	Dean, Honors College	Newman,Anna	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 15,000				X
Honors College	Dean, Honors College	Reynolds,Aaron	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 10,000				X
Honors College	Dean, Honors College	Rhodes,Brenda	Adjunct Faculty	P	0%	100%	0%	100%	1	3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	\$ 10,000				X
Honors College	Dean, Honors College	Sisman,Cengiz	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 10,000				X
Hotel & Restaurant Management	Hotel & Restaurant Management	Besosa,Maria	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 4,000				X
Hotel & Restaurant Management	Hotel & Restaurant Management	Corsi,Aaron	Lecturer	P	0%	70%	30%	100%	2	0	2	0	0	0	2	0	2	0	0	0	0	0	0	0	\$ 29,333				X
Hotel & Restaurant Management	Hotel & Restaurant Management	McCaslin,Glynn	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 5,000				X
Hotel & Restaurant Management	Hotel & Restaurant Management	Pede,Michael	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
Hotel & Restaurant Management	Hotel & Restaurant Management	Powell,Pamela	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,000				X
Hotel & Restaurant Management	Hotel & Restaurant Management	Ritter,Marisa	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Hotel & Restaurant Management	Hotel & Restaurant Management	Rockett,Gregory	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,500				X
Liberal Arts & Social Sciences	African-American Studies	Boyce,Stephanie	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	African-American Studies	Chiles,John	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	African-American Studies	Edwards,Crystal	Lecturer	P	40%	40%	20%	100%	0	1	0	0	0	0	2	0	1	0	0	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	African-American Studies	Francis,Willie	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	African-American Studies	Geyen,Dashiel	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	African-American Studies	Lyons,Da' Vonte	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	African-American Studies	Mitchell,Joshua	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	African-American Studies	Phillips,Carlos	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	African-American Studies	Poindexter-Sylvers,Carole	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	African-American Studies	Putman,Eronn	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	African-American Studies	Raynor,Autumnn	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 2,500				X
Liberal Arts & Social Sciences	African-American Studies	Smith,Marlon	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	African-American Studies	Thompson,Kevin	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	African-American Studies	Walker,Alan	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Communication	Belton,Stephanie	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	Butler,Bryan	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 18,000				X
Liberal Arts & Social Sciences	Communication	Carson,Richard	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	\$ 15,000				X
Liberal Arts & Social Sciences	Communication	Carter,Nestor	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Creech,Jennifer	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	DeWalt,Ashley Louis	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	Dulin,Matt	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Economou-Clarke,Ann	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	\$ 24,000				X
Liberal Arts & Social Sciences	Communication	El Hage,Simon	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	Communication	Emery,Philip	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Freedman,Michael	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Gifford,Kelli	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Goni-Lessan,Ana	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	Gonzalez,David	Lecturer	P	0%	100%	0%	100%	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	Communication	Griffin,Veronica	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 9,000				X
Liberal Arts & Social Sciences	Communication	Grissom,Stone	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	Guest,Tammy	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	Hudson-Gillan,Gail	Lecturer	P	0%	100%	0%	100%	4	1	0	0	0	0	3	0	0	0	0	0	0	0	0	0	\$ 21,000				X
Liberal Arts & Social Sciences	Communication	James,KaDarius	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Communication	Juvane,Stephanie	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Kirkland,Steven	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	\$ 10,000				X
Liberal Arts & Social Sciences	Communication	Lindenberger,Michael	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Liu,Youmei	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Communication	Lowicki,Rebecca	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0</																	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class;
ORG - Organized Class; NON - Non Organized Class

COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Liberal Arts & Social Sciences	Communication	Perin,Monica	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 6,000			X		
Liberal Arts & Social Sciences	Communication	Pizarro,Fernando	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Salisbury,Shelby	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Schneider,Paul	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Slovak,Robert	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Smith,Camilo	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Sparks,Sally	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Communication	Stanley,Stuart	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication	Taylor,Kris	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Thorp,Charles	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 18,000			X	
Liberal Arts & Social Sciences	Communication	Trupiano,Jerome	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Webster,Natalie	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 9,000			X	
Liberal Arts & Social Sciences	Communication	Williams,Alexandria	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Communication	Young,Jessica	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Brittain,Robyn	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 14,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Devore,Danielle	Lecturer	P	0%	100%	0%	100%	0	0	0	1	0	0	0	0	0	2	0	0	0	0	\$ 12,250			X	
Liberal Arts & Social Sciences	Communication Disorders	Eckert,Janet	Lecturer	P	0%	100%	0%	100%	0	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 7,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Ermogots,Katherine	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 10,500			X	
Liberal Arts & Social Sciences	Communication Disorders	Essington,Marianne	Lecturer	P	0%	100%	0%	100%	0	0	0	1	0	0	0	0	1	0	0	0	0	0	\$ 7,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Geurin,Angela	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Joseph,Megan	Lecturer	P	0%	100%	0%	100%	0	0	0	2	0	0	0	0	0	3	0	0	0	0	\$ 21,000			X	
Liberal Arts & Social Sciences	Communication Disorders	Merrifield,Kate Elizabeth	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,750			X	
Liberal Arts & Social Sciences	Communication Disorders	Schaff,Carrie	Lecturer	P	0%	100%	0%	100%	2	0	0	2	0	0	0	0	2	0	0	0	0	0	\$ 22,750			X	X
Liberal Arts & Social Sciences	Communication Disorders	Sims,Frankie	Lecturer	P	0%	100%	0%	100%	0	0	0	2	0	0	0	0	0	2	0	0	0	0	\$ 5,250			X	
Liberal Arts & Social Sciences	Communication Disorders	Townsend,Alayna	Lecturer	P	0%	100%	0%	100%	2	0	0	2	0	0	2	0	0	2	0	0	0	0	\$ 28,000				X
Liberal Arts & Social Sciences	Communication Disorders	Treviño,Alexandra	Lecturer	P	0%	100%	0%	100%	0	0	0	1	0	0	0	0	0	0	0	0	0	0	\$ 3,500			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Allen,Paul	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	1	0	0	0	0	\$ 15,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Bytheway,Joan	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	1	1	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Cowen,Peace	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Dean,Dorothy	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 15,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Haq,Muhammad	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Higgs,Elizabeth	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	4	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Huyhnh,Trung	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Jones,Naamieela	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Langton,Karen	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Larson,Duane	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	McEvaney,Katherine	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Menon-Chembottill,Sarath Kumar	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Ott,Aaron	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Pegoda,Andrew	Lecturer	P	0%	100%	0%	100%	7	0	0	0	0	0	8	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Schmidt,Charles	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 18,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Smalley,Annie	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 18,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Weiss,Kenneth	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Comparative Cultural Studies	Yavuz,Matthew	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000			X	
Liberal Arts & Social Sciences	Dean Liberal Arts & Social Sci	Espinosa,Adalia	Adjunct Faculty	P	0%	100%	0%	100%	0	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 1,500			X	
Liberal Arts & Social Sciences	Dean Liberal Arts & Social Sci	Stephens-Gonzales,Jamie	Adjunct Faculty	P	0%	100%	0%	100%	0	1	0	0	0	0	1	1	0	0	0	0	0	0	\$ 4,500			X	
Liberal Arts & Social Sciences	Economics	Alexander,Erin McCarthy	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	Economics	Antel,John J	Active Faculty Retiree	P	0%	0%	100%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 65,976				X
Liberal Arts & Social Sciences	Economics	Hirs,Edward	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 10,000			X	
Liberal Arts & Social Sciences	Economics	Kelly,Robert	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	Economics	Rubinstein,Yona	Visiting Professor	P	50%	50%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 125,000			X	
Liberal Arts & Social Sciences	Economics	Whaley,Kenneth	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 5,000			X	
Liberal Arts & Social Sciences	English	Bass,Kasey	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	English	Bhalla,Prity	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 9,000			X	
Liberal Arts & Social Sciences	English	Brandt,Rhianna	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	0	0	\$ 24,000			X	
Liberal Arts & Social Sciences	English	Brown,Erika	Lecturer	P	0%	100%	0%	100%	7	0	0	0	0	0	5	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	English	Brown,Julia	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000			X	
Liberal Arts & Social Sciences	English	Campese,Kathleen	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 12,000			X	
Liberal Arts & Social Sciences	English	Cednik,Laurie	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	0	0	0	\$ 24,000			X	
Liberal Arts & Social Sciences	English	Chatham,Donna	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	5	0	0	0	0	0	0	0	\$ 24,000			X	
Liberal Arts & Social Sciences	English	Cowan,Joshua	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,000			X	
Liberal Arts & Social Sciences	English	Davies,Daniel	Lecturer	P	40%	40%	20%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 10,000			X	
Liberal Arts & Social Sciences	English	Hash,Sadie E	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0														

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																									
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				(#) Classes Taught Fall 2020						(#) Classes Taught Spring 2021						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	English	Lowe,Jennifer	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	0	\$ 9,000				X
Liberal Arts & Social Sciences	English	Mitchell,Josephine	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 24,000				X
Liberal Arts & Social Sciences	English	Moore,Kelly	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 24,000				X
Liberal Arts & Social Sciences	English	Nazzari di Calabiana Willan,Alexander	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	English	Nelms,Jodi	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	1	0	0	0	0	\$ 8,000				X
Liberal Arts & Social Sciences	English	Peynado,Brenda	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$ 4,999				X
Liberal Arts & Social Sciences	English	Presswood,Phillip	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 24,000				X
Liberal Arts & Social Sciences	English	Rajkumar,Nidhi	Lecturer	P	0%	0%	100%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$ 9,000				X
Liberal Arts & Social Sciences	English	Salome,Melanie	Adjunct Faculty	P	0%	20%	80%	100%	0	0	1	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	English	Sommers,Jeffry	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 24,000				X
Liberal Arts & Social Sciences	English	Taurino,Giuseppe	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 10,000				X
Liberal Arts & Social Sciences	English	Woleslagle,Julieta	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	English	Womack,Mark	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	English	Wood,Wendy Sue	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Health & Human Performance	Bartee,Howard	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Health & Human Performance	Betts,Randi	Adjunct Faculty	P	0%	100%	0%	100%	0	2	0	0	0	0	0	2	0	0	0	0	\$ 3,600				X
Liberal Arts & Social Sciences	Health & Human Performance	Bigley,John Austin	Research Asst Professor	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 27,450				X
Liberal Arts & Social Sciences	Health & Human Performance	Graham,Marilynn	Lecturer	P	0%	100%	0%	100%	8	0	0	0	0	0	15	0	0	0	0	0	\$ 20,000				X
Liberal Arts & Social Sciences	Health & Human Performance	Hong,Caryn	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	\$ 9,000				X
Liberal Arts & Social Sciences	Health & Human Performance	Zderic,Theodore	Research Assistant Professor	P	90%	0%	10%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 45,040				X
Liberal Arts & Social Sciences	Hispanic Studies	Besovic,Helena	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Enriquez Burria,Nuria Montserrat	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Ferrer,Tatiana	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Gonzalez,Viannette	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Hasbun,Rodrigo	Visiting Assistant Professor	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	1	0	0	0	\$ 35,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Lumbierres,M Pilar	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Moneny,Josefina	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Morales Utria,Yordanis	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Naranjo,Carlos	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$ 11,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Reyes Ferrufino,Diana	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Romero Jurado,Neysi	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Rozo,Juan Carlos	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 11,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Scamarido,Randal	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Serrano,Paloma	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	Hispanic Studies	Zapata,Annette	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	History	Amaral,Lindsay	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	History	Butler,Tracy	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	History	Choi,Mihwa	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	History	Decker,Hannah S	Active Faculty Retiree	P	40%	40%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 53,668				X
Liberal Arts & Social Sciences	History	McDonald,Eric	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 9,000				X
Liberal Arts & Social Sciences	History	Pasley,Victoria	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	History	Quevillon,Timothy	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 18,000				X
Liberal Arts & Social Sciences	History	Ryan,John	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	History	Sewell-Lasater,Tara	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	\$ 18,000				X
Liberal Arts & Social Sciences	History	Theriot,Jason	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	History	Thompson,Joseph	Lecturer	P	0%	100%	0%	100%	10	0	0	0	0	0	11	0	0	0	0	0	\$ 9,000				X
Liberal Arts & Social Sciences	History	Wilson,Ezell	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 27,000				X
Liberal Arts & Social Sciences	Mexican-American Studies	Alvarez,Maira	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Mexican-American Studies	Gauthereau,Lorena	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Mexican-American Studies	Pino,Diana	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	\$ 18,000				X
Liberal Arts & Social Sciences	Mexican-American Studies	Rodriguez,Andre	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Berg,Aleksey	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Boggiano-Barbieri,Aymara	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$ 10,000				X	
Liberal Arts & Social Sciences	Modern & Classical Languages	DANG,THONG	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 16,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Frieden,Sandra M Gross	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Houlihan,James	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	4	0	0	0	0	0	\$ 24,500				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Johnson,Marie-Celine	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Luke-Dorn,Martina	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Panchang,Maya	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$ 12,000				X
Liberal Arts & Social Sciences	Modern & Classical Languages	Weiss,Kenneth	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Philosophy	Aiman,Edwin	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	\$ 16,000				X
Liberal Arts & Social Sciences	Philosophy	Babb,Matthew	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	1	0	0	\$ 15,000				X
Liberal Arts & Social Sciences	Philosophy	Ross,James	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X
Liberal Arts & Social Sciences	Political Science	Cross,Renee	Adjunct Faculty	P	0%	100%	0%	100%	0	2	0	0	0	0	0	6	0	0	0	\$ 6,000				X	
Liberal Arts & Social Sciences	Political Science	Da Costa,Rebecca	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$ 3,000				X	

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																									
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source				
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON					
Liberal Arts & Social Sciences	Political Science	Farah,Elena	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	\$ 3,000			X		
Liberal Arts & Social Sciences	Political Science	Jackson,Jerald W	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	\$ 12,000				X	
Liberal Arts & Social Sciences	Political Science	Kharmats,Polina	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	\$ 3,000			X		
Liberal Arts & Social Sciences	Political Science	Kim,Yongkwang	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	3	0	0	0	0	\$ 15,000				X		
Liberal Arts & Social Sciences	Political Science	Kitch,Sarah Beth	Visiting Scholar	P	0%	100%	0%	100%	0	0	0	0	0	3	0	0	0	0	\$ 15,000				X		
Liberal Arts & Social Sciences	Political Science	Martinez,Elizabeth	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Political Science	McDonald,John	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	5	0	0	0	0	\$ 21,000				X		
Liberal Arts & Social Sciences	Political Science	Murray,Richard W	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 53,322				X		
Liberal Arts & Social Sciences	Political Science	Sims,Nancy	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Political Science	Sisman,Ozlem	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	3	0	0	0	0	\$ 18,000				X		
Liberal Arts & Social Sciences	Political Science	Tedin,Kent L	Active Faculty Retiree	P	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	0	\$ 64,088				X		
Liberal Arts & Social Sciences	Political Science	Vardy,Ronald	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	2	1	0	0	0	\$ 12,000				X		
Liberal Arts & Social Sciences	Political Science	Wall,Kenneth	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 3,000				X		
Liberal Arts & Social Sciences	Psychology	Capuzzo,Kristen	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	3	0	0	0	0	\$ 14,000				X		
Liberal Arts & Social Sciences	Psychology	Deleanu,Evelina	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	\$ 12,000				X		
Liberal Arts & Social Sciences	Psychology	Garey,Lorra	Research Assistant Professor	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 33,750		X		X		
Liberal Arts & Social Sciences	Psychology	Harlan,Pamela	Lecturer	P	0%	100%	0%	100%	5	0	0	0	0	5	0	0	0	0	\$ 18,000				X		
Liberal Arts & Social Sciences	Psychology	Harris,Gerald E	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 9,000				X		
Liberal Arts & Social Sciences	Psychology	Inman,Tonya	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Psychology	Keo-Meier,Colton	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Psychology	Martin,Rebecca	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Psychology	Osika,Matylda	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Psychology	Rodgers,ShaeFal	Research Assistant Professor/Lecturer	P	80%	20%	0%	100%	1	0	0	0	0	0	0	0	0	0	\$ 37,166		X		X		
Liberal Arts & Social Sciences	Psychology	Szafranski,Derek	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	2	0	0	0	0	\$ 9,000				X		
Liberal Arts & Social Sciences	Psychology	Tolar,Tammy	Research Asst Professor	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 14,300		X				
Liberal Arts & Social Sciences	Public Administration Program	Chan,Leonard	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X		
Liberal Arts & Social Sciences	Public Administration Program	Glaus Late,Kimberly	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	\$ 4,000				X		
Liberal Arts & Social Sciences	Public Administration Program	Hawes,David	Lecturer	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	0	0	\$ 4,000				X		
Liberal Arts & Social Sciences	Sociology	Brailey,Carla	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Sociology	Chandra,Monalisa	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 3,000				X		
Liberal Arts & Social Sciences	Sociology	Davis,Mary	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	3	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Sociology	Dworkin,Anthony G	Active Faculty Retiree	P	45%	25%	30%	100%	0	0	0	0	0	0	0	0	0	\$ 56,780				X			
Liberal Arts & Social Sciences	Sociology	Gallo,Joseph	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	3	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Sociology	Graves,Jennifer	Lecturer	P	0%	100%	0%	100%	5	0	0	0	0	4	0	0	0	0	\$ 24,000				X		
Liberal Arts & Social Sciences	Sociology	Menon-Chembottil,Sarah Kumar	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	2	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Sociology	Salinas,Luis	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Women's Studies Program	Chadez Ibarra,Rusquin	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 3,000				X		
Liberal Arts & Social Sciences	Women's Studies Program	Ford-McCartney,Devan	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	3	0	0	0	0	\$ 12,000				X		
Liberal Arts & Social Sciences	Women's Studies Program	Miller,Audrey	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Liberal Arts & Social Sciences	Women's Studies Program	Slatton,Brittany	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	2	0	0	0	0	\$ 9,000				X		
Liberal Arts & Social Sciences	Women's Studies Program	Villarroel,Carolina	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 3,000		X				
Natural Sciences & Mathematics	Chemistry	Meen,James	Research Professor	P	50%	30%	20%	100%	0	0	0	0	0	0	1	0	0	0	\$ 61,798				X		
Natural Sciences & Mathematics	Chemistry	St Hill,Lydia	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	1	0	0	0	0	\$ 8,873				X		
Natural Sciences & Mathematics	Computer Science	Biediger,Daniel	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	\$ 6,500				X		
Natural Sciences & Mathematics	Computer Science	Donatelli,Vincent	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 13,000				X		
Natural Sciences & Mathematics	Computer Science	Mantini,Pranav	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	1	0	1	0	0	\$ 13,000				X		
Natural Sciences & Mathematics	Computer Science	Panah,Hesam	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 6,500				X		
Natural Sciences & Mathematics	Computer Science	Ramamurthy,Uma	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	2	0	0	0	0	\$ 19,500				X		
Natural Sciences & Mathematics	Computer Science	Singh,Raj	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	2	0	0	0	0	\$ 32,500				X		
Natural Sciences & Mathematics	Computer Science	Subramaniam,Venkat	Adjunct Professor	P	0%	100%	0%	100%	2	0	2	0	0	2	0	1	0	0	\$ 55,251				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bird,Dale	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 612				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Bissada,Kadry	Research Professor/Lecturer	P	0%	100%	0%	100%	0	1	1	1	0	0	0	0	2	0	\$ 22,203				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Dyaur,Nikolay	Research Scientist	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 49,595		X		X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Han,De-Hua	Active Faculty Retiree	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	\$ 11,676				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Hilberman,Fred	Distinguished Univ Professor	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	\$ 10,000				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Naruk,Stephen	Adjunct Faculty	P	100%	0%	0%	100%	0	0	1	0	0	0	0	0	0	0	\$ 10,000				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Singh,Preena	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	\$ 5,200				X		
Natural Sciences & Mathematics	Earth & Atmospheric Sciences	Wiley,Robert	Lecturer	P	0%	100%	0%	100%	1	0	1	0	0	0	0	0	0	0	\$ 4,200				X		
Natural Sciences & Mathematics	Mathematics	Fan,Guoyang	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	1	0	0	0	0	\$ 6,000				X		
Natural Sciences & Mathematics	Mathematics	Hollyer,Virginia	Sr Lecturer	P	0%	80%	20%	100%	2	0	0	0	0	2	0	0	0	0	\$ 29,990				X		
Natural Sciences & Mathematics	Mathematics	Hong,Yuqi	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	2	0	0	0	0	\$ 24,000				X		
Natural Sciences & Mathematics	Mathematics	Hoppe,Ronald	Research Professor	P	0%	20%	80%	100%	0	0	0	0	0	0	1	0	0	0	\$ 65,189				X		
Natural Sciences & Mathematics	Mathematics																								

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

		KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																									
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source						
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State		
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON							
Natural Sciences & Mathematics	Mathematics	Zimmerman,Oren	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X	
Natural Sciences & Mathematics	Physics	Ebrahim,Rabi	Sr Research Scientist	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,389	X				
Natural Sciences & Mathematics	Physics	Hungerford,Ed V	Active Faculty Retiree	P	60%	20%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 74,797				X	
Natural Sciences & Mathematics	Physics	Lytvynchuk,Oleksandr	Research Associate Professor	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 52,109				X	
Natural Sciences & Mathematics	Physics	McCaughey,Joseph L	Active Faculty Retiree	P	50%	30%	20%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 45,641				X	
Natural Sciences & Mathematics	Physics	Muthupillai,Raja	Temporary Faculty	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,500				X	
Natural Sciences & Mathematics	Physics	Portullo Vazquez,Israel	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	6	0	0	0	0	0	0	\$ 42,000					X
Office of the Provost	Exploratory Studies	Alexander,Nakia	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Bitting,Tiffany	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Hall,Juanita	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Hermann,Lauren	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Holloway,Sarah	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Howard,Nina	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Johnson,Whitney	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Jones,Tashemia V.	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Keithly,Allison	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Mackie,Tierra	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Olmedo,Cynthia	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Osborn,Lori G	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Phan,Trang	Adjunct Faculty	P	0%	100%	0%	100%	2	1	0	0	0	0	0	0	1	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Ratliff,Gloria	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Reed,Erin	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Simpson,James	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Office of the Provost	Exploratory Studies	Vernon-Harrison,Miranda	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 1,667				X	
Optometry	Dean, Optometry	Abuata,Christina Sally	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 28,860				X	
Optometry	Dean, Optometry	Carter-Dawson,Louvenia D	Sr Research Scientist	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 35,611		X			
Optometry	Dean, Optometry	Cass,Peter	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	0	\$ 15,000				X	
Optometry	Dean, Optometry	Cunningham,Michelle	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,215				X	
Optometry	Dean, Optometry	Davis,Mark	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 11,250				X	
Optometry	Dean, Optometry	Dinh,David T	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 14,430				X	
Optometry	Dean, Optometry	Feigon,Judith Tova	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Gloyd,Roosevelt	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,215				X	
Optometry	Dean, Optometry	Goosey,John	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Hanlon,Samuel D	Active Faculty Retiree	P	100%	0%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 14,661				X	
Optometry	Dean, Optometry	Johnson,Leah Ann	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,215				X	
Optometry	Dean, Optometry	Keyzer,Kathryn	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 49,770				X	
Optometry	Dean, Optometry	Leach,Norman E	Active Faculty Retiree	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 50,698				X	
Optometry	Dean, Optometry	Lin,Albert P	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Odaibo,Stephen G	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Quintero,Sam	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	2	0	0	0	0	0	3	0	\$ 36,322				X		
Optometry	Dean, Optometry	Salem,Andrew K	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Sanders,Marc R	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Sorenson,Laurie	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 11,250				X	
Optometry	Dean, Optometry	Tasca,Jennifer Marie	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 14,430				X	
Optometry	Dean, Optometry	Tollett,Marlene Morales	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Optometry	Dean, Optometry	Tucker,Ashley	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	4	0	0	0	0	0	4	0	\$ 45,225				X		
Optometry	Dean, Optometry	Walker,Maria	Lecturer	P	40%	60%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 33,575				X	
Optometry	Dean, Optometry	Wiley,Maria-Cristina	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	1	0	0	0	0	0	1	0	\$ 9,900				X		
Optometry	Dean, Optometry	Zaman,Fiaz	Adjunct Faculty	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 58,500				X	
Pharmacy	Dean, Pharmacy	Cacciatore,Gary	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 6,600					X
Pharmacy	Pharmacological & Pharmaceutical	Singh,Rashmi	Research Asst Professor	P	90%	5%	5%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 21,000		X				
Technology	Construction Management	Beadle,Dwight	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	4	0	0	0	0	0	\$ 26,500				X		
Technology	Construction Management	Blount,James	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	\$ 9,000				X		
Technology	Construction Management	Bolander,Larry	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 8,000				X		
Technology	Construction Management	Butler,Bobby	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X		
Technology	Construction Management	Chang,Chi Chung	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 16,000				X		
Technology	Construction Management	Cluff,Rodney	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	\$ 9,000				X		
Technology	Construction Management	Coble,Lana	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X		
Technology	Construction Management	Connors,Jayne	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	1	0	0	0	\$ 5,000				X		
Technology	Construction Management	Conover,Sharon	Lecturer	P	0%	100%	0%	100%	0	0	2	0	0	0	0	0	1	0	0	0	\$ 12,000				X		
Technology	Construction Management	Daneshpour,Elmira	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X		
Technology	Construction Management	Ducran,Denis	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$ 9,000				X		
Technology	Construction Management	Elliott,Stephen	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	\$ 9,000				X		
Technology	Construction Management	Elzafrany,Mohamed	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	\$ 16,000				X		
Technology	Construction Management	Escobar,C	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	\$ 8,000				X		

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Technology	Construction Management	Glumac,Carmel	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Hanssen,Byron	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Hart,Lee	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Hogan,James	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,500				X
Technology	Construction Management	Hollis,Thomas	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Liggin,Gregory	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Lozano Garcia,Miguel	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 12,000				X
Technology	Construction Management	Lyon,Eva	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Meyer,Joseph	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	\$ 16,000				X
Technology	Construction Management	Moghaddam,Hassan	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	3	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Obie,Heidi	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
Technology	Construction Management	Poisler,Marco	Lecturer	P	0%	100%	0%	100%	0	1	0	0	0	0	1	0	0	0	0	0	0	\$ 18,000				X
Technology	Construction Management	Ponnusamy,Ravi	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Ray,Kyle	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Reyes,Jorge	Lecturer	P	0%	100%	0%	100%	1	0	1	0	0	0	1	0	0	0	0	0	0	\$ 12,000				X
Technology	Construction Management	Ritchie,Earl	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 5,000				X
Technology	Construction Management	Sherman,Dennis	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 16,000				X
Technology	Construction Management	Siddiqui,Muhammad	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Sikes,Andrew	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Sulehri,Hassan	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Vecera,Robert	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	Velarde,Jose	Lecturer	P	0%	100%	0%	100%	1	1	0	0	0	0	1	1	0	0	0	0	0	\$ 16,000				X
Technology	Construction Management	Weintraub,Marvin	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Construction Management	White,Stewart	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 7,500				X
Technology	Construction Management	Zaheri,Mohammad	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	\$ 9,000				X
Technology	Construction Management	Zayas,Frederick	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	3	0	0	0	0	0	0	\$ 16,000				X
Technology	Engineering Technology	Abraham,Yonas	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Engineering Technology	Al-Jamal,Helmi	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	0	0	0	0	0	0	0	\$ 16,000				X
Technology	Engineering Technology	Balasubramanian,Nagarajan	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 4,000				X
Technology	Engineering Technology	Gallardo,Victor	Adjunct Faculty	P	0%	100%	0%	100%	5	0	0	0	0	0	4	0	0	0	0	0	0	\$ 8,000				X
Technology	Engineering Technology	Maida,John	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 9,000				X
Technology	Engineering Technology	Moghaddam,Hassan	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	3	0	0	0	0	0	0	\$ 8,000				X
Technology	Engineering Technology	Pham,Dzung	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Engineering Technology	Pondell,Stephen	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 9,000				X
Technology	Engineering Technology	Ray,Kyle	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 9,000				X
Technology	Engineering Technology	Ryplen,David	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 16,000				X
Technology	Engineering Technology	Talusani,Pratap	Lecturer	P	0%	100%	0%	100%	5	0	0	0	0	0	3	0	0	0	0	0	0	\$ 12,000				X
Technology	Engineering Technology	Tsegaye,Mikias	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Bennett,LaTasha	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	2	0	0	0	0	0	0	\$ 21,500				X
Technology	Human Develop & Consumer Sci	Breaux,James	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Chakraborty,Misha	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Human Develop & Consumer Sci	Chapman,Robert	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	1	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Daniel,Patrick	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Human Develop & Consumer Sci	Del Grande,Lisa	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Dick,Deanna	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Doss,Tommy	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	1	0	0	0	0	0	\$ 10,000				X
Technology	Human Develop & Consumer Sci	Egan,Toby	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	\$ 6,000				X
Technology	Human Develop & Consumer Sci	Frewen-Wuellner,Cynthia	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Gatterson,Beverly	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	4	0	0	0	0	0	0	\$ 28,000				X
Technology	Human Develop & Consumer Sci	Gillette,Estella	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000				X
Technology	Human Develop & Consumer Sci	Hitchman,Cal	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Jacobs,Karen	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 16,000				X
Technology	Human Develop & Consumer Sci	Kellogg,James	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Larsen,Marilyn	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Human Develop & Consumer Sci	Lewis,Julie	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 6,000				X
Technology	Human Develop & Consumer Sci	Mudd,Blake	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	\$ 12,000				X
Technology	Human Develop & Consumer Sci	Nair,Maya	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Nery-Kjerfve,Tania	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Owens-Shepard,Toya	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	1	0	0	0	0	0	\$ 16,500				X
Technology	Human Develop & Consumer Sci	Palmer,Kristin	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	\$ 8,000				X
Technology	Human Develop & Consumer Sci	Patel,Shatun	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Perreira-Leon,Maura	Adjunct Faculty	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	\$ 15,000				X
Technology	Human Develop & Consumer Sci	Rainbolt,Hilary	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Salomon,Lauren	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	0	0	0	0	\$ 4,000				X
Technology	Human Develop & Consumer Sci	Schroeder,Susan	Lecturer	P	0%	60%	40%	100%	3	0	0	0	0	0	4	0	0	0	0	0	0	\$ 23,755				X

University of Houston
Faculty Workload Report - Fall 2020 - Spring 2021

KEY: UG - Undergraduate Class; GR - Graduate Class; SP - Special Professional Class; ORG - Organized Class; NON - Non Organized Class																										
COLLEGE NAME	DEPARTMENT/UNIT	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	AY 20-21 PERCENT (%) EFFORT				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Funding Source					
					Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP		Salary	Gift	Grant	Local	State	
									OG	NON	OG	NON	OG	NON	OG	NON	OG	NON	OG	NON						
Technology	Human Develop & Consumer Sci	Schultz,Wendy	Lecturer	P	0%	100%	0%	100%	0	0	1	0	0	0	0	0	0	1	0	0	0	0	\$ 8,000			X
Technology	Human Develop & Consumer Sci	Selzer,Lori	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 8,000			X
Technology	Human Develop & Consumer Sci	Shakir,Khalimah	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 16,000			X
Technology	Human Develop & Consumer Sci	Stewart,Juliana	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 8,000			X
Technology	Human Develop & Consumer Sci	Stewart,Quentin	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 20,000			X
Technology	Human Develop & Consumer Sci	Telles,John	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 16,000			X
Technology	Human Develop & Consumer Sci	Wade,Alicia	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,000			X
Technology	Human Develop & Consumer Sci	Whittington,Alexandra	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 16,000			X
Technology	Human Develop & Consumer Sci	Woodgate,Derek	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	1	0	0	0	0	0	\$ 8,000			X
Technology	Info & Logistics Technology	Amirpanahi,Fardosh	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 20,000			X
Technology	Info & Logistics Technology	Beyl,Charles	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 6,750			X
Technology	Info & Logistics Technology	Bravo,Gina	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 18,000			X
Technology	Info & Logistics Technology	Chadwick,Sidney	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 4,500			X
Technology	Info & Logistics Technology	Chance,Michael	Lecturer	P	0%	100%	0%	100%	3	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 22,000			X
Technology	Info & Logistics Technology	Dobretzberger,Otto	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 20,000			X
Technology	Info & Logistics Technology	Dozier,Devin	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 13,500			X
Technology	Info & Logistics Technology	Evans,Cindi	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 4,500			X
Technology	Info & Logistics Technology	Evans,Louis	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Evans,Louis	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Evans,Ruth	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Eyth,Francis	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 13,750			X
Technology	Info & Logistics Technology	Freedkin,Aaron	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 16,000			X
Technology	Info & Logistics Technology	Garza,Cynthia	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 15,000			X
Technology	Info & Logistics Technology	Gibbs,Thomas	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 15,000			X
Technology	Info & Logistics Technology	Golecha,Devshree	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 9,000			X
Technology	Info & Logistics Technology	Greenfield,Brandon	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 15,000			X
Technology	Info & Logistics Technology	Hargrove,Mark	Lecturer	P	0%	100%	0%	100%	4	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 33,750			X
Technology	Info & Logistics Technology	Harris,Elizabeth	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X
Technology	Info & Logistics Technology	Hollingsworth,Patricia	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 13,500			X
Technology	Info & Logistics Technology	Jeffers,John	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Johnson,Kelsey	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 4,500			X
Technology	Info & Logistics Technology	Kirtley,Melinda	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Kozma,Andrew	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 8,000			X
Technology	Info & Logistics Technology	Lattier,Gregory	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 14,000			X
Technology	Info & Logistics Technology	Malik,Sarah	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 9,000			X
Technology	Info & Logistics Technology	Minigan,Pamela	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Moore,George	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 14,000			X
Technology	Info & Logistics Technology	Murphey,Jimidene	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X
Technology	Info & Logistics Technology	O'Kelley,Donna	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 14,000			X
Technology	Info & Logistics Technology	Pegram,Norman	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 4,500			X
Technology	Info & Logistics Technology	Peterson,Kathryn	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	\$ 8,000			X
Technology	Info & Logistics Technology	Powell,Ernest	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Ratner,Edward	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 15,000			X
Technology	Info & Logistics Technology	Sadeghi,Abdi	Lecturer	P	0%	100%	0%	100%	0	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 5,000			X
Technology	Info & Logistics Technology	Smith,John	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 9,000			X
Technology	Info & Logistics Technology	Soliz,Rudy	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 7,000			X
Technology	Info & Logistics Technology	Terrell,John	Lecturer	P	0%	100%	0%	100%	1	0	0	0	0	0	2	0	0	0	0	0	0	0	\$ 12,500			X
Technology	Info & Logistics Technology	Viseh,Mehran	Lecturer	P	0%	100%	0%	100%	2	0	0	0	0	0	3	0	0	0	0	0	0	0	\$ 25,000			X
Technology	Info & Logistics Technology	Weber,Peter	Adjunct Faculty	P	0%	100%	0%	100%	1	0	0	0	0	0	1	0	0	0	0	0	0	0	\$ 10,000			X

UNIVERSITY OF HOUSTON CLEAR LAKE FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2020-2021)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the UH Clear Lake Faculty Workload Policy (UHCL Faculty Handbook Section 6.1) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON CLEAR LAKE (ACADEMIC YEAR 2020-2021)

To meet the instructional needs and research missions of individual academic units at the **University of Houston Clear Lake**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston Clear Lake** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**. Tenured and tenure-track faculty appointments are ranked, full-time faculty positions. Non-tenure-track faculty appointments can be ranked or non-ranked, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston Clear Lake** have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 Faculty Appointments Held at the University of Houston Clear Lake (Academic Year 2020-2021)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	61	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		106	
Tenure-Track	Ranked	Assistant Professor		60	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	4	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Lecturer, Program Director, Visiting Professor (All Ranks)	Full-Time	44	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	264	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is typically **75% effort in the teaching/instructional domain, 12.5% effort in the research/scholarship domain and 12.5% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically **80% effort in the teaching/instructional domain and 20% effort in the service domain.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORK LOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2020-2021)

The **University of Houston Clear Lake** has a total of four (4) Colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort that should be expended in each of the three faculty workload domains. These expectations are set at the departmental level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHCL Faculty Workload Report (AY 2020-2021).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2020-2021)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	50	13%	73%	15%	\$116,204
Education	35	13%	72%	15%	\$74,645
Human Sciences and Humanities	73	13%	72%	15%	\$70,169
Science and Engineering	69	14%	71%	16%	\$87,854

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	0	0%	0%	0%	\$0
Education	2	13%	75%	13%	\$57,897
Human Sciences and Humanities	2	0%	58%	42%	\$51,295
Science and Engineering	0	0%	0%	0%	\$0

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	7	5%	63%	33%	\$84,721
Education	1	13%	75%	13%	\$63,031
Human Sciences and Humanities	20	1%	77%	25%	\$55,898
Science and Engineering	16	0%	75%	26%	\$58,642

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2020-2021 UH Clear Lake Faculty Workload Report** concerning average (%) workload effort distribution across the four (4) colleges for the major types of faculty appointments at UHCL provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **72%** of their effort in teaching and instructional activities, **13%** of their effort in research and scholarship activities and **15%** in service activities.
- Full-time, ranked (NTT) faculty expend **67%** of their effort in teaching and instructional activities, **7%** of their effort in research and scholarship activities and **26%** in service activities.
- Full-time, non-ranked, non-tenure track (NTT) faculty expend **73%** of their effort in teaching and instructional activities, **5%** of their effort in research and scholarship activities and **23%** in service activities.

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Business	Department of Accounting	Du, Hui	Professor	Professor	FT	\$83,628.53			X	X
College of Business	Department of Accounting	Hao, Jun	Assistant Professor	Assistant Professor	FT	\$134,131.08				X
College of Business	Department of Accounting	Hasan, Md Rajib	Associate Professor	Associate Professor	FT	\$132,804.00				X
College of Business	Department of Accounting	Kim, Se Han	Assistant Professor	Assistant Professor	FT	\$128,804.04				X
College of Business	Department of Accounting	Lacina, Michael	Professor	Professor	FT	\$144,346.92				X
College of Business	Department of Accounting	Lehmann, Constance	Professor	Professor	FT	\$141,360.00				X
College of Business	Department of Accounting	Marks, Barry	Professor	Professor	FT	\$136,147.05				X
College of Business	Department of Accounting	Pan, Shanshan	Associate Professor	Associate Professor	FT	\$133,528.95				X
College of Business	Department of Accounting	Shin, Haeyoung	Associate Professor	Associate Professor	FT	\$133,662.96				X
College of Business	Department of Accounting	Sims, Brian	Adjunct - Non Ben	Other Faculty	FT	\$0.00			X	
College of Business	Department of Accounting	Sorensen, Susan	Associate Professor	Associate Professor	FT	\$134,355.06				X
College of Business	Department of Accounting	Xu, Zhaohui	Professor	Professor	FT	\$143,334.96				X
College of Business	Department of Accounting	Yi, Lin	Assistant Professor	Assistant Professor	FT	\$128,510.01			X	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Anders, Anne	Assistant Professor	Assistant Professor	FT	\$89,320.05				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Bendeck, Yvette	Professor	Professor	FT	\$132,000.00			X	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Black, Kenneth	Professor	Professor	FT	\$125,503.92				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Cotten, Stephen	Associate Professor	Associate Professor	FT	\$101,590.98			X	X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Erdem, Selim	Professor	Professor	FT	\$121,180.92				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Gu, Ching	Associate Professor	Associate Professor	FT	\$118,158.99			X	X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	McCormack, Joseph	Associate Professor	Associate Professor	FT	\$113,815.08				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Michael, Timothy	Associate Professor	Associate Professor	FT	\$126,199.92			X	X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Murasko, Jason	Associate Professor	Associate Professor	FT	\$105,959.85			X	X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Orhan, Mehmet	Visiting Asst Professor	Other Faculty	FT	\$78,930.00				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Pavlova-Stout, Ivelina	Associate Professor	Associate Professor	FT	\$126,583.92				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Perdue, Daniel	Professor	Professor	FT	\$128,332.08				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Place, Eleanor	Lecturer	Other Faculty	FT	\$76,125.00				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Robinson, Leroy	Associate Professor	Associate Professor	FT	\$111,143.16				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Sheng, Lifei	Assistant Professor	Assistant Professor	FT	\$108,098.04				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Walker, Linda	Professor	Professor	FT	\$129,236.04			X	X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Whitworth, Jeffrey	Associate Professor	Associate Professor	FT	\$118,957.05				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Williams, Melissa	Associate Professor	Associate Professor	FT	\$116,337.96				X
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Zalila, Faiza	Associate Professor	Associate Professor	FT	\$106,556.16				X
College of Business	Department of Healthcare Administration	Ayadi, Mary	Professor	Professor	FT	\$113,674.92			X	X
College of Business	Department of Healthcare Administration	Chandra, Ashish	Professor	Professor	FT	\$140,810.91			X	X
College of Business	Department of Healthcare Administration	Decker, Phillip	Professor	Professor	FT	\$104,906.04				X
College of Business	Department of Healthcare Administration	Khoury, Raymond	Lecturer	Other Faculty	FT	\$110,972.16				X
College of Business	Department of Healthcare Administration	Mitchell, Jordan	Associate Professor	Associate Professor	FT	\$107,614.95			X	X
College of Business	Department of Management	Abdel-Zaher, Dina	Associate Professor	Associate Professor	FT	\$116,780.13				X
College of Business	Department of Management	Chambers, Silvana	Assistant Professor	Assistant Professor	FT	\$106,260.00				X
College of Business	Department of Management	Clardy, James	Visiting Asst Professor	Other Faculty	FT	\$73,500.00				X
College of Business	Department of Management	Everhart, Jonathan	Assistant Professor	Assistant Professor	FT	\$93,095.01				X
College of Business	Department of Management	Garland, Kathleen	Lecturer	Other Faculty	FT	\$77,397.96				X
College of Business	Department of Management	Gossett, Lisa	Associate Professor	Associate Professor	FT	\$101,822.40				X
College of Business	Department of Management	Guerrero, Laura	Asst Professor	Assistant Professor	FT	\$116,724.96				X
College of Business	Department of Management	Johnson, Vanessa	Assistant Professor	Assistant Professor	FT	\$93,531.06			X	
College of Business	Department of Management	Kirkman, Dorothy	Assoc Dean, College of BUS	Associate Professor	FT	\$0.00			X	

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Business	Department of Management	Martynov, Aleksey	Assoc Professor	Associate Professor	FT	\$115,442.10				X
College of Business	Department of Management	Mayfield, Clifton	Associate Professor	Associate Professor	FT	\$114,108.96				X
College of Business	Department of Management	Rolf, Skylar	Assistant Professor	Assistant Professor	FT	\$106,260.03				X
College of Business	Department of Management	Stringer, Donna	Lecturer	Other Faculty	FT	\$76,124.97				X
College of Business	Department of Management	Tombaugh, Jay	Associate Professor	Associate Professor	FT	\$96,569.04				X
College of Business	Department of Management	Voelker, Troy	Associate Professor	Associate Professor	FT	\$117,108.12				X
College of Business	Department of Management Information Systems	Gercek, Gokhan	Professor	Professor	FT	\$65,207.67			X	X
College of Business	Department of Management Information Systems	Hettiarachchi, Charitha	Visiting Asst Professor	Assistant Professor	FT	\$99,999.96				X
College of Business	Department of Management Information Systems	Lin, Jian	Assistant Professor	Assistant Professor	FT	\$104,988.00				X
College of Business	Department of Management Information Systems	Saleem, Naveed	Professor	Professor	FT	\$128,300.85				X
College of Business	Department of Management Information Systems	Steel, Douglas	Assoc Professor	Associate Professor	FT	\$110,154.00				X
College of Business	Department of Management Information Systems	Sun, Nanfei	Assistant Professor	Assistant Professor	FT	\$103,950.99				X
College of Business	Department of Management Information Systems	Wu, Michael	Asst Professor	Assistant Professor	FT	\$99,292.08				X
College of Education	Counseling Special Education and Diversity	Beavers, Elizabeth	Associate Professor	Associate Professor	FT	\$66,209.04				X
College of Education	Counseling Special Education and Diversity	Davis, Randy	Associate Professor	Associate Professor	FT	\$72,005.16		X		X
College of Education	Counseling Special Education and Diversity	Gauna-Gago, Leslie	Assistant Professor	Assistant Professor	FT	\$60,900.00				X
College of Education	Counseling Special Education and Diversity	Jones, Lisa	Professor	Professor	FT	\$82,000.08				X
College of Education	Counseling Special Education and Diversity	Marquez, Judith	Professor	Professor	FT	\$102,868.08				X
College of Education	Counseling Special Education and Diversity	Pace, Robert	Clinical Assoc Professor	Other Faculty	FT	\$63,013.92				X
College of Education	Counseling Special Education and Diversity	Seevers, Randy	Associate Professor	Associate Professor	FT	\$74,818.20				X
College of Education	Counseling Special Education and Diversity	Tello, Angelica	Asst Professor	Assistant Professor	FT	\$61,521.96				X
College of Education	Counseling Special Education and Diversity	Weaver, Laurie	Professor	Professor	FT	\$94,854.96				X
College of Education	Curriculum and Instruction	Brown, Amber	Associate Professor	Associate Professor	FT	\$73,587.00				X
College of Education	Curriculum and Instruction	Brown, Suzanne	Associate Professor	Associate Professor	FT	\$104,265.00				X
College of Education	Curriculum and Instruction	Chvala, Terry	Senior Lecturer	Other Faculty	FT	\$63,030.84				X
College of Education	Curriculum and Instruction	Divoll, Kent	Associate Professor	Associate Professor	FT	\$69,652.08				X
College of Education	Curriculum and Instruction	Graves, Shanna	Associate Professor	Associate Professor	FT	\$74,009.04				X
College of Education	Curriculum and Instruction	Huss-Keeler, Rebecca	Associate Professor	Associate Professor	FT	\$84,063.96				X
College of Education	Curriculum and Instruction	Jain, Preeti	Assistant Professor	Assistant Professor	FT	\$61,670.04				X
College of Education	Curriculum and Instruction	McDonald, Denise	Professor	Professor	FT	\$79,512.00				X
College of Education	Curriculum and Instruction	Shulsky, Debra	Assoc Professor	Associate Professor	FT	\$65,754.96				X
College of Education	Curriculum and Instruction	Watson, Sandra	Associate Professor	Associate Professor	FT	\$76,125.00				X
College of Education	Curriculum and Instruction	Williams-Duncan, Omah	Asst Professor	Assistant Professor	FT	\$61,837.08				X
College of Education	Leadership and Policy Analysis	Bartsch, Carol	Professor	Professor	FT	\$80,415.00				X
College of Education	Leadership and Policy Analysis	Corrales, Antonio	Associate Professor	Associate Professor	FT	\$65,914.92				X
College of Education	Leadership and Policy Analysis	Cothorn, Thomas	Assistant Professor	Assistant Professor	FT	\$61,915.08				X
College of Education	Leadership and Policy Analysis	Decman, John	Associate Professor	Associate Professor	FT	\$71,310.00				X
College of Education	Leadership and Policy Analysis	Grace, Jennifer	Assistant Professor	Assistant Professor	FT	\$65,000.04				X
College of Education	Leadership and Policy Analysis	Jones, Robert	Professor	Professor	FT	\$87,467.04				X
College of Education	Leadership and Policy Analysis	Lastrapes, Renee	Associate Professor	Associate Professor	FT	\$65,155.92				X
College of Education	Leadership and Policy Analysis	Matthew, Kathryn	Assoc VP, Acad Affairs	Professor	FT	\$0.00				X
College of Education	Leadership and Policy Analysis	Orange, Amy	Associate Professor	Associate Professor	FT	\$65,729.04				X
College of Education	Leadership and Policy Analysis	Peters, Michelle	Professor	Professor	FT	\$80,414.04				X
College of Education	Leadership and Policy Analysis	Simieou, Felix	Interim Assoc Dean, COE	Associate Professor	FT	\$0.00				X
College of Education	Leadership and Policy Analysis	Wagner, Paul	Professor	Professor	FT	\$104,115.00				X
College of Education	Literacy, Library, and Learning Technology	Baker, Sheila	Associate Professor	Associate Professor	FT	\$65,724.96				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Education	Literacy, Library, and Learning Technology	Crawford, Caroline	Professor	Professor	FT	\$74,375.01				X
College of Education	Literacy, Library, and Learning Technology	Giles, Linda	Assistant Professor	Assistant Professor	FT	\$61,915.05				X
College of Education	Literacy, Library, and Learning Technology	McEnery, Lillian	Professor	Professor	FT	\$82,128.87				X
College of Education	Literacy, Library, and Learning Technology	Newsum, Janice	Assistant Professor	Assistant Professor	FT	\$63,945.00				X
College of Education	Literacy, Library, and Learning Technology	Pule, Heather	Clinical Assistant Professor	Other Faculty	FT	\$52,780.05				X
College of Education	Literacy, Library, and Learning Technology	Raymond, Roberta	Assistant Professor	Assistant Professor	FT	\$62,189.88				X
College of Education	Literacy, Library, and Learning Technology	Willis, Jana	Professor	Professor	FT	\$89,190.96				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Alexander, Karen	Assistant Professor	Assistant Professor	FT	\$93,039.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Arney, Jennifer	Assoc Professor	Associate Professor	FT	\$66,601.92			X	X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Bentley, Jason	Lecturer	Other Faculty	FT	\$57,855.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Bistricky, Steven	Associate Professor	Associate Professor	FT	\$62,278.00			X	X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Brown, Matthew	Associate Professor	Associate Professor	FT	\$68,430.06				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Cazes, Denise	Senior Lecturer	Other Faculty	FT	\$59,803.80			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Cherry, Stephen	Associate Professor	Associate Professor	FT	\$71,128.80				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Costello, Sarah	Associate Professor	Associate Professor	FT	\$63,554.88				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Dodson, Kimberly	Associate Professor	Associate Professor	FT	\$73,080.00				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Donohue-Dioh, Jessica	Visiting Assistant Professor	Other Faculty	FT	\$56,999.97			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Elkins, Sara	Associate Professor	Associate Professor	FT	\$66,132.00				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	English, Kirk	Assistant Professor	Assistant Professor	FT	\$63,945.00				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Fosbender, Lisa	Visiting Assistant Professor	Other Faculty	FT	\$55,999.98			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Fritz, Jennifer	Associate Professor	Associate Professor	FT	\$70,261.92				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Gessler, Anne	Lecturer	Other Faculty	FT	\$53,155.92			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Haque, Afshana	Assistant Professor	Assistant Professor	FT	\$59,379.12				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Hentges, Beth	Associate Professor	Associate Professor	FT	\$73,385.04				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Jenkins, Sandra	Visiting Asst Professor	Other Faculty	FT	\$73,600.02			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Johnston, Amanda	Associate Professor	Associate Professor	FT	\$67,361.04			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kanenberg, Heather	Associate Professor	Associate Professor	FT	\$67,666.92				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kelling, Nicholas	Associate Professor	Associate Professor	FT	\$64,704.96				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kusters, Isabelle	Assistant Professor	Assistant Professor	FT	\$63,945.00		X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kusters, Isabelle	Assistant Professor	Assistant Professor	FT	\$63,945.00		X	X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Leal, Roberta	Assistant Professor	Assistant Professor	FT	\$58,869.96				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Lechago, Sarah	Associate Professor	Associate Professor	FT	\$67,916.04				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Leonard, Clay	Assistant Professor	Assistant Professor	FT	\$55,986.00				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Lerman, Dorothea	Professor	Professor	FT	\$98,471.16				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	McDaniel, Patricia	Visiting Assistant Professor	Other Faculty	FT	\$65,000.04			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	McIntyre, Scott	Professor	Professor	FT	\$81,890.52				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Milam, Alex	Associate Professor	Associate Professor	FT	\$66,985.92			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Moreno, Georgina	Assistant Professor	Assistant Professor	FT	\$63,000.00				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Morgan, Valerie	Assistant Professor	Assistant Professor	FT	\$71,049.96			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Schanding, George	Associate Professor	Associate Professor	FT	\$68,004.96			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Short, Mary	Professor	Professor	FT	\$87,725.04			X	X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Short, Rick	Professor	Professor	FT	\$166,708.08			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Silvermintz, Daniel	Associate Professor	Associate Professor	FT	\$69,143.04			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Sublett, Lisa	Assistant Professor	Assistant Professor	FT	\$60,900.00				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Sutherland, Steven	Assistant Professor	Assistant Professor	FT	\$58,869.96				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Taylor Sullivan, Joyce	Lecturer	Other Faculty	FT	\$51,765.00			X	

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Human Sciences and Humanities	Communication and Studio Arts	Baldwin, Andrea	Lecturer	Other Faculty	FT	\$62,469.96			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Bethany, Janice	Visiting Lecturer	Other Faculty	FT	\$51,000.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Brims, Michael	Associate Professor	Associate Professor	FT	\$66,463.02				X
College of Human Sciences and Humanities	Communication and Studio Arts	Cedillo, Christina	Assistant Professor	Assistant Professor	FT	\$58,100.04				X
College of Human Sciences and Humanities	Communication and Studio Arts	Chan, Tak Shing	Associate Professor	Associate Professor	FT	\$74,343.48				X
College of Human Sciences and Humanities	Communication and Studio Arts	Clark, Debra	Associate Professor	Associate Professor	FT	\$67,476.96				X
College of Human Sciences and Humanities	Communication and Studio Arts	Day, David	Senior Lecturer	Other Faculty	FT	\$58,280.04			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Diepenbrock, Clotilde	Associate Professor	Associate Professor	FT	\$70,524.84				X
College of Human Sciences and Humanities	Communication and Studio Arts	Djordjevic, Dragana	Lecturer	Other Faculty	FT	\$54,155.04			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Fessler, Emily	Associate Professor	Associate Professor	FT	\$66,000.00				X
College of Human Sciences and Humanities	Communication and Studio Arts	Frierson, Kelley	Visiting Lecturer	Other Faculty	FT	\$51,000.03			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Hatley, Alana	Lecturer	Other Faculty	FT	\$51,000.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Hedengren, Mary	Lecturer	Other Faculty	FT	\$56,840.04			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Jacobs, Lorie	Assistant Professor	Assistant Professor	FT	\$58,211.04				X
College of Human Sciences and Humanities	Communication and Studio Arts	Kice, Brent	Associate Professor	Associate Professor	FT	\$49,269.92			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Klyueva, Anna	Associate Professor	Associate Professor	FT	\$66,514.05			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Kussro, Lauren	Assistant Professor	Assistant Professor	FT	\$55,824.96				X
College of Human Sciences and Humanities	Communication and Studio Arts	Larson, Stuart	Associate Professor	Associate Professor	FT	\$74,232.96				X
College of Human Sciences and Humanities	Communication and Studio Arts	Makepeace, Jason	Associate Professor	Associate Professor	FT	\$66,131.04			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Moya, David	Clinical Assistant Professor	Other Faculty	FT	\$39,090.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Stephenson, Hunter	Associate Professor	Associate Professor	FT	\$66,725.04			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Strait, Gerald	Associate Professor	Associate Professor	FT	\$63,730.00			X	X
College of Human Sciences and Humanities	Communication and Studio Arts	Subramanian, Shreerekha	Associate Professor	Associate Professor	FT	\$69,286.92			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Yandell, Lauren	Lecturer	Other Faculty	FT	\$38,965.00			X	
College of Human Sciences and Humanities	Liberal Arts	Clody, Michael	Associate Professor	Associate Professor	FT	\$69,205.92				X
College of Human Sciences and Humanities	Liberal Arts	Dean, Julianna	Assistant Professor	Assistant Professor	FT	\$63,000.00				X
College of Human Sciences and Humanities	Liberal Arts	Dugre, Neal	Assistant Professor	Assistant Professor	FT	\$59,860.92				X
College of Human Sciences and Humanities	Liberal Arts	Hales, Barbara	Associate Professor	Associate Professor	FT	\$70,741.92				X
College of Human Sciences and Humanities	Liberal Arts	Hodges, Adam	Professor	Professor	FT	\$77,126.88				X
College of Human Sciences and Humanities	Liberal Arts	Klett, Elizabeth	Professor	Professor	FT	\$81,291.00				X
College of Human Sciences and Humanities	Liberal Arts	Marcoline, Anne	Associate Professor	Associate Professor	FT	\$66,430.08			X	
College of Human Sciences and Humanities	Liberal Arts	McCauley, Jennifer	Visiting Assistant Professor	Other Faculty	FT	\$52,000.02			X	
College of Human Sciences and Humanities	Liberal Arts	McNamara, Kevin	Professor	Professor	FT	\$88,916.04				X
College of Human Sciences and Humanities	Liberal Arts	Merfish, Beth	Associate Professor	Associate Professor	FT	\$64,179.96				X
College of Human Sciences and Humanities	Liberal Arts	Parsons, Keith	Professor	Professor	FT	\$84,393.96				X
College of Human Sciences and Humanities	Liberal Arts	Piercy, Jeremy	Visiting Assistant Professor	Other Faculty	FT	\$54,999.99				X
College of Human Sciences and Humanities	Liberal Arts	Romero, Wanalee	Lecturer	Other Faculty	FT	\$59,931.00			X	
College of Human Sciences and Humanities	Liberal Arts	Sisman, Cengiz	Professor	Professor	FT	\$70,106.04			X	
College of Human Sciences and Humanities	Psychology	Kelling, Angela	Assistant Professor	Assistant Professor	FT	\$63,000.00				X
College of Human Sciences and Humanities	Psychology	Malin, David	Research Professor - Non-Ben	Other Faculty	FT	\$0.00			X	
College of Human Sciences and Humanities	Psychology	Rios, Desdama	Associate Professor	Associate Professor	FT	\$67,361.04			X	
College of Human Sciences and Humanities	Psychology	Shaman, Nicholas	Assistant Professor	Assistant Professor	FT	\$62,930.04				X
College of Human Sciences and Humanities	Psychology	Ward, Christopher	Professor	Professor	FT	\$69,322.72			X	X
College of Human Sciences and Humanities	Social and Cultural Sciences	Anderson Diaz, Comeka	Clinical Assoc Professor	Other Faculty	FT	\$63,500.04			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Curtis, Maria	Associate Professor	Associate Professor	FT	\$70,056.12				X
College of Human Sciences and Humanities	Social and Cultural Sciences	French, Leticia	Lecturer	Other Faculty	FT	\$53,140.08			X	

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Human Sciences and Humanities	Social and Cultural Sciences	Hsu, Henda	Associate Professor	Associate Professor	FT	\$63,885.00				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Jin, Hae	Assistant Professor	Assistant Professor	FT	\$59,885.04			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Kovic, Christine	Professor	Professor	FT	\$81,261.00				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Lash, Jeffrey	Associate Professor	Associate Professor	FT	\$69,401.64				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Lucas, Amy	Associate Professor	Associate Professor	FT	\$66,602.04			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Marek, Ryan	Assistant Professor	Assistant Professor	FT	\$69,575.04			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	McMullen, John	Professor	Professor	FT	\$91,155.15				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Penn, Everette	Professor	Professor	FT	\$94,896.09				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Walther, Christine	Associate Professor	Associate Professor	FT	\$67,361.04				X
College of Human Sciences and Humanities	Social and Cultural Sciences	Woldu, Dawit	Associate Professor	Associate Professor	FT	\$63,618.93			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Yi, Se-Hyoung	Assistant Professor	Assistant Professor	FT	\$59,621.04				X
College of Science and Engineering	Biology and Biotechnology	Ariza, Martha	Lecturer	Other Faculty	FT	\$62,086.92				X
College of Science and Engineering	Biology and Biotechnology	Garcia, Thomas	Assistant Professor	Assistant Professor	FT	\$67,633.92				X
College of Science and Engineering	Biology and Biotechnology	Gruber, Stephen	Lecturer	Other Faculty	FT	\$60,900.00				X
College of Science and Engineering	Biology and Biotechnology	LaMontagne, Michael	Assistant Professor	Assistant Professor	FT	\$65,975.04				X
College of Science and Engineering	Biology and Biotechnology	Mills, William	Professor	Professor	FT	\$107,366.94				X
College of Science and Engineering	Biology and Biotechnology	Puzdrowski, Richard	Associate Professor	Associate Professor	FT	\$81,145.89				X
College of Science and Engineering	Biology and Biotechnology	Rashid, Mohammad	Associate Professor	Associate Professor	FT	\$74,197.92				X
College of Science and Engineering	Biology and Biotechnology	Rohde, Larry	Associate Professor	Associate Professor	FT	\$81,288.84				X
College of Science and Engineering	Biology and Biotechnology	Santiago-Vazquez, Lory	Associate Professor	Associate Professor	FT	\$75,092.16				X
College of Science and Engineering	Biology and Biotechnology	Stephens, Brian	Associate Professor	Associate Professor	FT	\$72,704.97				X
College of Science and Engineering	Biology and Biotechnology	Trubl, Patricia	Lecturer	Other Faculty	FT	\$62,469.00				X
College of Science and Engineering	Biology and Biotechnology	Wasko, Briam	Assistant Professor	Assistant Professor	FT	\$67,599.00				X
College of Science and Engineering	Computing Sciences	Abeysekera, Krishani	Senior Lecturer	Other Faculty	FT	\$77,453.82				X
College of Science and Engineering	Computing Sciences	Abukmail, Ahmed	Associate Professor	Associate Professor	FT	\$91,138.08				X
College of Science and Engineering	Computing Sciences	Al-Mubaid, Hisham	Professor	Professor	FT	\$103,734.12				X
College of Science and Engineering	Computing Sciences	Baker, Joshua	Lecturer	Other Faculty	FT	\$60,000.00				X
College of Science and Engineering	Computing Sciences	Bettayeb, Said	Professor	Professor	FT	\$108,425.97				X
College of Science and Engineering	Computing Sciences	Boetticher, Gary	Associate Professor	Associate Professor	FT	\$98,400.00				X
College of Science and Engineering	Computing Sciences	Buddharaju, Pradeep	Associate Professor	Associate Professor	FT	\$87,914.97				X
College of Science and Engineering	Computing Sciences	Davari, Sadegh	Professor	Professor	FT	\$115,098.93				X
College of Science and Engineering	Computing Sciences	Feagin, Terry	Professor	Professor	FT	\$114,622.08				X
College of Science and Engineering	Computing Sciences	Hall, Sharon	Professor	Professor	FT	\$107,799.12				X
College of Science and Engineering	Computing Sciences	Hasan, Khondker	Assistant Professor	Assistant Professor	FT	\$86,275.08				X
College of Science and Engineering	Computing Sciences	Lacher, Lisa	Associate Professor	Associate Professor	FT	\$88,412.88				X
College of Science and Engineering	Computing Sciences	Liu, Xinying	Assistant Professor	Assistant Professor	FT	\$84,999.96				X
College of Science and Engineering	Computing Sciences	Perez-Davila, Alfredo	Associate Professor	Associate Professor	FT	\$94,474.89				X
College of Science and Engineering	Computing Sciences	Phillips, Charles	Lecturer	Other Faculty	FT	\$69,700.92				X
College of Science and Engineering	Computing Sciences	Sha, Kewei	Associate Professor	Associate Professor	FT	\$86,966.04				X
College of Science and Engineering	Computing Sciences	Wei, Wei	Associate Professor	Associate Professor	FT	\$86,869.98				X
College of Science and Engineering	Computing Sciences	Yang, Toneluh	Associate Professor	Associate Professor	FT	\$101,743.08				X
College of Science and Engineering	Computing Sciences	Yue, Kwok-Bun	Professor	Professor	FT	\$113,041.98				X
College of Science and Engineering	Engineering	Andrews, Sharon	Associate Professor	Associate Professor	FT	\$102,000.06				X
College of Science and Engineering	Engineering	Bhuiyan, Ariful	Assistant Professor	Assistant Professor	FT	\$82,999.98				X
College of Science and Engineering	Engineering	Bozkurt, Ipek	Associate Professor	Associate Professor	FT	\$85,155.00				X
College of Science and Engineering	Engineering	Bryant, Vernon	Senior Lecturer	Other Faculty	FT	\$78,755.88				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Science and Engineering	Engineering	Dabney, James	Professor	Professor	FT	\$116,910.18				X
College of Science and Engineering	Engineering	Daghooghi, Mohsen	Assistant Professor	Assistant Professor	FT	\$82,215.00				X
College of Science and Engineering	Engineering	Datta, Soma	Assistant Professor	Assistant Professor	FT	\$82,622.04				X
College of Science and Engineering	Engineering	Demirocak, Dervis	Assistant Professor	Assistant Professor	FT	\$82,999.98				X
College of Science and Engineering	Engineering	Hamidi, Youssef	Assistant Professor	Assistant Professor	FT	\$88,389.00				X
College of Science and Engineering	Engineering	Harman, Thomas	Professor	Professor	FT	\$124,595.16				X
College of Science and Engineering	Engineering	Helm, James	Associate Professor	Associate Professor	FT	\$100,745.16				X
College of Science and Engineering	Engineering	Jeong, Ki Young	Professor	Professor	FT	\$101,332.08				X
College of Science and Engineering	Engineering	Koc, Hakduran	Associate Professor	Associate Professor	FT	\$94,816.17				X
College of Science and Engineering	Engineering	Lu, Jiang	Assistant Professor	Assistant Professor	FT	\$82,621.92				X
College of Science and Engineering	Engineering	Mountain, Jeffrey	Professor	Professor	FT	\$107,037.00				X
College of Science and Engineering	Engineering	Nguyen, Luong	Assistant Professor	Assistant Professor	FT	\$82,779.00				X
College of Science and Engineering	Engineering	Sakoglu, Unal	Associate Professor	Associate Professor	FT	\$85,199.94				X
College of Science and Engineering	Engineering	Shan, Xiaojun	Assistant Professor	Assistant Professor	FT	\$79,171.08				X
College of Science and Engineering	Engineering	Shih, Liwen	Professor	Professor	FT	\$116,909.91				X
College of Science and Engineering	Engineering	Unwala, Ishaq	Associate Professor	Associate Professor	FT	\$88,705.92				X
College of Science and Engineering	Engineering	Yang, Xiaokun	Assistant Professor	Assistant Professor	FT	\$81,200.04				X
College of Science and Engineering	Environmental Science	Guillen, George	Professor	Professor	FT	\$71,926.08				X
College of Science and Engineering	Environmental Science	Howard, Cynthia	Professor	Professor	FT	\$103,010.04				X
College of Science and Engineering	Environmental Science	Imrecke, Daniel	Associate Professor	Associate Professor	FT	\$72,565.08				X
College of Science and Engineering	Environmental Science	Mokrech, Marc	Lecturer	Other Faculty	FT	\$6,750.00				X
College of Science and Engineering	Environmental Science	Mukherji, Sachio	Lecturer	Other Faculty	FT	\$60,900.03				X
College of Science and Engineering	Environmental Science	Sun, Dongmin	Professor	Professor	FT	\$82,401.00				X
College of Science and Engineering	Environmental Science	Zhang, Chunlong	Professor	Professor	FT	\$101,654.01				X
College of Science and Engineering	Mathematics and Statistics	Carter, Nelson	Lecturer	Other Faculty	FT	\$62,787.96				X
College of Science and Engineering	Mathematics and Statistics	Cho, Manki	Assistant Professor	Assistant Professor	FT	\$66,999.96				X
College of Science and Engineering	Mathematics and Statistics	Fox, Thomas	Associate Professor	Associate Professor	FT	\$75,339.00				X
College of Science and Engineering	Mathematics and Statistics	Heerey, Michael	Lecturer	Other Faculty	FT	\$60,900.00				X
College of Science and Engineering	Mathematics and Statistics	Jayalath, Kalanka	Assistant Professor	Assistant Professor	FT	\$71,050.08				X
College of Science and Engineering	Mathematics and Statistics	Li, Yingfu	Associate Professor	Associate Professor	FT	\$79,866.96				X
College of Science and Engineering	Mathematics and Statistics	Ma, Jingjing	Professor	Professor	FT	\$85,479.93				X
College of Science and Engineering	Mathematics and Statistics	Matthews, Frank	Associate Professor	Associate Professor	FT	\$64,711.08				X
College of Science and Engineering	Mathematics and Statistics	Mustafaez, Zokhrab	Associate Professor	Associate Professor	FT	\$73,317.84				X
College of Science and Engineering	Mathematics and Statistics	Rivas, Teresa	Lecturer	Other Faculty	FT	\$61,590.96				X
College of Science and Engineering	Mathematics and Statistics	Shiau, LieJune	Professor	Professor	FT	\$93,551.13				X
College of Science and Engineering	Mathematics and Statistics	Weerasinghe, Sadhana	Lecturer	Other Faculty	FT	\$57,529.98				X
College of Science and Engineering	Mathematics and Statistics	Yang, Yipeng	Associate Professor	Associate Professor	FT	\$72,037.92				X
College of Science and Engineering	Physical and Applied Science	Akladios, Magdy	Professor	Professor	FT	\$95,251.08				X
College of Science and Engineering	Physical and Applied Science	Dubrovskiy, Anton	Assistant Professor	Assistant Professor	FT	\$71,889.03				X
College of Science and Engineering	Physical and Applied Science	Garrison, David	Assoc Dean, Col of CSE	Professor	FT	\$0.00			X	
College of Science and Engineering	Physical and Applied Science	Lu, Jack	Professor	Professor	FT	\$94,747.08				X
College of Science and Engineering	Physical and Applied Science	MacDermott, Alexandra	Associate Professor	Associate Professor	FT	\$80,179.92				X
College of Science and Engineering	Physical and Applied Science	Markina, Nataliya	Visiting Asst Professor	Other Faculty	FT	\$57,896.01				X
College of Science and Engineering	Physical and Applied Science	Masood, Samina	Associate Professor	Professor	FT	\$88,101.00				X
College of Science and Engineering	Physical and Applied Science	Mayes, Van	Associate Professor	Associate Professor	FT	\$73,089.96				X
College of Science and Engineering	Physical and Applied Science	Phalen, Robert	Associate Professor	Associate Professor	FT	\$80,829.00				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Science and Engineering	Physical and Applied Science	Reilly, Anne	Visit Asst Prof Non-Ben	Other Faculty	FT	\$33,277.50				X
College of Science and Engineering	Physical and Applied Science	Su, Yi	Assistant Professor	Assistant Professor	FT	\$68,004.99				X
College of Science and Engineering	Physical and Applied Science	Thompson, Walter	Lecturer	Other Faculty	FT	\$65,275.08				X
College of Science and Engineering	Physical and Applied Science	Wang, Zerong	Professor	Professor	FT	\$87,241.95				X
College of Science and Engineering	Physical and Applied Science	Withey, Paul	Associate Professor	Associate Professor	FT	\$77,353.02				X
College of Human Sciences and Humanities	Communication and Studio Arts	Duron-Larson, Angela	Visiting Lecturer (F20); Adjunct - Non Ben (Spr 21)	Other Faculty	FT_PT	\$34,267.50			X	
College of Business	Department of Accounting	Schoolcraft, Amanda	Adjunct - Non Ben	Other Faculty	PT	\$13,500.00			X	
College of Business	Department of Accounting	Siewert, Celine	Adjunct - Non Ben	Other Faculty	PT	\$5,400.00			X	
College of Business	Department of Accounting	Youngblood, William Scott	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00			X	
College of Business	Department of Accounting	Zhu, Limin	Adjunct - Non Ben	Other Faculty	PT	\$5,400.00			X	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Ceyanes, Jason	Adjunct - Non Ben	Other Faculty	PT	\$7,500.00			X	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Huq, Ahsanul	Adjunct - Non Ben	Other Faculty	PT	\$8,100.00			X	
College of Business	Department of Economics, Finance, Marketing, and Decision Sciences	Reagan, Ken	Adjunct - Non Ben	Other Faculty	PT	\$10,800.00			X	
College of Business	Department of Healthcare Administration	Abraham, Reggie	Adjunct - Non Ben	Other Faculty	PT	\$13,500.00			X	
College of Business	Department of Healthcare Administration	Fontenot, Andrew	Adjunct - Non Ben	Other Faculty	PT	\$5,400.00			X	
College of Business	Department of Healthcare Administration	Goldstein, Sheri	Adjunct - Non Ben	Other Faculty	PT	\$3,750.00			X	
College of Business	Department of Healthcare Administration	Potter, Pamela	Adjunct - Non Ben	Other Faculty	PT	\$10,800.00			X	
College of Business	Department of Management	Conerly, Allison	Adjunct - Non Ben	Other Faculty	PT	\$3,375.00			X	
College of Business	Department of Management	Crocker, Charles	Adjunct - Non Ben	Other Faculty	PT	\$7,740.00			X	
College of Business	Department of Management	Ferris, Cynde	Adjunct - Non Ben	Other Faculty	PT	\$8,100.00			X	
College of Business	Department of Management	Jones, William	Adjunct - Non Ben	Other Faculty	PT	\$3,375.00			X	
College of Business	Department of Management	McGlashan, Robert	Adjunct/Retiree	Other Faculty	PT	\$10,800.00			X	
College of Business	Department of Management	Parker, Derrick	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00			X	
College of Business	Department of Management	Rice, Curtis	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00			X	
College of Business	Department of Management	Summers, Angela	Adjunct - Non Ben	Other Faculty	PT	\$3,375.00			X	
College of Business	Department of Management	Valenti, M	Adjunct - Non Ben	Other Faculty	PT	\$125,262.99				X
College of Business	Department of Management	Weber, Winifred	Adjunct - Non Ben	Other Faculty	PT	\$3,375.00			X	
College of Business	Department of Management Information Systems	Athuru, Raja Rajeswari	Adjunct - Non Ben	Other Faculty	PT	\$2,700.00			X	
College of Business	Department of Management Information Systems	Belwal, Chaitanya	Adjunct - Non Ben	Other Faculty	PT	\$10,125.00			X	
College of Business	Department of Management Information Systems	Bowen, Milus	Adjunct - Non Ben	Other Faculty	PT	\$5,400.00			X	
College of Business	Department of Management Information Systems	Lindie, Whitney	Adjunct - Non Ben	Other Faculty	PT	\$10,800.00			X	
College of Business	Department of Management Information Systems	McLaughlin, James	Adjunct - Non Ben	Other Faculty	PT	\$2,700.00			X	
College of Business	Department of Management Information Systems	Saad, William	Adjunct - Non Ben	Other Faculty	PT	\$8,100.00			X	
College of Education	Counseling Special Education and Diversity	Alvarez, Carolina	Adjunct - Non Ben	Other Faculty	PT	\$2,374.20				X
College of Education	Counseling Special Education and Diversity	Ammar, Nadiyah	Adjunct - Non Ben	Other Faculty	PT	\$4,748.40				X
College of Education	Counseling Special Education and Diversity	Anderson, Cynthia	Adjunct - Non Ben	Other Faculty	PT	\$5,050.80				X
College of Education	Counseling Special Education and Diversity	Andrepoint, Deborah	Adjunct - Non Ben	Other Faculty	PT	\$2,676.60				X
College of Education	Counseling Special Education and Diversity	Bruton, Loree	Adjunct - Non Ben	Other Faculty	PT	\$6,570.00				X
College of Education	Counseling Special Education and Diversity	Bump, Wren	Adjunct - Non Ben	Other Faculty	PT	\$3,825.00				X
College of Education	Counseling Special Education and Diversity	Capelo, Ismael	Adjunct/Retiree	Other Faculty	PT	\$13,567.50				X
College of Education	Counseling Special Education and Diversity	Castellon, Nancy	Adjunct - Non Ben	Other Faculty	PT	\$8,235.00				X
College of Education	Counseling Special Education and Diversity	Coronado, Cynthia	Adjunct - Non Ben	Other Faculty	PT	\$9,945.00				X
College of Education	Counseling Special Education and Diversity	Davis-Lomas, Le-Lu	Adjunct/Retiree	Other Faculty	PT	\$2,967.75				X
College of Education	Counseling Special Education and Diversity	Ellis, Pamela	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Counseling Special Education and Diversity	Gomez, Maria Sol	Adjunct - Non Ben	Other Faculty	PT	\$4,748.40				X
College of Education	Counseling Special Education and Diversity	Gonzalez, Betsave	Adjunct - Non Ben	Other Faculty	PT	\$4,748.40				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Education	Counseling Special Education and Diversity	Hansen, Stanlee	Adjunct/Retiree	Other Faculty	PT	\$11,175.30				X
College of Education	Counseling Special Education and Diversity	Hart, Linda	Adjunct - Non Ben	Other Faculty	PT	\$8,325.00				X
College of Education	Counseling Special Education and Diversity	Henriquez, Carina	Adjunct - Non Ben	Other Faculty	PT	\$4,824.00				X
College of Education	Counseling Special Education and Diversity	Herbst, Sharon	Adjunct/Retiree	Other Faculty	PT	\$5,852.25				X
College of Education	Counseling Special Education and Diversity	Holub, Maria	Adjunct/Retiree	Other Faculty	PT	\$15,106.50				X
College of Education	Counseling Special Education and Diversity	Kline, Brian	Adjunct - Non Ben	Other Faculty	PT	\$8,055.00			X	X
College of Education	Counseling Special Education and Diversity	Kurz, Isanely	Adjunct - Non Ben	Other Faculty	PT	\$5,490.00				X
College of Education	Counseling Special Education and Diversity	McDaniel, Gay	Adjunct - Non Ben	Other Faculty	PT	\$2,525.40				X
College of Education	Counseling Special Education and Diversity	McGough, Kimberly	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Counseling Special Education and Diversity	Morgan, Marlene	Adjunct - Non Ben	Other Faculty	PT	\$11,311.20				X
College of Education	Counseling Special Education and Diversity	Nicholson, Debbie	Adjunct - Non Ben	Other Faculty	PT	\$12,780.00				X
College of Education	Counseling Special Education and Diversity	Nwagui, Alexis	Adjunct - Non Ben	Other Faculty	PT	\$9,799.20				X
College of Education	Counseling Special Education and Diversity	Suarez, Cynthia	Adjunct - Non Ben	Other Faculty	PT	\$6,109.20				X
College of Education	Counseling Special Education and Diversity	Verduzco, Yesenia	Adjunct - Non Ben	Other Faculty	PT	\$5,050.80				X
College of Education	Counseling Special Education and Diversity	Warner, Tara	Adjunct - Non Ben	Other Faculty	PT	\$2,374.20				X
College of Education	Counseling Special Education and Diversity Leadership and Policy Analysis	Mizell, Staci	Adjunct - Non Ben	Other Faculty	PT	\$8,505.00				X
College of Education	Curriculum and Instruction	Bell, Sandra	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Burchfield, Terri	Adjunct - Non Ben	Other Faculty	PT	\$6,210.00				X
College of Education	Curriculum and Instruction	Burke, Erin	Adjunct/Retiree	Other Faculty	PT	\$9,190.35				X
College of Education	Curriculum and Instruction	Callahan, Christine	Adjunct/Retiree	Other Faculty	PT	\$13,094.96				X
College of Education	Curriculum and Instruction	Cano, Sondra	Adjunct - Non Ben	Other Faculty	PT	\$3,015.00				X
College of Education	Curriculum and Instruction	Chambliss, Annette	Adjunct/Retiree	Other Faculty	PT	\$9,427.50				X
College of Education	Curriculum and Instruction	Chapman, Susan	Adjunct/Retiree	Other Faculty	PT	\$11,261.25				X
College of Education	Curriculum and Instruction	Collom, Donna	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	Constantine, Terri	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	Espinosa, Henry	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Gaines, Catherine	Adjunct - Non Ben	Other Faculty	PT	\$6,338.25				X
College of Education	Curriculum and Instruction	Garza, Ofelia	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	George, Betty	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Curriculum and Instruction	Goudeau, Rita	Adjunct/Retiree	Other Faculty	PT	\$11,003.99				X
College of Education	Curriculum and Instruction	Grisham, Linda	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Harris, Darbi	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Curriculum and Instruction	Hatten, Stephanie	Adjunct - Non Ben	Other Faculty	PT	\$5,580.00				X
College of Education	Curriculum and Instruction	Hutchins, Patricia	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Irvin, Christine	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Curriculum and Instruction	Kershner, Amy	Adjunct - Non Ben	Other Faculty	PT	\$6,109.20				X
College of Education	Curriculum and Instruction	Kula, Ashley	Adjunct - Non Ben	Other Faculty	PT	\$2,374.20				X
College of Education	Curriculum and Instruction	Lewis, Anita	Adjunct - Non Ben	Other Faculty	PT	\$5,490.00				X
College of Education	Curriculum and Instruction	Mauldin, Joan	Adjunct/Retiree	Other Faculty	PT	\$14,753.25				X
College of Education	Curriculum and Instruction	Maxson, Michelle	Adjunct - Non Ben	Other Faculty	PT	\$2,374.20				X
College of Education	Curriculum and Instruction	Mitchell, Shelly	Adjunct - Non Ben	Other Faculty	PT	\$9,595.08				X
College of Education	Curriculum and Instruction	Nuetzmann, Chad	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	Perrin, Janice	Adjunct/Retiree	Other Faculty	PT	\$12,217.50				X
College of Education	Curriculum and Instruction	Polzin, Ray	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	Quick, Deani	Adjunct - Non Ben	Other Faculty	PT	\$15,084.63				X
College of Education	Curriculum and Instruction	Roble, Gelyn	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Education	Curriculum and Instruction	Rogers, Mary	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Sansing, Linda	Adjunct - Non Ben	Other Faculty	PT	\$13,860.00				X
College of Education	Curriculum and Instruction	Schatzke, Sheila	Adjunct - Non Ben	Other Faculty	PT	\$7,200.00				X
College of Education	Curriculum and Instruction	Smedley, Linda	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Snider, Teresa	Adjunct/Retiree	Other Faculty	PT	\$6,277.50			X	X
College of Education	Curriculum and Instruction	Teichelman, Nancy	Instructor	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	Tilley, Terry	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Curriculum and Instruction	Tryer, Kelly	Adjunct - Non Ben	Other Faculty	PT	\$5,202.00				X
College of Education	Curriculum and Instruction	Vela, Viola	Adjunct/Retiree	Other Faculty	PT	\$15,997.50				X
College of Education	Curriculum and Instruction	Ward, Janet	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Wisnoski, Dawn	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction	Wood, Amy	Adjunct - Non Ben	Other Faculty	PT	\$4,975.20				X
College of Education	Curriculum and Instruction	Wright, Stephanie	Adjunct/Retiree	Other Faculty	PT	\$6,277.50				X
College of Education	Curriculum and Instruction, Literacy Library, and Learning Technology	Groscurth, Grace	Adjunct/Retiree	Other Faculty	PT	\$9,972.90				X
College of Education	Leadership and Policy Analysis	Browning, Sandra	Adjunct/Retiree	Other Faculty	PT	\$33,375.84				X
College of Education	Leadership and Policy Analysis	Carr, Eric	Adjunct - Non Ben	Other Faculty	PT	\$2,925.00				X
College of Education	Leadership and Policy Analysis	Davis, Lisa	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Dement, Marilyn	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Garcia, Andres	Adjunct - Non Ben	Other Faculty	PT	\$5,670.00				X
College of Education	Leadership and Policy Analysis	Ingram, Jacqueline	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Lang, Arthur	Instructional Assoc/Retiree	Other Faculty	PT	\$28,775.28				X
College of Education	Leadership and Policy Analysis	Matt, Karen	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	O'Brien, Randal	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Parker, Derrick	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00			X	
College of Education	Leadership and Policy Analysis	Perez, Carolina	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Richardson, Timothy	Adjunct - Non Ben	Other Faculty	PT	\$0.00				X
College of Education	Leadership and Policy Analysis	Schumacher, Gerald	Adjunct/Retiree	Other Faculty	PT	\$4,050.00				X
College of Education	Leadership and Policy Analysis	Scott, Marshall	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Torres, Eduardo	Adjunct/Retiree	Other Faculty	PT	\$9,922.50				X
College of Education	Leadership and Policy Analysis	Whitbeck, Christie	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis	Winn, Christian	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Leadership and Policy Analysis, Curriculum and Instruction	Farrell, Tina	Adjunct/Retiree	Other Faculty	PT	\$7,117.47				X
College of Education	Leadership and Policy Analysis/Literacy, Library, and Learning Technology	Bedard, Carol	Adjunct/Retiree	Other Faculty	PT	\$6,176.25				X
College of Education	Literacy, Library, and Learning Technology	Armendariz, Terri	Adjunct - Non Ben	Other Faculty	PT	\$2,449.80				X
College of Education	Literacy, Library, and Learning Technology	Bowman, Denise	Adjunct - Non Ben	Other Faculty	PT	\$6,714.00				X
College of Education	Literacy, Library, and Learning Technology	Fanning, Morgan	Adjunct - Non Ben	Other Faculty	PT	\$7,651.80				X
College of Education	Literacy, Library, and Learning Technology	Fick, Janet	Adjunct - Non Ben	Other Faculty	PT	\$11,437.52				X
College of Education	Literacy, Library, and Learning Technology	Finnerty, Gordon	Adjunct - Non Ben	Other Faculty	PT	\$4,748.40				X
College of Education	Literacy, Library, and Learning Technology	Flores, Juanita	Adjunct - Non Ben	Other Faculty	PT	\$11,437.52				X
College of Education	Literacy, Library, and Learning Technology	Flores, Vanessa	Adjunct - Non Ben	Other Faculty	PT	\$4,748.40				X
College of Education	Literacy, Library, and Learning Technology	Freeman, Codi	Adjunct - Non Ben	Other Faculty	PT	\$12,240.00				X
College of Education	Literacy, Library, and Learning Technology	Gaido, Vicki	Adjunct/Retiree	Other Faculty	PT	\$9,213.75				X
College of Education	Literacy, Library, and Learning Technology	Golding, Malene	Adjunct - Non Ben	Other Faculty	PT	\$9,799.20				X
College of Education	Literacy, Library, and Learning Technology	Holub, Karen	Adjunct - Non Ben	Other Faculty	PT	\$5,958.00				X
College of Education	Literacy, Library, and Learning Technology	Hughes, Jessica	Adjunct/Retiree	Other Faculty	PT	\$6,500.00				X
College of Education	Literacy, Library, and Learning Technology	Lejeune, Amy	Adjunct - Non Ben	Other Faculty	PT	\$5,050.80				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Education	Literacy, Library, and Learning Technology	Liburd, Dolly	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00				X
College of Education	Literacy, Library, and Learning Technology	Lopez, Jennifer	Adjunct - Non Ben	Other Faculty	PT	\$2,374.20				X
College of Education	Literacy, Library, and Learning Technology	Mann, Barkley	Adjunct - Non Ben	Other Faculty	PT	\$2,925.00				X
College of Education	Literacy, Library, and Learning Technology	Nguyen, Thuan	Adjunct - Non Ben	Other Faculty	PT	\$2,449.80				X
College of Education	Literacy, Library, and Learning Technology	Panozzo, Matthew	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00				X
College of Education	Literacy, Library, and Learning Technology	Reeves, Laura	Adjunct - Non Ben	Other Faculty	PT	\$7,830.00				X
College of Education	Literacy, Library, and Learning Technology	Rice, Curtis	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00			X	
College of Education	Literacy, Library, and Learning Technology	Ritter, Rhonda	Adjunct/Retiree	Other Faculty	PT	\$3,656.25				X
College of Education	Literacy, Library, and Learning Technology	Ruiz, Michael-ann	Adjunct - Non Ben	Other Faculty	PT	\$9,799.20				X
College of Education	Literacy, Library, and Learning Technology	Russell, Glen	Adjunct - Non Ben	Other Faculty	PT	\$1,432.32				X
College of Education	Literacy, Library, and Learning Technology	Sanchez, Rosie	Adjunct - Non Ben	Other Faculty	PT	\$2,374.20				X
College of Education	Literacy, Library, and Learning Technology	Theiler, Janice	Adjunct - Non Ben	Other Faculty	PT	\$5,277.60				X
College of Education	Literacy, Library, and Learning Technology	Thomas, Miriam	Adjunct - Non Ben	Other Faculty	PT	\$6,400.00				X
College of Education	Literacy, Library, and Learning Technology	Toman, Rose	Adjunct/Retiree	Other Faculty	PT	\$15,106.50				X
College of Education	Literacy, Library, and Learning Technology	Walsh, Elizabeth	Adjunct - Non Ben	Other Faculty	PT	\$4,748.40				X
College of Education	Literacy, Library, and Learning Technology	Welch, Marla	Adjunct - Non Ben	Other Faculty	PT	\$6,638.40				X
College of Education	Literacy, Library, and Learning Technology	Willis-Opalenik, Jennifer	Adjunct - Non Ben	Other Faculty	PT	\$7,762.50				X
College of Education	Literacy, Library, and Learning Technology	Zallis Youngblood, Sharon	Adjunct/Retiree	Other Faculty	PT	\$2,374.20				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Abshire, Jason	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Amonette, Jenny	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Amonette, William	Associate Professor @ 0.5FTE	Associate Professor	PT	\$71,068.92				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Barron, Lauren	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Brown, Jerrod	Adjunct - Non Ben	Other Faculty	PT	\$10,260.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Campbell Palmer, Cynthia	Clinical Assistant Professor @ 0.5FTE	Other Faculty	PT	\$55,824.96				X
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Carson, Michael	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Coleman, Alfred	Adjunct - Non Ben	Other Faculty	PT	\$14,760.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Cottingham, John	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Dewitt, John	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Dufrene, Claudine	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Forde, Alicia	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Fullmer, Paul	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Goodman, Jennifer	Adjunct - Non Ben	Other Faculty	PT	\$12,330.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Gravelly, Cindy	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Harrold, Michelle	Adjunct - Non Ben	Other Faculty	PT	\$2,452.50			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Henry, Anne	Adjunct - Non Ben	Other Faculty	PT	\$8,910.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Hirsch, Amanda	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Kahn, David	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Longest, Rae	Adjunct - Non Ben	Other Faculty	PT	\$6,030.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Luck, Kally	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Mollhagen, Amber	Adjunct - Non Ben	Other Faculty	PT	\$2,745.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Morrison, Charles	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Neely, Sylvia	Adjunct - Non Ben	Other Faculty	PT	\$12,960.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Nicodemus, Julie	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Nowalk Jr., Daniel	Adjunct - Non Ben	Other Faculty	PT	\$6,480.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Parker, Jamie	Adjunct - Non Ben	Other Faculty	PT	\$5,490.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Radomski, Allison	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Reddy, Deepa	Adjunct - Non Ben	Other Faculty	PT	\$14,760.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Reynolds, Janet	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Sensat, Rachel	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Smith, Angela	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Syers, Julie	Adjunct - Non Ben	Other Faculty	PT	\$4,500.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Thomas, Felicia	Adjunct - Non Ben	Other Faculty	PT	\$7,695.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Tsami, Loukia	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Wahby, Mariam	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Weller, Cecil	Adjunct - Non Ben	Other Faculty	PT	\$5,580.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Williams, Victoria	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Williamson, Cara	Adjunct - Non Ben	Other Faculty	PT	\$6,210.00			X	
College of Human Sciences and Humanities	Clinical, Health, and Applied Sciences	Wuenschel, Peter	Adjunct - Non Ben	Other Faculty	PT	\$5,715.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Akingbade, Babatunde	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Basso McCauley, Susan	Adjunct - Non Ben	Other Faculty	PT	\$14,175.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Beck, Michael	Adjunct - Non Ben	Other Faculty	PT	\$12,960.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Brittain, Kara	Adjunct - Non Ben	Other Faculty	PT	\$5,850.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Clayton, Jeffrey	Adjunct - Non Ben	Other Faculty	PT	\$5,890.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Despard, Eric	Adjunct - Non Ben	Other Faculty	PT	\$6,480.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Faxel, Brenda	Adjunct - Non Ben	Other Faculty	PT	\$6,480.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Frase, Lisa	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Griffin, Deborah	Adjunct - Non Ben	Other Faculty	PT	\$20,399.99			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Hammitt, Elizabeth	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Hensley, Rachel	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Johnson, Leslie	Adjunct - Non Ben	Other Faculty	PT	\$10,440.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Lehnert, Jennifer	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Malone, Brian	Adjunct - Non Ben	Other Faculty	PT	\$7,020.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Noll, Donna	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Omo, Clark	Adjunct - Non Ben	Other Faculty	PT	\$8,640.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Paben, Marjorie	Adjunct - Non Ben	Other Faculty	PT	\$8,010.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Pauley, Donna	Adjunct - Non Ben	Other Faculty	PT	\$4,770.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Peterson, Kathryn	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Russell, Adrian	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Sasser, Amy	Adjunct - Non Ben	Other Faculty	PT	\$10,800.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Suchon, Donnetta	Adjunct - Non Ben	Other Faculty	PT	\$6,120.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Vandezande, Zachary	Adjunct - Non Ben	Other Faculty	PT	\$10,260.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Villarreal, Monica	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Visser, Marisa	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Vosters, Megan	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Communication and Studio Arts	Washington, Eva	Adjunct - Non Ben	Other Faculty	PT	\$3,600.00			X	
College of Human Sciences and Humanities	Liberal Arts	Alvarez, Regina	Adjunct - Non Ben	Other Faculty	PT	\$6,480.00			X	
College of Human Sciences and Humanities	Liberal Arts	Andrade, Tracy	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Liberal Arts	Celeste, Jane	Adjunct - Non Ben	Other Faculty	PT	\$7,965.00			X	
College of Human Sciences and Humanities	Liberal Arts	Hickey, Theresa	Adjunct - Non Ben	Other Faculty	PT	\$4,590.00			X	
College of Human Sciences and Humanities	Liberal Arts	Iselin, Katherine	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Liberal Arts	Kelleher, Philip	Adjunct - Non Ben	Other Faculty	PT	\$6,750.00			X	
College of Human Sciences and Humanities	Liberal Arts	Lam, Thi	Adjunct - Non Ben	Other Faculty	PT	\$7,200.00			X	

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Human Sciences and Humanities	Liberal Arts	Montoya, Ernestine	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Liberal Arts	Paul, Christine	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Liberal Arts	Powers, William	Adjunct - Non Ben	Other Faculty	PT	\$16,000.00			X	
College of Human Sciences and Humanities	Liberal Arts	Rooney, Adrienne	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Liberal Arts	Stromberg, Joseph	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Liberal Arts	Stubbs, Quentin	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Liberal Arts	Yates, Ronnie	Adjunct - Non Ben	Other Faculty	PT	\$2,430.00			X	
College of Human Sciences and Humanities	Liberal Arts and Communication and Studio Arts (2 departments)	Yassin, Dawlat	Adjunct - Non Ben	Other Faculty	PT	\$5,670.00			X	
College of Human Sciences and Humanities	Psychology	Adami, Summer	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Psychology	Crocker, Charles	Adjunct - Non Ben	Other Faculty	PT	\$7,740.00			X	
College of Human Sciences and Humanities	Psychology	Faulkner, Victoria	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Psychology	Goyarzu, Pilar	Adjunct - Non Ben	Other Faculty	PT	\$13,140.00			X	
College of Human Sciences and Humanities	Psychology	Gregory, Meagan	Adjunct - Non Ben	Other Faculty	PT	\$7,965.00			X	
College of Human Sciences and Humanities	Psychology	Jennings, Lesajean	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Psychology	Leadingham, Kelsey	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Psychology	McLain, Steven	Adjunct - Non Ben	Other Faculty	PT	\$9,750.00			X	
College of Human Sciences and Humanities	Psychology	Reine, Gena	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Psychology	Travis, Steven	Adjunct - Non Ben	Other Faculty	PT	\$12,240.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Candir, Ali	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Clarke, Natashia	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Darragh, Henry	Adjunct - Non Ben	Other Faculty	PT	\$10,260.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Emmons, Duane	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Etoria, Brianna	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Ewer, Audrey	Adjunct - Non Ben	Other Faculty	PT	\$7,695.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Kilgore, William	Adjunct - Non Ben	Other Faculty	PT	\$10,080.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Kithcart, Tiffany	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Linsley, Ann	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	McCoy, Victoria	Adjunct - Non Ben	Other Faculty	PT	\$5,130.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Melchor, Pedro	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Middleton, Jessica	Adjunct - Non Ben	Other Faculty	PT	\$9,000.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Moore, Scotty	Adjunct - Non Ben	Other Faculty	PT	\$4,320.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Mougouris, Tina	Adjunct - Non Ben	Other Faculty	PT	\$13,140.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Ortiz, Julio	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Patino, Alicia	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Shope, Cynthia	Adjunct - Non Ben	Other Faculty	PT	\$4,860.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Sisman, Ozlem	Adjunct - Non Ben	Other Faculty	PT	\$7,200.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Theis, John	Adjunct - Non Ben	Other Faculty	PT	\$2,850.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Thomas, Rita	Adjunct - Non Ben	Other Faculty	PT	\$2,565.00			X	
College of Human Sciences and Humanities	Social and Cultural Sciences	Whittenberg, Traci	Adjunct - Non Ben	Other Faculty	PT	\$13,320.00			X	
College of Human Sciences and Humanities	Sociology	Helm, Ashley	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Human Sciences and Humanities	Sociology	Reynoso, Jessyka	Adjunct - Non Ben	Other Faculty	PT	\$2,160.00			X	
College of Science and Engineering	Biology and Biotechnology	Buckel, Scott	Adjunct - Non Ben	Other Faculty	PT	\$13,324.50				X
College of Science and Engineering	Biology and Biotechnology	Ghanbaripour, Rashid	Adjunct - Non Ben	Other Faculty	PT	\$14,636.25				X
College of Science and Engineering	Biology and Biotechnology	Giblin, Leonard	Adjunct - Non Ben	Other Faculty	PT	\$7,978.50				X
College of Science and Engineering	Biology and Biotechnology	Mays, Stanley	Adjunct - Non Ben	Other Faculty	PT	\$2,916.00				X
College of Science and Engineering	Biology and Biotechnology	Meyers, Paul	Adjunct - Non Ben	Other Faculty	PT	\$7,877.25				X

University of Houston-Clear Lake
Office of Institutional Effectiveness
UHS Board of Regents: Annual Faculty Workload Report AY 2020-2021

College	Department/Unit	Name	Faculty Title	Rank	FT/PT	Salary	Gift	Grant	Local	State
College of Science and Engineering	Biology and Biotechnology	Oakley, Jenny	Adjunct - Non Ben	Other Faculty	PT	\$2,916.00				X
College of Science and Engineering	Biology and Biotechnology	Obrien, Catherine	Adjunct - Non Ben	Other Faculty	PT	\$14,022.00				X
College of Science and Engineering	Biology and Biotechnology	Powell, Steven	Adjunct - Non Ben	Other Faculty	PT	\$28,046.25				X
College of Science and Engineering	Biology and Biotechnology	Quiroga, Mauricio	Adjunct - Non Ben	Other Faculty	PT	\$2,592.00				X
College of Science and Engineering	Biology and Biotechnology	Rogers, Kathy	Adjunct - Non Ben	Other Faculty	PT	\$5,832.00				X
College of Science and Engineering	Biology and Biotechnology	Tafurth, Zoraya	Adjunct - Non Ben	Other Faculty	PT	\$13,122.00				X
College of Science and Engineering	Computing Sciences	Velazco Garcia, Jose	Adjunct - Non Ben	Other Faculty	PT	\$2,592.00				X
College of Science and Engineering	Engineering	Carrillo, Laurie	Adjunct - Non Ben	Other Faculty	PT	\$2,961.00				X
College of Science and Engineering	Engineering	Drew, Daniel	Adjunct - Non Ben	Other Faculty	PT	\$15,567.75				X
College of Science and Engineering	Engineering	Dunnivant, Todd	Adjunct - Non Ben	Other Faculty	PT	\$9,477.00				X
College of Science and Engineering	Engineering	Ungar, Eugene	Adjunct - Non Ben	Other Faculty	PT	\$10,206.00				X
College of Science and Engineering	Environmental Science	Muirhead, Dean	Adjunct - Non Ben	Other Faculty	PT	\$3,870.00				X
College of Science and Engineering	Environmental Science	Zhang, YuHui	Adjunct - Non Ben	Other Faculty	PT	\$6,763.50				X
College of Science and Engineering	Mathematics and Statistics	Alvarez, Aurora	Adjunct - Non Ben	Other Faculty	PT	\$12,573.00				X
College of Science and Engineering	Mathematics and Statistics	Boler, James	Adjunct - Non Ben	Other Faculty	PT	\$10,890.00				X
College of Science and Engineering	Mathematics and Statistics	Cooper, Kacie	Adjunct - Non Ben	Other Faculty	PT	\$5,184.00				X
College of Science and Engineering	Mathematics and Statistics	Cox, Allen	Adjunct - Non Ben	Other Faculty	PT	\$4,493.25				X
College of Science and Engineering	Mathematics and Statistics	Dillon, Thomas	Adjunct - Non Ben	Other Faculty	PT	\$7,553.25				X
College of Science and Engineering	Mathematics and Statistics	Kim, Soomin	Adjunct - Non Ben	Other Faculty	PT	\$6,864.75				X
College of Science and Engineering	Mathematics and Statistics	Lamar, Lena	Adjunct - Non Ben	Other Faculty	PT	\$2,592.00				X
College of Science and Engineering	Mathematics and Statistics	Parsons, Kyle	Adjunct - Non Ben	Other Faculty	PT	\$9,117.00				X
College of Science and Engineering	Mathematics and Statistics	Ramirez, Nancy	Adjunct - Non Ben	Other Faculty	PT	\$14,994.00				X
College of Science and Engineering	Physical and Applied Science	Casserly, Dennis	Adjunct - Non Ben	Other Faculty	PT	\$10,327.50				X
College of Science and Engineering	Physical and Applied Science	Devino, Nancy	Adjunct - Non Ben	Other Faculty	PT	\$3,645.00				X
College of Science and Engineering	Physical and Applied Science	Foraida, Zahraa	Adjunct - Non Ben	Other Faculty	PT	\$23,416.65				X
College of Science and Engineering	Physical and Applied Science	Gandhi, Jateen	Adjunct - Non Ben	Other Faculty	PT	\$20,121.75				X
College of Science and Engineering	Physical and Applied Science	Kelly, Wesley	Adjunct - Non Ben	Other Faculty	PT	\$8,469.00				X
College of Science and Engineering	Physical and Applied Science	Khural, Monica	Adjunct - Non Ben	Other Faculty	PT	\$23,508.00				X
College of Science and Engineering	Physical and Applied Science	Reilly, Anne	Adjunct - Non Ben	Other Faculty	PT	\$33,277.50				X
College of Science and Engineering	Physical and Applied Science	Richards, Evan	Adjunct - Non Ben	Other Faculty	PT	\$3,006.00				X
College of Science and Engineering	Physical and Applied Science	Smits, Jacqueline	Adjunct - Non Ben	Other Faculty	PT	\$3,701.25				X
College of Science and Engineering	Physical and Applied Science	Starr, Cotton	Adjunct - Non Ben	Other Faculty	PT	\$3,240.00				X
College of Science and Engineering	Physical and Applied Science	Young, William	Adjunct - Non Ben	Other Faculty	PT	\$10,332.00				X

UNIVERSITY OF HOUSTON-DOWNTOWN

ANNUAL FACULTY WORKLOAD REPORT COVERSHEET

(ACADEMIC YEAR: 2020-2021)

The following report on annual faculty workload at the **University of Houston-Downtown** during the **academic 2020-2021 year** has been compiled by the Office of the Provost in accordance with the requirements of the Texas Education Code Section 51.402 (Report of Institutional and Academic Duties).

Under the University of Houston-Downtown Faculty Workload Policy (PS. 10.A.04 – Faculty Teaching Workload), the department chairs have been designated as the institutional officials responsible for monitoring individual faculty workloads and preparing an annual faculty workload report. This report is reviewed and approved by the Provost for subsequent certification by the President in preparation for submission to the UH System Board of Regents by the UH System Senior Vice Chancellor for Academic Affairs. Submission of this report to the UH System Board of Regents must occur no later than 30 days after the end of the academic year (i.e. 30 days after August 31 of each year).

The report contains the following information concerning all faculty members (both full-time and part-time) employed at the University of Houston-Downtown during the fall and spring semesters of the academic **2020-2021** year:

- a. Faculty member name
- b. Faculty title/appointment(s)
- c. Faculty rank
- d. Full-time (FT) or part-time (PT) status
- e. Percent (%) effort expended in each applicable work-load domain based on type of faculty appointment held
- f. Number and type of classes taught during the 9-month academic year (i.e. undergraduate, graduate and/or special professional classes, organized versus non-organized classes)
- g. Pro-rated 9-month academic base salary for full-time faculty members (or total salary for part-time employees), and
- h. Funding source from which the salary was paid.

The report is organized initially by college, followed by department/academic unit if applicable, and finally by individual faculty member name listed alphabetically. This report does not include faculty members holding full-time administrative positions (i.e. dean level and senior administrators) that were reported as an instructor-of-record while receiving no additional compensation.

Please contact the Office of the Provost for any questions concerning this report.

UNIVERSITY OF HOUSTON - DOWNTOWN FACULTY WORKLOAD REPORT SUMMARY
(ACADEMIC YEAR 2020-2021)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the University of Houston-Downtown (UHD) Faculty Workload Policy (PS 10.A.04) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON - DOWNTOWN
(ACADEMIC YEAR 2020-2021)

To meet the instructional needs and research missions of individual academic units at the **University of Houston-Downtown**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston-Downtown** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**. Tenured and tenure-track faculty appointments are **ranked**, full-time faculty positions. Non-tenure-track faculty appointments are **non-ranked**, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston-Downtown** have professional responsibilities in at least one of the following areas: *student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.*

Table 1 Faculty Appointments Held at the University of Houston Downtown (Academic Year 2020-2021)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	66	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		110	
Tenure-Track	Ranked	Assistant Professor		73	
Non-Tenure-Track	Non-ranked	Lecturer, Visiting Professor	Full-Time	113	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	409	Student Teaching/Instruction and Service

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is typically **50% effort in the teaching/instructional domain, 25% effort in the research/scholarship domain and 25% effort in the service domain.**

In the case of full-time, non-ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically **either: 100% effort in the teaching/instructional domain, or 80% effort in the teaching/instructional domain and 20% effort in the service domain.**

In the case of all part-time, non-ranked **Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is **100% effort in the teaching/instructional domain.** However, in rare instances part-time faculty may contribute effort in the service domain (e.g. faculty members in transition to retirement through *voluntary modification of employment -VMOE*).

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORK LOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2020-2021)

The **University of Houston-Downtown** has a total of five (5) Colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college, the number of academic departments and programs housed in the college, and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort should be expended in each of the three faculty workload domains. These expectations are set at the departmental level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2 & 3 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for full-time faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHD Faculty Workload Report (AY 2020-2021).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2020-2021)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	63	31%	41%	28%	\$121,009.14
Humanities and Social Sciences	90	28%	41%	31%	\$68,859.95
Public Service	43	26%	43%	31%	\$75,389.61
Sciences and Technology	54	25%	45%	30%	\$78,438.50

Table 3 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month Non-Ranked NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Business	124	.26%	99.43%	.31%	\$25,405.99
Humanities and Social Sciences	146	0%	99.2%	.80%	\$21,208.01
Public Service	116	0%	99.6%	0.4%	\$12,376.22
Sciences and Technology	121	0%	99.75%	.25%	\$22,551.80
University College	13	0%	100%	0%	\$27,495.86

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2020-2021 UHD Faculty Workload Report** concerning average (%) workload effort distribution across all four (4) colleges for the two major types of faculty appointments at UH Downtown provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **42%** of their effort in teaching and instructional activities, **28%** of their effort in research and scholarship activities and **30%** in service activities.
- Non-ranked, non-tenure track (NTT) faculty expend **99.39%** of their effort in teaching and instructional activities, **.06%** of their effort in research and scholarship activities and **.55%** in service activities.

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				# Classes taught Fall				# Classes taught Spring				Salary	Funding Source		
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON			ORG	NON
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Amezcuua,Jesus Juan	PT	0	100	0	100	1						2				9,600.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Georgas,Nick	PT	0	100	0	100	1										3,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Grau,Marina	PT	0	100	0	100			2						2		16,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Harden Jr, Ernest James	PT	0	100	0	100	3						1				12,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Hill, Clifton M	PT	0	100	0	100	1						1				6,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Lewis, Charles L	PT	0	100	0	100							2				6,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Mohan, A S Ram	PT	0	100	0	100							1				21,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Odom, Christopher	PT	0	100	0	100	1						1				6,000.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Adjunct Faculty	Saad Mohammadi, Kasra	PT	0	100	0	100	1						2				9,600.00	Designated
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Lloyd, Cynthia Beatrice	FT	32	36	32	100	3						2				139,928.64	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Shroff, Arpita	FT	32	43	25	100	1		2				1		2		137,041.20	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Yancy, Alicia Ann	FT	32	43	25	100	2		1				1		2		126,033.00	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Yu, Zhimin	FT	32	43	25	100	1		2						2		127,986.21	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Zhang, Lanyi	FT	32	43	25	100	3								2		129,999.96	State
Marilyn Davies College of Business	Accounting & International Business	Assistant Professor	Zhang, Zhenyu	FT	25	50	25	100	4								3		122,309.64	State
Marilyn Davies College of Business	Accounting & International Business	Associate Professor/Chair	Liu, Zishang Cathy	FT	25	21	54	100			3						5		197,743.08	State
Marilyn Davies College of Business	Accounting & International Business	Associate Professor	Pence, Diana K	FT	32	43	25	100	3						3				121,071.00	State
Marilyn Davies College of Business	Accounting & International Business	Associate Professor	Venugopalan, Raghunathan	FT	32	43	25	100					2				2		150,000.00	State
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Holmes, Don Abbott	FT	0	100	0	100	5						6				56,208.51	Designated/State
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Jackson, Thomas A.	FT	0	100	0	100	5					1		6			64,997.64	Designated/State
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Miller, Stephen M	FT	0	100	0	100	5					1		5			76,331.04	Designated
Marilyn Davies College of Business	Accounting & International Business	Lecturer	Richards, Dorothy L.	FT	0	100	0	100	5						5				50,398.56	State
Marilyn Davies College of Business	Accounting & International Business	Professor	Serrett, Randy	FT	32	43	25	100	3						3				121,776.48	State
Marilyn Davies College of Business	Accounting & International Business	Professor	Wadhwa, Darshan	FT	32	43	25	100	3						3				121,563.48	State
Marilyn Davies College of Business	Accounting & International Business	Professor	Williams, Marvin J	FT	32	43	25	100					2		3				126,480.36	State
Marilyn Davies College of Business	Accounting & International Business	Visiting Faculty	George, Jessie	FT	0	100	0	100	4						4				112,998.96	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Adjunct	Kubala, Jessica T	PT	0	100	0	100	3						2				6,750.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Ahern, Philip F	PT	0	100	0	100	3						2				15,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Basave, Dafne	PT	0	100	0	100	2						2				12,800.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Blanchard, Walter Louis	PT	0	100	0	100	2						3				16,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Cunningham, Lily Ann	PT	0	100	0	100	1						1				6,400.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Engerrand, Anne Walts	PT	0	100	0	100	3						2				15,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Hargrove, Arquilla Winnie	PT	0	100	0	100	2						3				18,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Hernandez, Patricia	PT	0	100	0	100	3						3				21,333.33	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Keown, Emily L	PT	0	100	0	100	3						3				19,200.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Kress, Lisa M	PT	0	100	0	100	2						3				16,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Lee II, El Franco	PT	0	100	0	100	2						2				17,066.71	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Osterberg, Susan	PT	0	100	0	100	2						1				9,600.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Rankin, Mason	PT	0	100	0	100	3						3				25,600.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Tunuguntla, Rama Murthy	PT	0	100	0	100	2						1				9,600.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Vogel, Pamela Marie	PT	0	100	0	100	2						2				6,400.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Wawe, Robert William	PT	0	100	0	100	4						3				20,625.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Adjunct Faculty	Whittington, Elizabeth Yvonne	PT	0	100	0	100	2						1				8,320.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Adler, Ayden	FT	25	50	25	100	2						3				63,999.96	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Benton, Darius Mccullough	FT	25	50	25	100	4						3				64,483.68	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Gan, Ivan	FT	32	43	25	100	4	1					2	1			61,376.76	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Harris, Felicia Lynne	FT	32	36	32	100	3						2				62,193.24	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Poggio, Natacha Lorena	FT	25	50	25	100	2						2				59,692.44	State
College of Humanities & Social Sciences	Arts & Communication	Assistant Professor	Rountree, John Christopher	FT	25	50	25	100	3						3				57,000.00	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Archipolli, Ashley Marie	FT	25	50	25	100	4	1					2	1			68,944.68	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Hatfield, Elizabeth Fish	FT	25	50	25	100	5						2				68,389.44	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Klein, Timothy Patrick	FT	25	43	32	100	3						3				73,995.24	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Logan, Lucas	FT	25	50	25	100	3						3				67,728.96	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Matveeva, Natalya Vasiljevna	FT	32	29	39	100	3						1				18,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Associate Professor/Chair	Rejaie, Azar M.	FT	21	25	54	100	1	1					1	1			96,045.24	State
College of Humanities & Social Sciences	Arts & Communication	Associate Professor	Siriko Hoang, Toni	FT	25	50	25	100	3	1					2				67,113.72	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Fedell, Luke	FT	0	100	0	100	5						5				47,374.92	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	French, Charles B	FT	0	100	0	100	5						5				44,316.54	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Hodgins, Danielle Aldea	FT	0	60	40	100	3						3				42,000.00	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Jackson, Larisa	FT	0	100	0	100	5						5				44,418.00	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Kennedy, Amanda Kae	FT	0	100	0	100	5						5				4,200.00	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Kubala, Jessica T	PT	0	100	0	100	3						2				15,000.00	Designated
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Mitha, Zeenat Kassam	FT	0	100	0	100	5						5				67,699.68	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Mueller, Bridget H	FT	0	100	0	100	5						5				51,061.59	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Secor, Beth	FT	0	100	0	100	4						4				46,931.49	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Shivers, Candice M.	FT	0	100	0	100	6						4				42,000.03	Designated
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Wilson, Michael Raphael	FT	0	100	0	100	5						5				46,495.35	State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Wilson, Robert	FT	0	100	0	100	3						3				57,250.68	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Lecturer	Winkler, Kara Leann	FT	0	100	0	100	5						5				42,000.03	State
College of Humanities & Social Sciences	Arts & Communication	Professor	Baker, Susan J.	FT	25	43	32	100	3						3				82,026.12	State
College of Humanities & Social Sciences	Arts & Communication	Professor	Cervenka, Mark William	FT	25	22	53	100	1	3					1	1			44,260.67	Designated/State
College of Humanities & Social Sciences	Arts & Communication	Professor	Lawrence, Windy Yvonne	FT	25	36	39	100	2						2	1			83,613.36	State
College of Humanities & Social Sciences	Arts & Communication	Professor	Newsom, Floyd E	FT	25	50	25	100	2						3				96,536.04	State
College of Humanities & Social Sciences	Arts & Communication	Special Faculty	Murray, Creshema	FT	0	50	50	100	2						3				96,536.04	State

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				(#) Classes taught Fall		(#) Classes taught Spring		Salary	Funding Source		
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR				ORG	NON
									ORG	NON	ORG	NON				
College of Humanities & Social Sciences	Arts & Communication	Special Faculty	Roubicek,Hank	PT	0	80	20	100	2				2		45,580.77	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Aranzales,Adolfo	PT	0	100	0	100							2,618.18	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Borgerson, Jacob L.	PT	0	100	0	100					1		5,498.18	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Guillen Rondon,Pablo Emilio	PT	0	100	0	100						1	7,466.68	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Henderson,John C	PT	0	100	0	100	4				2		18,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Hunter,Bruce	PT	0	100	0	100	1						4,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Koehn,Jan	PT	0	100	0	100	1						3,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Krishnan,G V	PT	0	100	0	100	1					1	6,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Magar,Kristian L	PT	0	100	0	100						1	3,200.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Miller,Newton George	PT	0	100	0	100	1					2	9,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Munoz,Orlando Thomas	PT	0	100	0	100	1					1	6,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Nikzad,Ali	PT	0	100	0	100	2					2	16,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Adjunct Faculty	Patrick,Amelia Irene	PT	0	100	0	100	1					1	7,000.00	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Hasan,Mahmud	FT	25	50	25	100	5				4	1	67,500.00	Grant/Designated/State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Soibam,Benjamin	FT	32	43	25	100	2			3	1	2	82,052.16	Grant/State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Tito-Izquierdo,Jorge	FT	25	43	32	100	3					3	74,086.29	Grant/State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Xu,Ling	FT	32	43	25	100	4					2	81,132.48	Designated/State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Yilmaz,Emre	FT	32	43	25	100	3					2	77,000.04	State
College of Sciences & Technology	Computer Science & Engineering Technology	Assistant Professor	Zhang,Ting	FT	25	50	25	100	3			1	1	3	81,132.60	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Feng,Weining	FT	25	50	25	100	3					3	88,940.34	Designated/State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Oberhoff,Kenneth E	FT	25	41	34	100	2			1		1	95,825.16	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Rahmatian,Arash	FT	32	43	25	100	4					2	75,294.81	Designated/State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Shastri,Dvijesh J	FT	25	41	34	100	1			2		2	92,012.40	State
College of Sciences & Technology	Computer Science & Engineering Technology	Associate Professor	Sheinberg,Edward R	FT	25	50	25	100	4					2	73,208.16	Designated
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Harris,Cyrl E	FT	0	100	0	100	5					5	55,098.60	Designated/State
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Kamto,Joseph	FT	0	100	0	100	5					5	57,000.00	State
College of Sciences & Technology	Computer Science & Engineering Technology	Lecturer	Singh,Kulwant	FT	0	100	0	100	6					5	58,523.40	State
College of Sciences & Technology	Computer Science & Engineering Technology	Professor	Lin,Hong	FT	25	50	25	100	4			1		2	107,193.84	State
College of Sciences & Technology	Computer Science & Engineering Technology	Professor/Chair	Tzouanas,Vassilios K	FT	25	21	54	100	3				2	1	132,037.92	Grant/State
College of Sciences & Technology	Computer Science & Engineering Technology	Professor	Yuan,Shengli	FT	25	50	25	100	4					3	103,162.80	State
College of Sciences & Technology	Computer Science & Engineering Technology	Special Faculty	Sheinberg,Edward R	PT	0	100	0	100	4					2	14,641.60	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Baldazo,Edward	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Branch,Keith	PT	0	100	0	100	1					2	9,600.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Burton,Justin Darrell	PT	0	100	0	100	1					1	3,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Cannon,Michael I.	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Chavez-Berry,Maria D	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Chiatti,Jennifer M	PT	0	100	0	100	1					1	6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Clark,Linda	PT	0	100	0	100	1					1	6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Dewey,James D.	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Dewey,Lois Denise	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Emeka Phd,Traqina	PT	0	100	0	100	1					2	9,600.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Fremm,Gregory James	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Garcia,Hector M	PT	0	100	0	100	1					1	6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Gonzales III, Henry G	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Gurley,Dayna N.	PT	0	100	0	100	2			1		1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Hairell,Raymie	PT	0	100	0	100	2					1	9,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Hernandez III,Antonio	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Johnson,Jermaine A	PT	0	100	0	100	2					3	16,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Kalenda,Tacy R.	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Martin,Roderick Douglas	PT	0	100	0	100	1						3,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Medley,Jim A.	PT	0	100	0	100	1						3,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Mena,Kristin	PT	0	100	0	100	1					1	3,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Mendez,Eric Thomas	PT	0	100	0	100	1					1	3,200.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Mendoza,Yvonne Anette	PT	0	100	0	100	1					2	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Morrison,Stephen Lee	PT	0	100	0	100	2			1		1	12,800.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Nguyen,Nhatthien Quang	PT	0	100	0	100	1					1	6,400.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Pelz,Charles Terry	PT	0	100	0	100	2					3	15,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Price,Rebecca Ann	PT	0	100	0	100	2					1	9,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Rivera,Elias J.	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Rodriguez,Karina	PT	0	100	0	100	3					3	18,600.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Ross,Tiffany	PT	0	100	0	100	1						3,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Ruzicka,Lynn	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Saavedra,Pakeithe D.	PT	0	100	0	100	1					2	9,600.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Sessums,Johnny Lee	PT	0	100	0	100	2					3	15,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Simonds,Richard Michael	PT	0	100	0	100	1					2	9,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Tyksinski,Aaron W	PT	0	100	0	100	1					2	9,600.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Ugwu,Joseph	PT	0	100	0	100	2					2	12,800.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Wallace,Shane L	PT	0	100	0	100	1					2	9,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	West,Damon Joseph	PT	0	100	0	100	1					1	6,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Adjunct Faculty	Wojcik Jr,Joseph Paul	PT	0	100	0	100	2					1	9,000.00	Designated
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Barbieri,Nina A	FT	25	36	39	100	1			1	3	1	66,214.08	Designated/State
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Gilmore,Elizabeth Lenore	FT	25	43	32	100	3			1	1	2	66,018.36	Designated/State
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Lane,Liza Barrros	FT	25	36	39	100	2					3	65,000.00	State
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Smith,Dana S.	FT	25	36	39	100	2			3		5	67,742.88	State

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				#) Classes taught Fall				#) Classes taught Spring				Salary	Funding Source
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Threadcraft, Whitney Bianca	FT	32	43	25	100	3					3			64,000.08	State
College of Public Service	Criminal Justice & Social Work	Assistant Professor	Yang, Fei	FT	32	43	25	100	3					3			64,000.08	State
College of Public Service	Criminal Justice & Social Work	Associate Professor/Chair	Blackburn, Ashley G	FT	25	21	54	100			1				1	1	96,399.90	Designated/State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Cavanaugh Jr, Michael Redmond	FT	25	29	46	100	1		1	2			1	1	73,585.08	Designated/State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Fowler, Shannon Keith	FT	25	50	25	100	2		1		1		1		74,882.76	State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Gehring, Krista	FT	32	36	32	100	1		1	1	1		1		70,557.48	Designated/State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Goltz, Heather Honore	FT	25	50	25	100	3						4		71,567.16	State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Harris, Judith A	FT	25	50	25	100	4					4			71,559.00	Designated/State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Karson, Lawrence	FT	25	50	25	100	3								70,513.20	State
College of Public Service	Criminal Justice & Social Work	Associate Professor	McCarty, Dawn Aldava	FT	25	50	25	100	2				1	1			73,225.20	State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Pelz, Beth E	FT	25	50	25	100	2		1	1	2		1	1	100,166.76	State
College of Public Service	Criminal Justice & Social Work	Associate Professor	Valcore, Jace	FT	25	29	46	100	1		1				1		69,643.56	State
College of Public Service	Criminal Justice & Social Work	Lecturer	Cortez, Damaris Guadalupe	FT	0	100	0	100	5					5			55,435.92	State
College of Public Service	Criminal Justice & Social Work	Lecturer	Goins, Angela M	FT	0	100	0	100	3	2				3	2		58,289.52	Designated/State
College of Public Service	Criminal Justice & Social Work	Lecturer	Powers Jr, Richard C	FT	0	80	20	100	3					3			54,000.00	State
College of Public Service	Criminal Justice & Social Work	Lecturer	Savani, Shahnaz	FT	0	100	0	100	3	2				3	1		57,091.50	State
College of Public Service	Criminal Justice & Social Work	Professor	Belbot, Barbara	FT	25	50	25	100	2		1			4			93,578.04	Designated/State
College of Public Service	Criminal Justice & Social Work	Professor	Buckler, Kevin G	FT	25	50	25	100	3			2	4				87,682.32	State
College of Public Service	Criminal Justice & Social Work	Professor	Snell, Clete	FT	25	50	25	100	3			1	3			1	89,124.96	State
College of Public Service	Criminal Justice & Social Work	Professor	Wang, Hsiao-Ming	FT	25	50	25	100	2		1		2		1		88,675.20	State
College of Public Service	Criminal Justice & Social Work	Professor	Wernet, Stephen P	FT	25	50	25	100	4					3			91,537.56	State
College of Humanities & Social Sciences	English	Adjunct Faculty	Aroopala, Amy S	PT	0	100	0	100	3					2			16,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Bugg Jr, Robert Milton	PT	0	100	0	100	2					1			9,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Castaneda, Adam L	PT	0	100	0	100	2								6,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Castee, Jessie R.	PT	0	100	0	100	4					2			18,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Dolan, Cody Edward	PT	0	100	0	100	2					1			9,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Dyles, Nicole	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Greenfield, Peter	PT	0	100	0	100	1						1		6,400.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Hilbig, Michael Gerard	PT	0	100	0	100	4					2			19,200.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Joachim, Doug	PT	0	100	0	100	2					1			9,600.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Johnson, Grady Paris	PT	0	100	0	100	3								9,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Lopez, Joshua Estanislado	PT	0	100	0	100	2								6,400.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Mata, Margaret Robinson	PT	0	100	0	100	3					2			3,200.00	Designated/State
College of Humanities & Social Sciences	English	Adjunct Faculty	Powell, Yvette	PT	0	100	0	100	4					3			21,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Ramirez, Vanessa	PT	0	100	0	100	4					3			21,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Sanchez, Yvonne Wade	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Schmadeka, Wayne	PT	0	100	0	100	2					1			9,039.25	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Steele, Heather Marie	FT	0	100	0	100	3					2			6,000.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Ucciardino, Jack Bennett	PT	0	100	0	100	3					1			12,800.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Walker, Faye Elaine	PT	0	100	0	100	3								9,600.00	Designated
College of Humanities & Social Sciences	English	Adjunct Faculty	Williams, Robert M	PT	0	100	0	100	3								399.98	Designated
College of Humanities & Social Sciences	English	Assistant Professor	Dimmick, Michael Edward	FT	32	43	25	100	2		1			2		1	59,588.16	State
College of Humanities & Social Sciences	English	Assistant Professor	Pena, Daniel Inouye	FT	25	50	25	100	2	1				3	1		64,429.56	State
College of Humanities & Social Sciences	English	Assistant Professor	Petts, Ashleigh Ryann	FT	32	43	25	100	3					2	1		62,000.04	State
College of Humanities & Social Sciences	English	Associate Professor	Agboka, Godwin Yaw	FT	25	50	25	100	2		1			3	1		77,231.43	Designated/State
College of Humanities & Social Sciences	English	Associate Professor	Bjork, Olin R.	FT	32	43	25	100	3		1			3			66,707.92	State
College of Humanities & Social Sciences	English	Associate Professor	Choudhuri, Sucheta Mallick	FT	25	36	39	100	3					1			66,342.00	State
College of Humanities & Social Sciences	English	Associate Professor	Farris, Sara	FT	25	50	25	100	4					3			75,369.96	State
College of Humanities & Social Sciences	English	Associate Professor	Fortunato, Paul L.	FT	25	50	25	100	4					3			56,319.66	State
College of Humanities & Social Sciences	English	Associate Professor	Hill, Jillian Averi	FT	32	36	32	100	1	1	2				1	2	66,516.72	Designated/State
College of Humanities & Social Sciences	English	Associate Professor	Jackson, Chuck	FT	25	36	39	100	3	1				2	1		71,314.08	Designated/State
College of Humanities & Social Sciences	English	Associate Professor	Jager, Katharine Woodason	FT	25	50	25	100	3					4			62,716.20	State
College of Humanities & Social Sciences	English	Associate Professor/Chair	Kintzele, Paul	FT	25	21	54	100	1								101,924.76	State
College of Humanities & Social Sciences	English	Associate Professor	Lund, Giuliana E.	FT	25	50	25	100	3					5			64,807.56	State
College of Humanities & Social Sciences	English	Associate Professor	Pavletich, JoAnn	FT	25	50	25	100	4					3			75,896.76	State
College of Humanities & Social Sciences	English	Associate Professor	Sample, Joseph C	FT	36	39	25	100	1	1	1				2	1	64,756.98	State
College of Humanities & Social Sciences	English	Associate Professor	Scharold, Dagmar	FT	25	36	39	100	2		1			1			66,482.16	State
College of Humanities & Social Sciences	English	Associate Professor	Waters, William Joseph Condon	FT	25	50	25	100	4		1			2		1	62,253.00	State
College of Humanities & Social Sciences	English	Lecturer	Auchter, David	FT	0	100	0	100	5					5			42,991.74	State
College of Humanities & Social Sciences	English	Lecturer	Bridges, David	FT	0	100	0	100	5					5			45,266.94	State
College of Humanities & Social Sciences	English	Lecturer	Feliciano, Olga	FT	0	100	0	100	5					5			47,133.99	State
College of Humanities & Social Sciences	English	Lecturer	Garza, Linda Carol	FT	0	100	0	100	5					5			46,811.28	State
College of Humanities & Social Sciences	English	Lecturer	Howard, Catherine	FT	0	100	0	100	5					5			52,237.44	State
College of Humanities & Social Sciences	English	Lecturer	Lourence, Benjamin C	FT	0	100	0	100	5					5			47,911.92	State
College of Humanities & Social Sciences	English	Lecturer	Seratt, Heather E	FT	0	100	0	100	5					5			47,901.84	State
College of Humanities & Social Sciences	English	Lecturer	Smith, Claudia	FT	0	100	0	100	5					5			46,125.60	State
College of Humanities & Social Sciences	English	Lecturer	Steele, Heather Marie	FT	0	100	0	100	3					2			9,000.00	Designated
College of Humanities & Social Sciences	English	Lecturer	Wedes, Joan Blackwell	FT	0	100	0	100	5					5			44,693.64	State
College of Humanities & Social Sciences	English	Professor	Creighton, Jane M	FT	25	43	32	100	3					2			64,396.26	Designated/State
College of Humanities & Social Sciences	English	Professor	Dahlberg, Sandra	FT	25	43	32	100	3					2			87,802.92	State
College of Humanities & Social Sciences	English	Professor	Duncan, Michael Gary	FT	32	36	32	100	1		1	1	2		2		77,744.64	Designated/State
College of Humanities & Social Sciences	English	Professor	Ellwanger, Adam T	FT	53	22	25	100	1		1	1	1			1	79,646.88	State
College of Humanities & Social Sciences	English	Professor	Schmertz, Johanna	FT	25	50	25	100	4					3			76,330.68	State
College of Humanities & Social Sciences	English	Professor	Sullivan PhD, Neil	FT	25	43	32	100	3					2			85,523.04	State

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				# Classes taught Fall				# Classes taught Spring				Salary	Funding Source
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
College of Humanities & Social Sciences	English	Professor	Thomas,Tammis E.	FT	25	50	25	100	4				4				82,905.72	State
College of Humanities & Social Sciences	English	Special Faculty	Davidson,Robin	PT	0	100	0	100	2				2				38,966.22	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Abou-Saad,Ibrahim Mostafa	PT	0	100	0	100	2				2				12,800.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Bolston,Jonathan	PT	0	100	0	100	1				4				15,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Bui,Minh Quang	PT	0	100	0	100	2				2				12,800.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Dabney,Devin J	PT	0	100	0	100	1				1				6,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Fomukong,Joe	PT	0	100	0	100	1				3				9,600.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Georges,Georgina Y	PT	0	100	0	100	1		2			2			19,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Ghosh,Prabir	PT	0	100	0	100	3				2				15,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Hanks,Irvin W	PT	0	100	0	100	1				2				6,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Mineman,Edward	PT	0	100	0	100	3				3				48,904.68	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Nguyen PhD,Thai Duy	PT	0	100	0	100	4				4				25,600.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Nishi,Irin Ferdous	PT	0	100	0	100	3				2				12,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Olcay Guner,Nadide Banu	PT	0	100	0	100	2				2				12,800.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Putnam,Kyle James	PT	0	100	0	100	1			3			2		20,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Rebhun,Herbert	PT	0	100	0	100	2				3				14,400.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Smith,Daniel Joseph	PT	0	100	0	100	1		3				2		20,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Timana,Edson Javier	PT	0	100	0	100	1				1				6,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Warren,Lashondra Dionne	PT	0	100	0	100	2				2				12,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Wright,Martin K.	PT	0	100	0	100	2								6,400.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Xu,Shuang	PT	0	100	0	100	3				2				12,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Adjunct Faculty	Zareian,Mahin	PT	0	100	0	100	2				1				9,000.00	Designated
Marilyn Davies College of Business	Finance & Information Systems	Assistant Professor	Ahmed,Zafor	FT	32	43	25	100	3				3				121,199.70	Gift/Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Assistant Professor	Castro,Esther Eunice	FT	32	43	25	100	3				1		2		117,117.96	State
Marilyn Davies College of Business	Finance & Information Systems	Assistant Professor	Dejan,Austin Joseph	FT	39	36	25	100	3		2			2			107,521.72	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Assistant Professor	Lin,Shuaifu	FT	32	43	25	100	3				3				119,999.97	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Hashemi,Shohreh	FT	25	50	25	100	3				4				113,807.28	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Jones,Kevin	FT	32	43	25	100	3				3				121,658.76	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Nguyen,Chu V	FT	32	43	25	100	3					3			116,926.56	State
Marilyn Davies College of Business	Finance & Information Systems	Associate Professor	Zhou,Zehai	FT	32	43	25	100	3				3				103,703.94	State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Ali,Syed	FT	0	100	0	100	5				6				27,153.68	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Bennett,Sylvia Kathleen	FT	0	100	0	100	2	1	4		3		2		53,367.48	Designated
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Cedeno,Luis Rafael	FT	0	93	7	100	5				5				56,942.01	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Jafari,Tahereh T	FT	0	100	0	100	5				7				49,167.45	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Lecturer	Javed,Adnan	FT	0	100	0	100	6				5				46,350.54	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Professor/Chair	Bose,Utpal	FT	25	21	54	100	1	1			1	2			130,150.08	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Deo,Prakash S	FT	32	43	25	100	3				3				131,095.92	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	DeVries,Peter	FT	32	43	25	100	3				3				114,239.97	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Islam,Anisul	FT	32	36	32	100	2				2				114,689.25	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Marique,Justo Rafael	FT	25	14	61	100	3					2			148,268.16	Designated/State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Paskelian,Ohanes G	FT	32	43	25	100	3				3				133,861.50	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Pelaez,Rolando F	FT	32	43	25	100	1				1				125,477.37	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Penkar,Samuel H	FT	25	50	25	100	3				4				120,394.08	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Robbins,Ruth R	FT	32	36	32	100	2				3				123,777.84	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Smith,Charles Alden	FT	32	43	25	100	3				2				126,844.92	State
Marilyn Davies College of Business	Finance & Information Systems	Professor	Verma,Rahul	FT	32	43	25	100	1		1		1		2		139,427.64	State
Marilyn Davies College of Business	Finance & Information Systems	Visiting Faculty	Ren,Peter	FT	32	36	32	100	2	1			1	2			92,700.00	State
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ball,Donald Edward	PT	0	100	0	100	2				2				12,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Braze,Carol Barclay	PT	0	100	0	100	4				4				24,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Bruner,Terry Christopher	PT	0	100	0	100	1		2			2			16,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Canady,Byron	PT	0	100	0	100	1				2				9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Carson,Gary Kent	PT	0	100	0	100	1				2				9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Cordov,Marilyn G.	PT	0	100	0	100	3				2				15,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Crimi,Thomas A	PT	0	100	0	100	1		2		3		1		25,500.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Dudley Jr,William	PT	0	100	0	100	4				3				21,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Fly,Jane Mueller	PT	0	100	0	100	2				2				6,400.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ford,Tamara	PT	0	100	0	100	1				2				9,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Friday - Black,Athena Mary	PT	0	100	0	100	3				3				18,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Glover,Jamila N	PT	0	100	0	100	1				2				6,400.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Guillory,Andrea Marie	PT	0	100	0	100	1				1				6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Hemphill,Craig Kyle	PT	0	100	0	100	1				3				3,200.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Kennebrew,Daniel Earl	PT	0	100	0	100	3				3				18,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Khan,Keziah C	PT	0	100	0	100	1		1		4				19,500.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Laws,Kira M	PT	0	100	0	100	4				4				25,600.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Lentz,Jacqueline Christine	PT	0	100	0	100	1				1				3,200.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Lozano,Miguel Angel	PT	0	100	0	100	1		4				3		31,500.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Martin,Katharine Anne	PT	0	100	0	100	2				2				12,800.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Matzner,Lloyd Jay	PT	0	100	0	100	1				1				6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	McBayne,Melisa Amoy	PT	0	100	0	100	1				1				3,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	McCoy,LaShawn D	PT	0	100	0	100	2				3				15,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Nguyen,Bryan TheHoai	PT	0	100	0	100	1				1				6,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Palis PhD,Glenn E.	PT	0	100	0	100	1						1		4,800.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Pham,Cindy B	PT	0	100	0	100	3				2				16,000.00	Designated
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Quander,Erin	PT	0	100	0	100	4				4				25,600.00	Designated

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				(#) Classes taught Fall		(#) Classes taught Spring		Salary	Funding Source			
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR				ORG	NON	
									ORG	NON	ORG	NON					
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ramirez, Lori Ann	PT	0	100	0	100	4				4		24,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Simmons,Toye Michelle	PT	0	100	0	100	1				1		6,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Smith, Daniel Joseph	PT	0	100	0	100	1		3		1	2	20,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Smith, Jacqueline L	PT	0	100	0	100	1				1		6,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Smith, Terri Lynn	PT	0	100	0	100	2				1		9,600.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Ta,Kenneth	PT	0	100	0	100	1				1		6,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wales,Steven Douglas	PT	0	100	0	100	2				2		12,800.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wicmandy,Michelle M.	PT	0	100	0	100	2				1		9,600.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Wilkins,Bridgette	PT	0	100	0	100	4				1		15,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Cohen,Dinah A	FT	32	43	25	100	3				3		114,000.00	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Conde,Richard	FT	32	43	25	100	3				2	3	108,000.00	Designated/State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Davis,Scott Williams	FT	32	43	25	100	1				2	1	110,643.24	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Elking,Isaac	FT	32	43	25	100	3				1	2	110,643.24	Designated/State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	Fulbright,Paul Walton	FT	39	36	25	100	2				3		88,245.36	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Assistant Professor	von Biedenfeld,Dieterich Matthew	FT	46	29	25	100	2	1	1		1	1	88,245.36	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Associate Professor/Chair	Davis,Jonathan	FT	32	43	25	100	3		1				154,357.80	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Associate Professor	Dillard Jr,John E	FT	32	43	25	100	1		3		1	2	109,997.37	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Associate Professor	Hu,Xinxin	FT	32	43	25	100	3				1	2	119,702.64	Designated/State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Associate Professor	Rauniar,Rupak	FT	32	43	25	100	2		1		1	2	113,269.20	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Associate Professor	Zhou,Steve B.	FT	32	43	25	100	2				2	1	113,588.73	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Daigle,Jamie	FT	0	100	0	100	3		4		5	4	49,600.53	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Davis,Tracy	FT	0	100	0	100	2				3		118,413.84	Designated/State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Gleason,Kimberly R.	FT	0	100	0	100	6				6		61,078.68	Designated/State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Jayasankar,Priya	FT	0	100	0	100	5				5		51,249.24	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Kessler,Robin	FT	0	100	0	100	6		1		5	1	48,297.60	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Kohlhause,Donna P.	FT	0	100	0	100	5				5		51,338.16	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Lecturer	Pettiette,Michael	FT	0	100	0	100	5				5		52,245.24	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Professor	Cao,Qing (Ray)	FT	25	50	25	100	3		2		2	2	143,990.37	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Professor	Nealy,Chynette	FT	25	50	25	100	3				3		104,195.52	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Professor	Pointer,Lucille	FT	25	50	25	100	3				2		124,331.04	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Professor	Stanberry,Kurt	FT	25	50	25	100	1		2			2	110,682.12	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Professor	Strain,Charles	FT	25	50	25	100	4				4		114,728.52	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Professor	Usnick,Lee	FT	25	50	25	100	4				3		106,042.68	State	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Special Faculty	Ash,Carolyn	PT	0	100	0	100	2				2		53,487.96	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Special Faculty	Johnson,Madelaine	PT	0	100	0	100	3		1			1	8,000.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Visiting Faculty	Maldonado,David Jaime	FT	0	100	0	100	3		2		3	1	82,431.00	Designated	
Marilyn Davies College of Business	General Business, Marketing & Supply Chain	Adjunct Faculty	Vogt,John	FT	0	100	0	100	1				1	1	4,800.00	Designated	
Marilyn Davies College of Business	Graduate Business Security Management	Adjunct Faculty	Berryman,Paul Erick	PT	0	100	0	100	1		1		2		14,400.00	Designated	
Marilyn Davies College of Business	Graduate Business Security Management	Adjunct Faculty	Dean,Leland E	PT	0	100	0	100	1				1		2,571.44	Designated	
Marilyn Davies College of Business	Graduate Business Security Management	Adjunct Faculty	Dillon,Darin Ray	PT	0	100	0	100	2				3		9,000.00	Designated	
Marilyn Davies College of Business	Graduate Business Security Management	Adjunct Faculty	Khatib,Nada I	PT	0	100	0	100	2				2	2	24,000.00	Designated	
Marilyn Davies College of Business	Graduate Business Security Management	Adjunct Faculty	Ramirez,Jose R.	PT	0	100	0	100	3				1		4,500.00	Designated	
Marilyn Davies College of Business	Graduate Business Security Management	Adjunct Faculty	Winn II,Tom	PT	0	100	0	100	2				1		642.86	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Benjamins,Ira Lee	PT	0	100	0	100	3				1		3,200.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Bohorquez,Carlos E	PT	0	100	0	100	3				3		9,600.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Buie,David K	PT	0	100	0	100	3				2		15,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Bunin,Matthew Jacob	PT	0	100	0	100	2				2		12,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Cantalamesa,Elizabeth Amber	PT	0	100	0	100	3				3		18,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Eid,Christopher	PT	0	100	0	100	2				2		14,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Greenfield,Peter	PT	0	100	0	100	3				1		3,200.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Huyhn,Jasmine	PT	0	100	0	100	2				1		3,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	LaMendola, Charles T	PT	0	100	0	100	2						6,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Mcdonald, Eric J	PT	0	100	0	100	1						15,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Nicholson-Preuss,Mari	PT	0	100	0	100	1					1			Designated
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Olivares,Jaime	PT	0	100	0	100	1						3,200.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Pacios,Daniel Martin	PT	0	100	0	100	1						3,800.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Postigo,Angela Marie	PT	0	100	0	100	3				3		25,600.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Revna,Sergio	PT	0	100	0	100	2				1		11,733.33	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Ross,James Travis	PT	0	100	0	100	3				2		15,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Snider,Ashton R	PT	0	100	0	100	3				3		18,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Tharp,Angela Gail	PT	0	100	0	100	3				2		16,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Tierney,Robert Barkley	PT	0	100	0	100	2				2		12,800.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Torres,Cristina	PT	0	100	0	100	2				2		16,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Tsai,Chu Chao	PT	0	100	0	100	2				2		17,066.71	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Adjunct Faculty	Wrobel-Best,Jolanta	PT	0	100	0	100	2				3		16,000.00	Designated	
College of Humanities & Social Sciences	History, Humanities & Languages	Assistant Professor	Bielakowski,Alexander Magnus	FT	25	50	25	100	3				4		62,846.52	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Assistant Professor	Chism,Jonathan Langston	FT	25	43	32	100	3				1	1	62,418.12	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Assistant Professor	Salinas,Salvador	FT	25	43	32	100	3				2		61,367.76	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Allen,Austin L	FT	25	50	25	100	4		1		3		69,845.28	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Case,Theresa Ann	FT	46	29	25	100	3		1		2		13,287.38	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Chiquillo,Raquel	FT	25	43	32	100	3				2		68,476.32	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Elkholy,Sharin	FT	25	50	25	100	3				4		63,739.71	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Gillette,Aaron Kenneth	FT	25	50	25	100	3				4		64,184.36	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Lucero,Bonnie Adorno	FT	25	22	53	100	2				2		88,928.04	Designated/State	

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				#) Classes taught Fall		#) Classes taught Spring		Salary	Funding Source	
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR				
									ORG	NON	ORG	NON	ORG	NON	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Mandel, Paul B	FT	25	36	39	100	2		1	2	66,057.72	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Nowak, William	FT	25	36	39	100	2			1	68,635.32	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Pavelich, Andrew	FT	32	29	39	100	2	1		2	71,430.24	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Preuss, Gene	FT	25	50	25	100	4			1	68,273.28	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Robertson, Vida	FT	25	36	39	100	2	2	1	2	96,318.12	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Associate Professor	Romero Jr, Reynaldo	FT	25	43	32	100	3			3	67,742.16	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	Davey, Joseph Miles	FT	0	100	0	100	5			5	44,179.20	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	DeJesus, Albert	FT	0	60	40	100	3			3	44,248.59	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	Lopez, Nancy	FT	0	100	0	100	5			5	52,082.04	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Lecturer	Whitman, Norman Lee	FT	0	100	0	100	5			5	44,179.08	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Alvarez, Jose' E.	FT	25	50	25	100	3			4	84,807.96	State	
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Cueva, Edmund Paul	FT	54	14	32	100	3			2	97,722.96	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Hagen, L Kirk	FT	25	50	25	100	4			3	85,767.84	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Professor/Chair	Jackson, Jeffrey M.	FT	21	25	54	100	2			1	113,762.64	Designated/State	
College of Humanities & Social Sciences	History, Humanities & Languages	Professor	Westfall, Joseph	FT	25	50	25	100	3			3	79,381.44	Designated/State	
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Cedillos Jr, Cesar M.	PT	0	100	0	100			4		3	22,400.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Christie, Odette Epplann	PT	0	100	0	100				1		3,200.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Cox, Roxanne Renee	PT	0	100	0	100			1		2	12,800.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Drake, Brian Jeffrey	PT	0	100	0	100	2			2		12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Gadd, Silas Sanford	PT	0	100	0	100			4		4	32,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Gallardo, Rachel Lynne	PT	0	100	0	100			1		1	9,600.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Goodwin, Latrisha F.	PT	0	100	0	100				1		3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Halterman, Steve L	PT	0	100	0	100	1			1		6,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Javidinejad, Mehdi	PT	0	100	0	100	1			1		3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Keedy, Elias	PT	0	100	0	100	2		2		3	25,600.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Khaleghian, Farzin	PT	0	100	0	100	2			3		15,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Latheef, Iqbal	PT	0	100	0	100			1		1	6,400.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Lee, Lori Michele	PT	0	100	0	100	1			2		9,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Li, Yajing	PT	0	100	0	100	1					3,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Lopez, Thomas Jason	PT	0	100	0	100	2			3		15,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Luna, Carlos R	PT	0	100	0	100	2			3		15,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Ng, Linnea Clare	PT	0	100	0	100	1			1		15,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Peters, Richard C.	PT	0	100	0	100	1		1	2		12,800.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Ramirez, Lori Ann	PT	0	100	0	100	4			4		24,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Robinson, Demetria	PT	0	100	0	100	2			2		12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Rogers Tolulope Abimbola	PT	0	100	0	100	4			4		24,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Sherif, Dalia M	PT	0	100	0	100	1				1	7,200.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Siddiqi, Muddassar	PT	0	100	0	100			2		3	24,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Simmons, Stephanie	PT	0	100	0	100	2			1	1	9,600.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Adjunct Faculty	Smith, Caroline Marie	PT	0	100	0	100	2			2		12,000.00	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Canedo, Julio	FT	32	43	25	100	3			3		110,173.77	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Latheef, Zahir	FT	32	36	32	100			2	1	1	109,657.80	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	McKee, Rob Austin	FT	32	43	25	100	1			3	2	108,221.13	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Neale, Nathan Robert	FT	32	21	47	100	1		1		1	107,696.88	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	Nittrouer, Christine L	FT	39	36	25	100	2			3		105,000.00	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	TeDuits, Douglas J.	FT	32	43	25	100	2		1	2	1	112,406.04	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Assistant Professor	TenBrink, Candace	FT	39	36	25	100	2			3	2	112,271.76	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Epstein, David	FT	25	43	32	100			3	2	1	105,685.65	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Hurley, Pamela Rachel	FT	32	43	25	100	3	1			3	119,201.76	Designated/State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Morgan, Whitney Botsford	FT	32	32	36	100	2				1	124,594.80	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Pore, Anand	FT	32	43	25	100			4	2		125,771.16	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor	Wang, Yingchun	FT	32	43	25	100	2		1	1	1	105,882.66	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Associate Professor/Chair	Waples PhD, Ethan Paul	FT	32	7	61	100		1		1	2	161,710.20	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Lecturer	Oehlert, Priscilla Faye	FT	0	100	0	100	1			1		125,000.00	Designated/State
Marilyn Davies College of Business	Management & Insurance Risk Management	Lecturer	Tannous, Steven S	FT	0	100	0	100	5			5		54,477.48	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Professor	Barksdale, Kevin	FT	25	50	25	100			1		2	114,628.56	Designated/State
Marilyn Davies College of Business	Management & Insurance Risk Management	Professor	Coy, Steven	FT	25	50	25	100	3			3		122,209.80	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Professor	Gupta, Omprakash	FT	25	50	25	100	1		1	2		112,713.93	State
Marilyn Davies College of Business	Management & Insurance Risk Management	Special Faculty	Shipley, Margaret F	PT	0	100	0	100	2			2		60,581.79	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Angert, Cory	FT	0	100	0	100	5			4		83,428.47	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Nayebpour, Mohamad R	FT	0	100	0	100	2		3	1	3	83,274.03	Designated
Marilyn Davies College of Business	Management & Insurance Risk Management	Visiting Faculty	Robinson Jr, Robert Mc Collum	FT	0	100	0	100	3			2	1	90,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Campbell, Lea	PT	0	100	0	100	2			3		12,800.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Chen, Samuel	PT	0	100	0	100	1			1		8,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Douglas, Jamal	PT	0	100	0	100	2			2		14,932.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Dozier, John L	PT	0	100	0	100	2			2		9,066.68	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Gamez, Jose J.	PT	0	100	0	100	1					3,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Grimm, Henry James	PT	0	100	0	100	3			1		14,933.32	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Heydari, Fariborz	PT	0	100	0	100	2			1		19,200.03	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Idlebird, Joe	PT	0	100	0	100	2			2		12,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Lazo Esq, Iride V	PT	0	100	0	100	2			2		29,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Lea, Robert N	PT	0	100	0	100	2			1		14,933.32	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Messahli, Leila N	PT	0	100	0	100	1					6,000.00	Designated
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Morales, Rebecca Garcia	PT	0	100	0	100	2			2		12,000.00	Designated

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				#) Classes taught Fall		#) Classes taught Spring		Salary	Funding Source			
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR				ORG	NON	
									ORG	NON	ORG	NON					
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Muire,Katharine Larsen	PT	0	100	0	100	2				1		22,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Nguyen,Hien	PT	0	100	0	100	2						6,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Nguyen,Kaylee	PT	0	100	0	100	2				2		12,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Porterfield,Mike	PT	0	100	0	100	2				1		24,500.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Rehman,Ashfaqur	PT	0	100	0	100							12,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Sever,Timor Alexandre	PT	0	100	0	100	1					1	8,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Simon,Shannon Michael	PT	0	100	0	100	2					2	9,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Smalley,Richard G	PT	0	100	0	100	4					2	18,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Thomas,John	PT	0	100	0	100							11,733.32	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Waller,William Alfred	PT	0	100	0	100						1	10,666.68	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Watts,Courtney Chayana	PT	0	100	0	100	2					2	12,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Adjunct Faculty	Wikstrom,Zachary Wayne	PT	0	100	0	100	1					1	6,000.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Davila,Randy Ryan	FT	25	50	25	100	5					3	65,160.00	Designated	
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Garza,Cesar Arturo	FT	25	50	25	100	4					3	60,997.44	State	
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	King,J Patrick	FT	25	50	25	100	2		2			1	77,100.96	State	
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Nganou PhD,Jean B	FT	25	50	25	100	6					3	61,798.44	State	
College of Sciences & Technology	Mathematics & Statistics	Assistant Professor	Shoemaker,Katherine Ann	FT	25	50	25	100	1		3	1	1	1	69,999.96	State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Cahoy,Dexter	FT	25	50	25	100	1		2	1	2	1	82,655.46	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Chan,Youn-Sha	FT	25	50	25	100	4					2	77,126.94	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Koshkin,Serjij	FT	25	50	25	100	4		1			3	70,416.60	State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Mhoon,Kendra Brown	FT	25	50	25	100	3	1	1	1	3	1	3,000.00	State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Quander,Rebecca R	FT	25	50	25	100	5					3	71,027.28	State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Tecarov,Edwin	FT	25	50	25	100	6						69,346.71	State	
College of Sciences & Technology	Mathematics & Statistics	Associate Professor	Zafiris,Vasilis	FT	25	50	25	100	3	1				3	71,597.04	State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Beane,Susan Lea	FT	0	100	0	100	6					5	56,057.04	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Blumberg,Bonnie G	FT	0	100	0	100	5					5	52,517.88	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Gad,Sangeeta	FT	0	100	0	100	1					1	61,640.91	Grant/Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Hallaway,Joyce G.	FT	0	100	0	100	6					5	45,999.96	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	John,Benny	FT	0	100	0	100	7					5	48,980.97	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Li,Xinyu	FT	0	100	0	100						4	45,999.96	State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nakamura,Mitsue	FT	0	100	0	100	6					4	63,182.16	State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nguyen,Ha	FT	0	100	0	100	5		1			4	47,104.44	State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nguyen,Thu	FT	0	100	0	100	4					4	44,706.72	State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Nguyen,Vien Quang	FT	0	100	0	100	4					5	52,999.20	State	
College of Sciences & Technology	Mathematics & Statistics	Lecturer	Simmons,Anna Rosenthal	FT	0	100	0	100	5					4	57,295.20	State	
College of Sciences & Technology	Mathematics & Statistics	Professor	DeLaVina, Ermelinda	FT	25	50	25	100			1	1			3	22,777.92	Designated
College of Sciences & Technology	Mathematics & Statistics	Professor	Jegdic,Katarina	FT	25	50	25	100	6					3	82,765.89	Designated/State	
College of Sciences & Technology	Mathematics & Statistics	Professor	London,Steve	FT	25	50	25	100	3	2				2	93,010.80	State	
College of Sciences & Technology	Mathematics & Statistics	Professor/Chair	Pepper,Ryan D	FT	25	50	25	100	3		1			2	119,752.08	State	
College of Sciences & Technology	Mathematics & Statistics	Professor	Redd,Timothy A.	FT	25	50	25	100	5					2	83,437.56	State	
College of Sciences & Technology	Mathematics & Statistics	Professor	Simeonov,Plamen	FT	25	50	25	100	4					4	83,544.84	State	
College of Sciences & Technology	Mathematics & Statistics	Professor	Xie,Shishen	FT	25	50	25	100	5					3	89,390.34	State	
College of Sciences & Technology	Mathematics & Statistics	Professor	Yoon,Jeong-Mi	FT	25	50	25	100	4					3	82,809.84	State	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Abraham,Godly M.	PT	0	100	0	100	1					1	4,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Ahmadov,Ramil Surhay	PT	0	100	0	100						2	6,400.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Bichler,Aimee Pusz	PT	0	100	0	100	2					1	12,800.03	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Bouhoutsos-Brown,Elene	PT	0	100	0	100	3						6,400.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Chavez-Ramirez,Felipe	PT	0	100	0	100	2					2	12,800.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Chu,Kam-Hong	PT	0	100	0	100	2						9,600.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Dang,Bachlien	PT	0	100	0	100	2					1	13,866.67	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Donoghue,Kellie Anne Macknezie	PT	0	100	0	100	2					2	12,800.01	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Esmaeliyan,Mehdi	PT	0	100	0	100	2					1	9,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Gandhi,Jateen Shantilal	PT	0	100	0	100	3					2	16,120.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Grassi,Kristi Ayn	PT	0	100	0	100	1					3	12,800.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Greene,Larry	PT	0	100	0	100	1					1	8,533.33	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Harjal,Prashant	PT	0	100	0	100	2					4	18,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Jasim,Alia	PT	0	100	0	100	2					3	16,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Jose,Charlet	PT	0	100	0	100	2					2	14,933.35	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Khalid,Yasmin	PT	0	100	0	100	1						4,800.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Khalil,Amal Iskander Abdelmealek	PT	0	100	0	100	2					4	12,800.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Kosacki,Igor	PT	0	100	0	100	2						6,400.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Koshkarly,Reyhon Orudi	PT	0	100	0	100	2					1	12,800.03	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Locke,Hannah	PT	0	100	0	100	2					2	12,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Mohanraj,Remya	PT	0	100	0	100	2					3	3,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Mouchaty,Suzette K.	PT	0	100	0	100	4					4	17,066.71	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Obune,Edwin	PT	0	100	0	100	2						6,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Okome,Gloria Eloho	PT	0	100	0	100	2					2	17,338.82	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Omari,Dorcas M	PT	0	100	0	100	3					3	19,200.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Parillon PhD,Yanthine	PT	0	100	0	100	4					3	18,133.33	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Parker,Mary Jo D	PT	0	100	0	100	2					2	Designated		
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Patterson,Nicolie Lyanne	PT	0	100	0	100	2					2	12,100.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Patton,L'tanya	PT	0	100	0	100	2						4,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Quijano,Thelma Binoso	PT	0	100	0	100	2						10,000.00	Designated	
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Rani,Sudha	PT	0	100	0	100	3					3	19,300.00	Designated	

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				#) Classes taught Fall				#) Classes taught Spring					
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		UG		GR		Salary	Funding Source
									ORG	NON	ORG	NON	ORG	NON	ORG	NON		
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Rivera,Jose	PT	0	100	0	100	3				3				19,200.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Rueda,Elda Maria	PT	0	100	0	100	5				3				15,200.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Saha,Souwick	PT	0	100	0	100					2				6,400.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Sharp, Tyrone P	PT	0	100	0	100	2				2				12,800.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Shembekar,Vishakha Raghunath	PT	0	100	0	100	2				3				16,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Skeen, Tera H	PT	0	100	0	100					1				2,437.52	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	St Hill, Lydia	PT	0	100	0	100					1				3,200.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Stark, Eric B.	PT	0	100	0	100	1				1				6,400.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Starr, Cotton	PT	0	100	0	100	3				3				18,136.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Travis,Lynn Suzanne	PT	0	100	0	100	4				4				16,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Vela,Luz Elena	PT	0	100	0	100	1				2				9,600.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Verma,Rajnish	PT	0	100	0	100	3				2				16,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Villegas,Elizabeth	PT	0	100	0	100					1				3,200.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Webb, Tracy Ann	PT	0	100	0	100	3				3				18,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Wooten,James	PT	0	100	0	100	1								4,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Zaidi,Sheeba Musarrat	PT	0	100	0	100					2				6,000.00	Designated
College of Sciences & Technology	Natural Sciences	Adjunct Faculty	Zamani,Ataollah	PT	0	100	0	100	4								25,000.00	Designated
College of Sciences & Technology	Natural Sciences	Assistant Professor	Ge, Song	FT	25	35	40	100	2				3				81,499.80	Designated/State
College of Sciences & Technology	Natural Sciences	Assistant Professor	Heinlein,Sarah Natalie	FT	25	50	25	100	3	2			3	1			58,450.77	State
College of Sciences & Technology	Natural Sciences	Assistant Professor	Kang,Yuan Yuan	FT	25	50	25	100	4	2			3	1			59,567.04	State
College of Sciences & Technology	Natural Sciences	Assistant Professor	Martz, Jeffrey Warren	FT	25	50	25	100	4	2			3	1			61,366.08	State
College of Sciences & Technology	Natural Sciences	Assistant Professor	Theruvathu,Jacob Abraham	FT	25	50	25	100	4				3	1			58,009.80	State
College of Sciences & Technology	Natural Sciences	Assistant Professor	Visbal,Adriana Patricia	FT	25	43	32	100	3	1			2				63,319.80	Grant/State
College of Sciences & Technology	Natural Sciences	Associate Professor	Aoki,Jon	FT	25	50	25	100	3				4				88,734.92	Designated/State
College of Sciences & Technology	Natural Sciences	Associate Professor	Baird,Amy	FT	25	35	40	100	2	1			2	1			68,801.68	State
College of Sciences & Technology	Natural Sciences	Associate Professor	Benavides,Maria Guadalupe	FT	25	35	40	100	3				2	1			72,218.64	Designated/State
College of Sciences & Technology	Natural Sciences	Associate Professor	Bowden,Gabriela	FT	25	50	25	100	4	1			5				79,249.80	Gift/Designated/State
College of Sciences & Technology	Natural Sciences	Associate Professor	Dune,Linda Susan	FT	25	25	50	100	3								140,299.20	State
College of Sciences & Technology	Natural Sciences	Associate Professor	Gulati,Poonam	FT	0	0	100	100	1	3				2			104,920.32	Designated
College of Sciences & Technology	Natural Sciences	Associate Professor	Jiang,Mian	FT	25	50	25	100	3	1			3	1			71,195.94	Designated/State
College of Sciences & Technology	Natural Sciences	Associate Professor	Johnson,Kenneth	FT	25	50	25	100	3	1			2	1			71,621.16	State
College of Sciences & Technology	Natural Sciences	Associate Professor	Jose,Robin	FT	25	50	25	100	4				2	1			68,574.36	State
College of Sciences & Technology	Natural Sciences	Associate Professor	Tobin,Michael Francis	FT	25	25	50	100	4								69,681.81	State
College of Sciences & Technology	Natural Sciences	Associate Professor	Trufan,Estzer	FT	25	43	32	100	3	1			3	1			67,692.96	State
College of Sciences & Technology	Natural Sciences	Lecturer	Bark,Steven J	FT	0	100	0	100	6				5				53,860.01	Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Brown,Houston Slade	FT	0	100	0	100	7				5				58,625.82	Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Chaubal,Vaishali	FT	0	90	10	100	5				3				57,239.88	Gift/Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Das,Nina	FT	0	100	0	100	6				5				45,600.03	Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Dixit,Bhagyashree Ashok	FT	0	100	0	100	5				5				47,000.04	Gift/Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Hudspeth,Rachael	FT	0	100	0	100	6				6				43,743.72	Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Idowu,Ayorinde	FT	0	100	0	100	5				4				46,910.34	Grant/Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Jakubowski, Simon J.	FT	0	100	0	100	5				6				52,188.84	Designated/State
College of Sciences & Technology	Natural Sciences	Lecturer	Minard,Meghan E.	FT	0	90	10	100	6				4				76,331.04	State
College of Sciences & Technology	Natural Sciences	Lecturer	Musellwhite, Donald	FT	0	100	0	100	4				4				50,172.00	State
College of Sciences & Technology	Natural Sciences	Lecturer	Pedroza,Mesias	FT	0	100	0	100	7				7				46,130.09	State
College of Sciences & Technology	Natural Sciences	Lecturer	Pinelis,Yuriy	FT	0	100	0	100	5				5				47,274.84	State
College of Sciences & Technology	Natural Sciences	Lecturer	Qavi,Hamida	FT	0	100	0	100	5	2			5	3			50,131.44	State
College of Sciences & Technology	Natural Sciences	Lecturer	Saha,Sanghamitra	FT	0	100	0	100	6				6				47,613.69	State
College of Sciences & Technology	Natural Sciences	Lecturer	Sartain,Heather Novell	FT	0	100	0	100	4				4				42,000.03	State
College of Sciences & Technology	Natural Sciences	Lecturer	Sen,Sam	FT	0	100	0	100	2				4				46,269.81	State
College of Sciences & Technology	Natural Sciences	Lecturer	Singh,Ajay Kumar	FT	0	100	0	100	5								23,144.92	State
College of Sciences & Technology	Natural Sciences	Lecturer	Standlee,Courtney R	FT	0	100	0	100	6				7				50,000.04	State
College of Sciences & Technology	Natural Sciences	Lecturer	Sterna,Larry L	FT	0	100	0	100	5				5				57,809.34	State
College of Sciences & Technology	Natural Sciences	Professor	Grebowicz,Janusz	FT	25	50	25	100	4	2			3	1			76,299.60	State
College of Sciences & Technology	Natural Sciences	Professor	Morano,Lisa Deane	FT	25	50	25	100	2	2			3	2			86,937.84	State
College of Sciences & Technology	Natural Sciences	Professor/Chair	Sadana,Rachna	FT	25	25	50	100	2	1			1	1			118,942.32	State
College of Sciences & Technology	Natural Sciences	Special Faculty	Hessel,Tyra	PT	0	100	0	100	2				2				37,605.96	Designated
College of Sciences & Technology	Natural Sciences	Special Faculty	Lyons,Philip C.	PT	0	100	0	100	2				2				14,566.04	Designated
College of Sciences & Technology	Natural Sciences	Special Faculty	Smith,Penny A M	PT	0	90	10	100	2				1				30,687.30	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Adossi,Nancy	PT	0	100	0	100	4				2				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Aiyer,Jay Kumar	PT	0	100	0	100	2								6,400.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Altamirano,Janet L.	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Antenangeli,Leonardo	PT	0	100	0	100	3				3				19,200.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Auburn,Pamela	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Azubiike, Eric E.	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bachman,Christine	PT	0	100	0	100	4				3				22,400.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Baly,Jacqueline Joyce	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bivins,Matiko J	PT	0	100	0	100	1								3,662.86	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bloomquist,Lauren	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Boveland,Pamela Jae	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bowie,Treshon	PT	0	100	0	100					1				3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Bryerton,William Scott	PT	0	100	0	100					1				3,200.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Chatman,Timberlin Monique	PT	0	100	0	100	2				1				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Chrishon PhD,Paula M.	PT	0	100	0	100	2				1				9,600.00	Designated

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				#) Classes taught Fall		#) Classes taught Spring							
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		UG		GR		Salary	Funding Source
									ORG	NON	ORG	NON	ORG	NON	ORG	NON		
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Colbert,Cynthia Nunes	PT	0	100	0	100			2			2			18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Cross,Renee D	PT	0	100	0	100	1				1				6,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Elsayegh,Nisreen	PT	0	100	0	100	4				3				21,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Fonge,Michael	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Goldberg,Ruth Ellen	PT	0	100	0	100	2				2				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Graves,Jennifer Lauren	PT	0	100	0	100	1				2				9,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Greene,Brian	PT	0	100	0	100			1				1		18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Hackett,Justin David	PT	0	100	0	100	4				4				25,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Heinrich,Sarah V.	PT	0	100	0	100	1				1				6,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Henceroth,Mallori Michelle	PT	0	100	0	100	4				4				24,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Hiebeler,Diana Lee Henney	PT	0	100	0	100	3				2				15,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Livesey,Laura	PT	0	100	0	100	4				3				21,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Maldonado,V. Arrow	PT	0	100	0	100	3				1				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Mallams,Sarah Arlene	PT	0	100	0	100	2				3				15,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Manh,Kim	PT	0	100	0	100	3				3				18,272.11	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Mohammadi,Pantea	PT	0	100	0	100	4				3				71,720.91	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Montgomery,Jennifer K	PT	0	100	0	100	2				2				13,866.68	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Mougouris,Tina	PT	0	100	0	100	2				2				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Murphy,Randall Wade	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Osterman,John Muth	PT	0	100	0	100	4				3				21,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	PashaZaidi, Naushen	PT	0	100	0	100	3				2				16,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Phelan,Catherine C	PT	0	100	0	100	4				4				24,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Rhone,Erica	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Rocha,Darla Ann	PT	0	100	0	100	3				1				12,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Sanborn,Robert David	PT	0	100	0	100			2				1		14,400.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Scherer,Rhonda	PT	0	100	0	100	2				2				8,544.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Stevens,Genevieve Dee	PT	0	100	0	100	3				2				16,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Tengler,Mark W	PT	0	100	0	100	3				2				15,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Thomas,Joy	PT	0	100	0	100	4								12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Thomason,Tommy	PT	0	100	0	100	1				1				6,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Thompson Wright,Reba M	PT	0	100	0	100	1				2				9,600.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Vallejo,Arthur	PT	0	100	0	100	3				3				18,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Wathen,Alexander B.	PT	0	100	0	100	3					1			12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Watson,Carol La Faye	PT	0	100	0	100	2				2				12,800.00	Designated
College of Humanities & Social Sciences	Social Sciences	Adjunct Faculty	Whitmire,Whitney Lynn	PT	0	100	0	100	1								3,000.00	Designated
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Cho,Kit Wing	FT	25	36	39	100	3	1			2	1			67,401.18	Designated/State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Connors,Shahniyala Khrishida	FT	25	50	25	100	4	1			3	1			63,925.80	Designated/State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Hughes,Christina N	FT	25	50	25	100	3	1			4		1		60,766.02	Designated/State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Lemke,Michael K	FT	25	50	25	100	3	1			4	1			62,629.83	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Parker,Laura Ruth Murry	FT	32	43	25	100	3	1			3	1			62,629.83	Designated/State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Roncancio,Angelia	FT	25	50	25	100	4	1			3	2			62,955.81	State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Serrano,Danya M	FT	32	43	25	100	4	1			2				62,955.81	Designated/State
College of Humanities & Social Sciences	Social Sciences	Assistant Professor	Wilson,Antoinette Rina	FT	25	50	25	100	4				3				62,303.76	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Babb,Stephanie Jean	FT	32	43	25	100	4	1			2	1			18,330.01	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Caro,Jason	FT	32	43	25	100	4				2				7,199.51	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Chadha,Anita	FT	25	50	25	100	4				3				71,659.08	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Coleman,Stephanie L.	FT	25	50	25	100	3	1			4	1			70,509.00	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Crone,Travis	FT	32	43	25	100	3	1			3	1			74,249.76	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	DeFreitas,Stacie Craft	FT	25	14	61	100	1	1				1			18,921.60	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Eliassen,Arthur Henry	FT	25	50	25	100	3	1			4	1			63,963.81	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Johnson,Ruth Marie	FT	25	36	39	100	3	1			2	1			68,371.80	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Kaftan,Joanna Urszula	FT	25	36	39	100	3	1			2	1			67,077.45	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Li,Peter Jianqiang	FT	25	50	25	100	3				4				69,136.32	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Linantud,John	FT	32	29	39	100	2	1			2	1			71,961.96	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Mobasher,Mohsen	FT	25	50	25	100	4	1			3	1			50,762.70	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Rubinson,Claude James	FT	32	43	25	100	4	1			2				64,928.04	Designated/State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Rufino,Katrina Anne	FT	68	7	25	100	2	1							72,493.92	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Stewart,Cindy	FT	25	50	25	100	3	1			4	1			71,166.36	State
College of Humanities & Social Sciences	Social Sciences	Associate Professor	Williams,Patrick	FT	25	36	39	100	2				3				95,028.00	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Cantu,Aleha Buffaloe	FT	0	100	0	100	5				5				42,000.03	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Capuzzo,Kristen Irene	FT	0	100	0	100	5	1			5	1			54,634.05	Designated/State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Colbert-Dunbar,Sharla	FT	0	100	0	100	5				5				42,000.03	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Colon,Edgardo Emmanuel	FT	0	90	10	100	4		1		4		1		52,041.87	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Emeka Ph.D.F.	FT	0	100	0	100	5				5				43,384.95	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Raymundo,Melissa	FT	0	100	0	100	5				5				43,107.96	State
College of Humanities & Social Sciences	Social Sciences	Lecturer	Wilson,Jules	FT	0	90	10	100	5	1			4	1			43,804.62	State
College of Humanities & Social Sciences	Social Sciences	Professor	Anderson,Kristin J.	FT	32	43	25	100	3				3				72,511.05	Designated/State
College of Humanities & Social Sciences	Social Sciences	Professor/Chair	Branham,David P	FT	25	21	54	100	1	2	2	1	1	1	1	1	105,766.38	Designated/State
College of Humanities & Social Sciences	Social Sciences	Professor	Flores,Bill	FT	25	36	39	100	2		1				1	1	82,962.72	Designated/State
College of Humanities & Social Sciences	Social Sciences	Professor	Henney,Susan Meredith	FT	25	22	53	100	1	3			2	3			83,465.40	Designated/State
College of Humanities & Social Sciences	Social Sciences	Professor	Kumar,Leena Thacker	FT	25	50	25	100	3	1			4	1			82,962.63	State
University College	University College	Adjunct Faculty	Banos,Tomas	PT	0	100	0	100	1				1	1			9,600.00	Designated
University College	University College	Adjunct Faculty	Frank,April Nicole	PT	0	100	0	100	2								9,000.00	Designated
University College	University College	Adjunct Faculty	Harrison,Erika Nicole	PT	0	100	0	100		1							3,200.00	Designated

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT					Percentage (%) Effort				(#) Classes taught Fall		(#) Classes taught Spring		Salary	Funding Source		
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON			ORG	NON
University College	University College	Adjunct Faculty	Hernandez-Perez PhD,Michelle	PT	0	100	0	100					1	1	3,200.00	Designated
University College	University College	Adjunct Faculty	Kincade,Brooke	PT	0	100	0	100					1		3,200.00	Designated
University College	University College	Adjunct Faculty	Pearson, Elaine May	PT	0	100	0	100	1				1		6,000.00	Designated
University College	University College	Adjunct Faculty	Philips, Tommy	PT	0	100	0	100	2	1			2		15,000.00	Designated
University College	University College	Adjunct Faculty	Robertson,Shandra	PT	0	100	0	100	1				1		6,000.00	Designated
University College	University College	Adjunct Faculty	Shah, Robin S	PT	0	100	0	100	1	2			1	1	16,000.00	Designated
University College	University College	Lecturer	Buell,Deborah J	FT	0	100	0	100	6				6		54,955.68	Designated/State
University College	University College	Lecturer	Hovsepian,Melissa	FT	0	100	0	100	1	2			2		83,659.08	State
University College	University College	Lecturer	Kaser,Karen Collura	FT	0	100	0	100	6	1			6	1	100,202.76	Designated/State
University College	University College	Lecturer	Nuwal,Tara	FT	0	100	0	100	6				6		47,428.65	State
College of Public Service	Urban Education	Adjunct	Aykroyd,Shawn R	FT	0	100	0	100	3	1			4	1	12,300.00	Designated/State
College of Public Service	Urban Education	Adjunct Faculty	Agu,Philomena N.	PT	0	100	0	100	1				1		6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Aguilar,Jacqueline	PT	0	100	0	100	2				1		9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Brazell,Jana Dianne	PT	0	100	0	100					1		3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Brown,Cyanae Elayne	PT	0	100	0	100		1					3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Buck,Clifford William	PT	0	100	0	100		2				2	13,500.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Burnett,Allyson Joyce Saul	PT	0	100	0	100	2				1		9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Byrd,Johanna A.	PT	0	100	0	100	1				3		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Byrne,Pamela Sue	PT	0	100	0	100	2						6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Campbell,Matthew R	PT	0	100	0	100	2				2		12,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Carrillo,Gabriel	PT	0	100	0	100	2				2		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Carter,Debra Magness	PT	0	100	0	100	1						3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cavazos, Frank Villanueva	PT	0	100	0	100	1	1			1	1	12,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cherbonnier,Mary L.	PT	0	100	0	100	1	5				5	26,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Coleman,Joe Al	PT	0	100	0	100	1				1		6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Contreras,Benita A	PT	0	100	0	100	2				1		9,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cornejo,Janeth	PT	0	100	0	100	2				2		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Craft,Hykeem M	PT	0	100	0	100	1				1		6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Cruz Wiley,Maria Cristina	PT	0	100	0	100		2				2	12,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Delahoussaye,Vera Vanese	PT	0	100	0	100	1						3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Dudley,Dixie Lee	PT	0	100	0	100	2				2		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Edwards,Lisa M	PT	0	100	0	100	2				2		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Ekstrom,Katie	PT	0	100	0	100		2					4,900.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Elizondo, Virginia Ann	PT	0	100	0	100	2				2		12,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Frاند, Clifford	PT	0	100	0	100		2			2		13,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Freer-Alvarez, Trudy Ann	PT	0	100	0	100					1		15,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Garcia,Eva Helen	PT	0	100	0	100		2			2		15,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Goffney,Melody L	PT	0	100	0	100		1			1		4,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Grau,Isidro	PT	0	100	0	100	1				1		6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Groth,Janine Rene	PT	0	100	0	100	1				2		9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Hewitt,Haley A	PT	0	100	0	100	1				3		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Hile,Adam R	PT	0	100	0	100	1					1	6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Hudson,Jennifer B.	PT	0	100	0	100	2						6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	James,Carol Denise	PT	0	100	0	100		2			2		13,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Johnson,Robert	PT	0	100	0	100							31,278.60	Designated
College of Public Service	Urban Education	Adjunct Faculty	Jones-Thomas,Anissa D.	PT	0	100	0	100		2				1	8,300.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Lara,Alma L.	PT	0	100	0	100						1	3,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Lugo,Catalina	PT	0	100	0	100	1						3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Lundvall,Anita Lauren	PT	0	100	0	100		2				1	12,300.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Manzoor,Atifa	PT	0	100	0	100	1				1		6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Martindell,Peter T	PT	0	100	0	100	2				1	1	10,285.68	Designated
College of Public Service	Urban Education	Adjunct Faculty	Mattern,Rosa Estela Garcia	PT	0	100	0	100		1			2		18,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Matthews,Carolyn Joyce	PT	0	100	0	100	1	2			1	2	9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Mays,Anthony Tywaun	PT	0	100	0	100	2						6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Mercado,Suzanne	PT	0	100	0	100		2			1		9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Nyofu,Mshinda	PT	0	100	0	100	1				1		6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Orum,Eddie L.	PT	0	100	0	100	2				2		10,500.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Page,Mary Elizabeth	PT	0	100	0	100	4				5		31,300.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Parmeter,Jill Marie	PT	0	100	0	100	1				1		6,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Perez,Deborah	PT	0	100	0	100	2				1		9,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Ramirez,Leticia	PT	0	100	0	100		2			2		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Reyes,Blanca Iris	PT	0	100	0	100		1			1		10,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Roades,Owen Louise	PT	0	100	0	100					1	1	7,200.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rohatgi,Irma Iris A	PT	0	100	0	100		3			2		20,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rosby,Monisha R.	PT	0	100	0	100	1				1	2	17,600.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Rushing,Cathy Denise	PT	0	100	0	100	1	2				1	9,700.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Sanchez,Julie Martin	PT	0	100	0	100	2						6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Schone,Juliana B	PT	0	100	0	100					1		6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Shafer, Cheryl Lynn	PT	0	100	0	100	1				1		6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Shanklin,Adrienne D	PT	0	100	0	100	1				1		6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Sharp,Mattie Ann	PT	0	100	0	100		2			2		6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Spilman,Mark Allan	PT	0	100	0	100	2				3		12,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Topfer,Larry	PT	0	100	0	100		3				4	22,500.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Torres,Erik L.	PT	0	100	0	100	2				1		9,000.00	Designated

FY21 UNIVERSITY OF HOUSTON-DOWNTOWN FACULTY WORKLOAD REPORT				Percentage (%) Effort					(#) Classes taught Fall		(#) Classes taught Spring		Salary	Funding Source				
College	Dept	Rank	Name	FT/PT	Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	ORG	NON	ORG	NON			ORG	NON	ORG	NON
College of Public Service	Urban Education	Adjunct Faculty	Vargas,Edward L	PT	0	100	0	100			4				2		20,400.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Villano,Rebekah Jean	PT	0	100	0	100	1								3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Wang,Mei-Chih	PT	0	100	0	100					1				3,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Williams-Earlie,Xandra J	PT	0	100	0	100	1					1			6,000.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Winton,Stephen	PT	0	100	0	100	2					2			12,800.00	Designated
College of Public Service	Urban Education	Adjunct Faculty	Zavid,Christina Issa	PT	0	100	0	100						1			3,000.00	Designated
College of Public Service	Urban Education	Assistant Professor	Allaire,Franklin Sturm	FT	32	43	25	100	3					3			63,409.68	State
College of Public Service	Urban Education	Assistant Professor	Fugate,Matthew	FT	25	36	39	100	2		1		1		1		66,271.92	Designated/State
College of Public Service	Urban Education	Assistant Professor	Hung,Yu-Han	FT	25	50	25	100	3					3		1	65,504.52	Designated/State
College of Public Service	Urban Education	Assistant Professor	Link,Laura Jane	FT	25	14	61	100	1					1			94,666.92	State
College of Public Service	Urban Education	Assistant Professor	Miller,Diane Morris	FT	25	50	25	100	3					4			67,334.04	State
College of Public Service	Urban Education	Assistant Professor	Perez,Natasha	FT	25	36	39	100			2	1	3			1	63,999.96	State
College of Public Service	Urban Education	Assistant Professor	Zehavi,Eve	FT	25	50	25	100	3		1		3		2		63,999.96	State
College of Public Service	Urban Education	Associate Professor	Alford,Beverly L	FT	25	50	25	100	3				4		2		72,652.71	Designated/State
College of Public Service	Urban Education	Associate Professor	Bhattacharjee,Maria P	FT	25	50	25	100	3					4			81,000.84	State
College of Public Service	Urban Education	Associate Professor/Chair	Burnett-Sánchez,Christal Gooding	FT	32	14	54	100	1								99,733.92	State
College of Public Service	Urban Education	Associate Professor	Hewitt,Amelia Louise-Miller	FT	25	50	25	100	4					3			70,359.00	State
College of Public Service	Urban Education	Associate Professor	Kelly,John R	FT	25	50	25	100	3					4			69,735.48	State
College of Public Service	Urban Education	Associate Professor	Mitchell,Laura Ann	FT	25	50	25	100	3		1		4		1	1	18,210.00	State
College of Public Service	Urban Education	Associate Professor	Pedrana,Angela Lopez	FT	25	50	25	100	3					4			68,131.68	State
College of Public Service	Urban Education	Associate Professor	Pohl Jr,Bernardo E	FT	25	50	25	100	4		1	1	3				70,388.76	State
College of Public Service	Urban Education	Associate Professor	Sack,Jacqueline	FT	25	50	25	100	4					3		2	71,973.72	State
College of Public Service	Urban Education	Associate Professor	Tiwari,Ash	FT	25	50	25	100	6					3			71,504.52	State
College of Public Service	Urban Education	Lecturer	Aykroyd,Shawn R	FT	0	100	0	100	3	1				4	1		30,375.00	Designated/State
College of Public Service	Urban Education	Lecturer	Bundoc,Kasi S.	FT	0	79	21	100	4					3	1		62,032.08	State
College of Public Service	Urban Education	Lecturer	Nelson,Susan Kelly	FT	0	93	7	100	4					4			56,044.44	State
College of Public Service	Urban Education	Lecturer	White,Stephen	FT	0	100	0	100	5		1		5			1	59,484.96	State
College of Public Service	Urban Education	Professor	Beebe,Ronald Scott	FT	25	22	53	100	1		1	1	1			1	87,073.92	Designated/State
College of Public Service	Urban Education	Professor	Chen,Irene Linlin	FT	25	50	25	100	4				1	3		1	91,831.28	Designated/State
College of Public Service	Urban Education	Professor	Connell,Michael L	FT	25	43	32	100	4					3		1	117,517.58	Designated/State

Memo To: All UH-Downtown/PS Holders

UH-Downtown/PS 10.A.04

From: William Flores, President

Issue No. 5

Effective Date: 09/01/10

Subject: Faculty Teaching Workload

Page 1 of 3

1. PURPOSE

This PS defines the restructured faculty workload policy for the University of Houston-Downtown. The teaching course load described recognizes the increased faculty time commitments in the areas of service and scholarship at the university.

2. DEFINITIONS

- 2.1 The term “year,” unless otherwise specified in this PS, means the 9-month academic year.
- 2.2 The term “one-to-one course” refers to a course in which a student receives direct research supervision by a faculty member such as in the case of Directed Studies, Special Projects, and Undergraduate Research Supervision.

3. POLICY/PROCEDURES

3.1 Scope

The policy defined in this PS applies only to full-time tenured or tenure-track faculty members and only to the part of the year included in the 9-month academic year that encompasses two long semesters.

3.2 Principles

This policy is intended to facilitate effective teaching, support professional development, encourage research, maintain academic quality, and provide appropriate response to enrollment growth. Department chairs will regularly monitor each faculty member’s teaching load to ensure its consistency with sound pedagogical practices, and the best interests of the students, the department, the college, and the university.

3.3 Policy

- 3.3.1 The standard course load for a faculty member during the combined long semesters is 21 semester credit hours (9/12 or 12/9) of classroom instruction or the equivalent. It is the responsibility of the department chair, in consultation with the faculty and the dean, to ensure academic programs have appropriate coverage. In addition, faculty are expected to maintain scheduled office hours, perform other course-related activities, be involved in shared governance

activity, provide service to the community within their areas of expertise, and engage in research and other creative activities.

- 3.3.2 The teaching load for department chairs is nine (9) semester hours or equivalent per year.
- 3.3.3 Graduate semester hours shall count as 1.5 undergraduate semester hours in determining teaching load.
- 3.3.4 Course load adjustments to balance “half-course” credits, as for graduate teaching, shall either be banked until a full credit is earned or may be paid out as an overload if the faculty member should request overload pay. To consider departmental needs, the timing of a workload adjustment should be approved by the department chair but credited within two calendar years from the time the full credit is earned.
- 3.3.5 The department chair is responsible for assigning and monitoring the workload of faculty within the department to insure individual compliance to the course load requirement. The department chair will insure that other academic duties are assigned equitably within the department. Course releases below the 12/9 or 9/12 semester credit hours per year require written approval by departmental chair and college dean prior to annual scheduling. The department chair must report all course loads to the college dean, who must report these to the Vice President for Academic Affairs.

3.4 Adjustments and Exceptions to Policy

- 3.4.1 Adjustments and exceptions to this policy provide for other than the standard teaching workload in particular situations. Where adjustments and exceptions result in less than the standard teaching course load, such reduction shall be referred to as “reassigned time.” The following adjustments are current university-wide policy; however, other adjustments and exceptions may exist or be approved according to the bases indicated in the following sections.
- 3.4.2 The cumulative supervision of ten (10) undergraduate students enrolled in one-to-one courses shall count for 3 undergraduate course credits. The cumulative supervision of seven (7) graduate students enrolled in one-to-one courses shall count for 4.5 undergraduate course credits. This formula can be used in determining the faculty member’s course load or may be paid out as an overload if the faculty member prefers. Overload pay may be prorated on a per student basis for one-to-one courses. To be credited, all such one-to-one courses should follow the requirements of the Directed Studies Policy (03.A.17) including requirements for necessary approvals and documentation. Faculty and Department Chair will work together to ensure equitable distribution of one-to-one courses in order to maximize faculty-student contact.

3.4.3 Service as chair of thesis committees is credited with a graduate course release for four thesis committees chaired. Discontinuation of service as thesis committee chair while the thesis is in progress does not contribute to credited workload. Faculty who serve as thesis committee members, do so as part of their regular workload. The Department Chair or designee(s) responsible for thesis distribution will ensure equitable distributions of workload resulting from service on thesis committees.

4. SEE SECTION 3 FOR PROCEDURES

5. EXHIBITS

There are no exhibits associated with this policy.

6. REVIEW PROCESS

Responsible Party (Reviewer): President

Review: Biannually

Signed original on file in Employment Services and Operations.

7. POLICY HISTORY

Issue #3: 3/1/86

Issue #4: 1/1/07

8. REFERENCES

There are no references associated with this policy.

UNIVERSITY OF HOUSTON VICTORIA FACULTY WORKLOAD REPORT SUMMARY (ACADEMIC YEAR 2020-2021)

Faculty workload for each academic year is reported to the Board of Regents by the Senior Vice Chancellor for Academic Affairs as described in the Texas Education Code (Section 51.402) and UHS Board of Regents Policy 21.05.

Faculty workload reports are required to list the rank/type of faculty appointment held, full- or part-time status, effort distribution across the three possible components of faculty workload (i.e. teaching/instruction, research/scholarship and/or service activities), number and type of classes taught, academic year salary and salary source for each individual faculty member.

The faculty workload report is accompanied by a copy of the UH-Victoria Faculty Workload Policy (Faculty Manual 3.12) that details institutional expectations and policies relating to faculty workload.

The following summary document provides aggregated information on how faculty workload is distributed across these three domains of faculty activities, including a breakdown of effort by faculty appointment type across individual academic colleges.

SECTION 1: TYPE OF FACULTY APPOINTMENTS HELD AT THE UNIVERSITY OF HOUSTON VICTORIA (ACADEMIC YEAR 2020-2021)

To meet the instructional needs and research missions of individual academic units at the **University of Houston Victoria**, the institution employs a range of full-time and part-time faculty members who have different professional responsibilities within academic units and across the university as a whole.

All faculty members at the **University of Houston Victoria** are classified as either **Tenured/Tenure-Track Faculty** or as **Non-Tenure Track Faculty**. Tenured and tenure-track faculty appointments are ranked, full-time faculty positions. Non-tenure-track faculty appointments can be ranked or non-ranked, full-time or part-time positions.

Based on the type of faculty appointment held and the needs of their individual units, each faculty member is assigned different professional responsibilities within their academic units and across the university as a whole. However, all faculty members employed by the **University of Houston Victoria** have professional responsibilities in at least one of the following areas: ***student teaching and/or instruction, generation of research and/or scholarship, and service to the institution, profession and/or community.***

Table 1 Faculty Appointments Held at the University of Houston Victoria (Academic Year 2020-2021)

Faculty Appointment	Ranked/Non-ranked	Faculty Title/Rank	Full/Part-time Status	Head Count	General Professional Responsibilities
Tenured	Ranked	Professor	Full-Time	30	Research and/Scholarship, Student Teaching/Instruction and Service
Tenured	Ranked	Associate Professor		43	
Tenure-Track	Ranked	Assistant Professor		38	
Non-Tenure-Track	Ranked	Clinical Professor (All Ranks)	Full-Time	2	Student Teaching/Instruction and Service
Non-Tenure-Track	Non-ranked	Lecturer, Visiting Professor (All Ranks)	Full-Time	11	Student Teaching/Instruction
Non-Tenure-Track	Non-ranked	Various Adjunct Titles	Part-Time	113	Student Teaching/Instruction

SECTION 2: FACULTY WORKLOAD RESPONSIBILITIES BASED ON TYPE OF FACULTY APPOINTMENT HELD

A) GENERAL WORKLOAD EXPECTATIONS FOR FACULTY MEMBERS

In the case of full-time, ranked **Tenured and Tenure-Track (T/TT)** faculty members, the distribution of effort across the academic year is typically **60% effort in the teaching/instructional domain, 30% effort in the research/scholarship domain and 10% effort in the service domain.**

In the case of full-time, ranked **Non-Tenure Track (NTT)** faculty members, the distribution of effort across the academic year is typically **100% effort in the teaching/instructional domain for clinical Professors.**

In the case of all other full-time and part-time **Non-Tenure Track (NTT)** faculty members, the typical distribution of effort across the academic year is **100% effort in the teaching/instructional domain.**

SECTION 3: ANALYSIS OF FACULTY WORKLOAD BY WORK LOAD DOMAIN AND COLLEGE (ACADEMIC YEAR 2020-2021)

The University of Houston Victoria has a total of three (3) colleges of various sizes that have different academic and research missions demonstrated by the type of classes offered by the college (i.e. undergraduate and graduate classes), the number of undergraduate and/or graduate students enrolled in the college and the type of research and scholarship being conducted within the college. As such, all of these factors reflect the number and type of faculty members employed within each college required to meet its academic and research needs.

A) FACULTY WORKLOAD EFFORT BY FACULTY APPOINTMENT ACROSS COLLEGES

Each type of faculty appointment and position has different expectations as to the percent (%) level of effort should be expended in each of the three faculty workload domains. These expectations are set at

the college level but should reflect the professional responsibilities of the faculty appointment/ title held. For example, during the academic year all ranked T/TT faculty are expected to have an active research and scholarship agenda, be involved in student teaching and instruction, as well providing service to the university, their profession and the community.

Tables 2, 3 & 4 provide the average percent (%) effort reported within each faculty workload domain (i.e. research/scholarship, teaching and instruction, and service) for faculty appointments held in each college. Data also includes the average 9-month academic base salary paid for each appointment type listed. It is important to note that faculty salaries may vary significantly based on academic discipline and faculty rank even within colleges. For individual level faculty salary data please refer to the complete UHV Faculty Workload Report (AY 2020-2021).

Table 2 Average Faculty Effort Distribution for T/TT Faculty Members By College (AY 2020 - 2021)

College	Number of T/TT faculty	Average T/TT Faculty Workload (%) Effort Reported			Average 9-month T/TT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Arts and Sciences	49	29%	59%	12%	\$67,470
Business Administration	38	40%	50%	10%	\$116,488
Education, Health and Human Performance	24	30%	60%	10%	\$70,126

Table 3 Average Faculty Effort Distribution for Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Ranked NTT faculty	Average Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Arts and Sciences	1	30%	60%	10%	\$66,267
Business Administration	1	30%	60%	10%	\$65,000
Education, Health and Human Performance	-	-	-	-	-

Table 4 Average Faculty Effort Distribution for Non-Ranked NTT Faculty Members By College (AY 2020-2021)

College	Number of Non-Ranked NTT faculty	Average Non-Ranked NTT Faculty Workload (%) Effort Reported			Average 9-month NTT Faculty Salary
		Research/Scholarship	Teaching/Instruction	Service	
Arts and Sciences	11	3%	96%	1%	\$51,095
Business Administration	-	-	-	-	-

Education, Health and Human Performance	-	-	-	-	-
---	---	---	---	---	---

SECTION 4: KEY FINDINGS

Analysis of data contained in the **2020-2021 UH Victoria Faculty Workload Report** concerning average (%) workload effort distribution across all three (3) colleges for the three major types of faculty appointments at UH Victoria provides the following key findings:

- Full-time, tenured/tenure-track (T/TT) faculty expend **56%** of their effort in teaching and instructional activities, **33%** of their effort in research and scholarship activities and **11%** in service activities.
- Full-time, ranked (NTT) faculty expend **60%** of their effort in teaching and instructional activities, **30%** of their effort in research and scholarship activities and **10%** in service activities.
- Non-ranked, non-tenure track (NTT) faculty expend **97%** of their effort in teaching and instructional activities, **3%** of their effort in research and scholarship activities and **1%** in service activities.

University of Houston - Victoria
Faculty Workload Report - AY 2020-2021

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Funding Source	
				Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP				
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON			
Arts & Sciences	Abo Shakra, M.	Lecturer	FT	0%	100%	0%	100%	4						3							\$ 61,488.24	State
Arts & Sciences	Akins, C.	Senior Lecturer	FT	0%	100%	0%	100%							4							\$ 52,488.00	State
Arts & Sciences	Akins, J.	Assoc Professor	FT	30%	100%	10%	100%	5		2				3		2					\$ 72,761.28	State
Arts & Sciences	Alam, A.	Adjunct	PT	0%	100%	0%	100%	1													\$ 2,700.00	Local
Arts & Sciences	Auer, K.	Lecturer	FT	0%	100%	0%	100%	4						6							\$ 55,209.96	State
Arts & Sciences	Baerg, A.	Professor	FT	30%	60%	10%	100%		1					5		1					\$ 67,709.52	State
Arts & Sciences	Beane, M.	Adjunct	PT	0%	100%	0%	100%	1						1							\$ 6,075.00	Local
Arts & Sciences	Bell, J.	Assoc Professor	FT	30%	60%	10%	100%	4						2							\$ 59,757.96	State
Arts & Sciences	Besio, A.	Adjunct	PT	0%	100%	0%	100%							1							\$ 2,250.00	Local
Arts & Sciences	Billo, K.	Adjunct	PT	0%	100%	0%	100%	2						2							\$ 8,100.00	Local
Arts & Sciences	Bosier Hawthorne, C.	Student Success Coach	PT	0%	100%	0%	100%	2													\$ 2,500.00	Local
Arts & Sciences	Byerly, E.	Adjunct	PT	0%	100%	0%	100%	1						1							\$ 6,840.00	Local
Arts & Sciences	Castille, P.	Retiree, Modified Faculty	PT	0%	100%	0%	100%	2						2							\$ 50,922.60	State
Arts & Sciences	Chavarria Salgado, M.	Senior Lecturer	FT	0%	100%	0%	100%	4						5							\$ 47,374.56	State
Arts & Sciences	Chavez-Rivera, A.	Assoc Professor	FT	30%	60%	10%	100%	3		1				3							\$ 61,806.15	State
Arts & Sciences	Covarrubias, E.	Adjunct	PT	0%	100%	0%	100%									1					\$ 3,937.50	Local
Arts & Sciences	Cox, N.	Adjunct	PT	0%	100%	0%	100%	1						1							\$ 5,568.75	Local
Arts & Sciences	Cuenca, E.	Asst Professor	FT	30%	60%	10%	100%	3						3							\$ 50,000.04	State
Arts & Sciences	Cuevas, A.	Adjunct	PT	0%	100%	0%	100%	4						4							\$ 44,499.96	Local
Arts & Sciences	da Silva, R.	Asst Professor	FT	30%	60%	10%	100%	3		3	1			6	1		1				\$ 69,999.96	State
Arts & Sciences	Davis, S.	Adjunct	PT	0%	100%	0%	100%	1						1							\$ -	
Arts & Sciences	Deason, A.	Lecturer	FT	0%	100%	0%	100%	3						8							\$ 43,749.99	State
Arts & Sciences	Denton, S.	Adjunct	PT	0%	100%	0%	100%							1							\$ 3,093.75	Local
Arts & Sciences	Dileo, J.	Professor	FT	30%	60%	10%	100%	2						1							\$ 139,408.56	State
Arts & Sciences	Dogan, A.	Asst Professor	FT	30%	60%	10%	100%	4		1				4							\$ 54,081.81	State
Arts & Sciences	Ehsan, H.	Asst Professor	FT	30%	60%	10%	100%	5		2	2		1	4		2					\$ 57,929.67	State
Arts & Sciences	Elsik, L.	Adjunct	PT	0%	100%	0%	100%							2							\$ 2,250.00	Local
Arts & Sciences	Eugene, N.	Asst Professor	FT	30%	60%	10%	100%	3						4							\$ 55,845.96	State
Arts & Sciences	Fairlamb, H.	Professor	FT	30%	60%	10%	100%	1		1				4							\$ 106,291.32	State
Arts & Sciences	Gilb, D.	Professor/Writer in Residence	FT	0%	0%	100%	100%														\$ 82,728.00	State
Arts & Sciences	Gnabasiq, E.	Adjunct	PT	0%	100%	0%	100%							1							\$ 2,250.00	Local
Arts & Sciences	Gohel, H.	Asst Professor	FT	30%	60%	10%	100%	1		4				3	2	4			2		\$ 76,562.55	State
Arts & Sciences	Goodman, C.	Assoc Professor	FT	30%	60%	10%	100%	3		1				4							\$ 59,529.96	State
Arts & Sciences	Guo, H.	Assoc Professor	FT	30%	60%	10%	100%	3		3				2		2					\$ 92,193.12	State
Arts & Sciences	Harkey, W.	Lecturer	FT	0%	100%	0%	100%	4						8							\$ 50,376.66	State
Arts & Sciences	Harrington, R.	Professor	FT	30%	60%	10%	100%	2		1				2		1					\$ 105,183.09	State
Arts & Sciences	Harrison, J.	Adjunct	PT	0%	100%	0%	100%	2						2							\$ 7,290.00	Local
Arts & Sciences	Hatmaker, A.	Adjunct	PT	0%	100%	0%	100%	2						2							\$ 7,368.75	Local
Arts & Sciences	Hendricker, E.	Assoc Professor	FT	30%	60%	10%	100%			2	1					2					\$ 64,903.56	State
Arts & Sciences	Hernandez, H.	Asst Professor	FT	30%	60%	10%	100%	5		2				4		2					\$ 54,999.96	State
Arts & Sciences	Heron, R.	Asst Professor	FT	30%	60%	10%	100%	1		2				2		2					\$ 56,000.04	State
Arts & Sciences	Hodge, C.	Student Success Coach	PT	0%	100%	0%	100%	3						1							\$ 5,000.00	Local
Arts & Sciences	Hu, J.	Asst Professor	FT	30%	60%	10%	100%	4						5							\$ 54,832.05	State
Arts & Sciences	Humble, C.	Adjunct	PT	0%	100%	0%	100%							1							\$ 2,475.00	Local
Arts & Sciences	Ilo, S.	Asst Professor	FT	30%	60%	10%	100%	2						5							\$ 60,948.00	State
Arts & Sciences	Itani, W.	Assoc Professor	FT	30%	60%	10%	100%	5						6							\$ 80,000.04	State
Arts & Sciences	Ji, Y.	Adjunct	PT	0%	100%	0%	100%				2										\$ 5,400.00	Local
Arts & Sciences	Kalu, V.	Adjunct	PT	0%	100%	0%	100%	2													\$ 3,375.00	Local
Arts & Sciences	Kaneko, G.	Asst Professor	FT	30%	60%	10%	100%	4		2				4	1				1		\$ 58,671.00	State
Arts & Sciences	Klurfan, A.	Adjunct	PT	0%	100%	0%	100%	1													\$ 3,150.00	Local
Arts & Sciences	Lang, B.	Asst Professor	FT	30%	60%	10%	100%	1		2				1		2					\$ 54,999.96	State
Arts & Sciences	Leibensperger, S.	Adjunct	PT	0%	100%	0%	100%	2						2							\$ 10,125.00	Local
Arts & Sciences	Lemanski, M.	Asst Professor	FT	30%	60%	10%	100%	1		2				1	1	1	1				\$ 55,500.00	State
Arts & Sciences	Locke, J.	Assoc Professor	FT	30%	60%	10%	100%	3						3							\$ 63,540.12	State
Arts & Sciences	Longbotham, T.	Adjunct	PT	0%	100%	0%	100%	1						1							\$ 4,050.00	Local
Arts & Sciences	Loubser, I.	Adjunct	PT	0%	100%	0%	100%	1						2							\$ 7,875.00	Local
Arts & Sciences	Machado, T.	Adjunct	PT	0%	100%	0%	100%	1						2							\$ 6,300.00	Local
Arts & Sciences	Madrid, A.	Asst Professor	FT	30%	60%	10%	100%	2		2			1	2	1	2			1		\$ 51,035.04	State
Arts & Sciences	Mamina, L.	Asst Professor	FT	30%	60%	10%	100%	3						3							\$ 51,225.00	State

University of Houston - Victoria
Faculty Workload Report - AY 2020-2021

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Funding Source						
				Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP									
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON								
Arts & Sciences	Martin, E.	Adjunct	PT	0%	100%	0%	100%										2								\$ 4,500.00	Local	
Arts & Sciences	Martinez, J.	Adjunct	PT	0%	100%	0%	100%	2																		\$ 2,475.00	Local
Arts & Sciences	McCue, J.	Assoc Clinical Prof/Non-Tenure	FT	30%	60%	10%	100%	5									7									\$ 66,266.99	State
Arts & Sciences	McDonald, J.	Adjunct	PT	0%	100%	0%	100%										2									\$ 1,500.00	Local
Arts & Sciences	McKnight, R.	Adjunct	PT	0%	100%	0%	100%												1							\$ 2,812.50	Local
Arts & Sciences	McLain, J.	Student Success Coach	PT	0%	100%	0%	100%	2																		\$ 1,500.00	Local
Arts & Sciences	Medina, D.	Adjunct	PT	0%	100%	0%	100%			1	1						1	1	1							\$ 14,175.00	Local
Arts & Sciences	Nealy, R.	Adjunct	PT	0%	100%	0%	100%	2									2									\$ 13,500.00	Local
Arts & Sciences	Nubin, N.	Adjunct	PT	0%	100%	0%	100%	1																		\$ 3,375.00	Local
Arts & Sciences	Nusayr, A.	Asst Professor	FT	30%	60%	10%	100%	4									2		2							\$ 80,284.92	State
Arts & Sciences	Nusayr, T.	Visiting Asst Prof	FT	30%	60%	10%	100%	4			2						4		2							\$ 60,775.13	State
Arts & Sciences	Ortiz Garza, J.	Senior Lecturer	FT	0%	100%	0%	100%	3	1								3									\$ 48,414.12	State
Arts & Sciences	Park, J.	Asst Professor	FT	30%	60%	10%	100%	5									3		1							\$ 58,348.92	State
Arts & Sciences	Parsonson, K.	Asst Professor	FT	30%	60%	10%	100%	1			2						2		1							\$ 58,858.38	State
Arts & Sciences	Patton, A.	Asst Professor	FT	30%	60%	10%	100%	3									4									\$ 54,858.60	State
Arts & Sciences	Perz, C.	Assoc Professor	FT	30%	60%	10%	100%	2			1						2		1							\$ 73,293.48	State
Arts & Sciences	Pikalov, A.	Asst Professor	FT	30%	60%	10%	100%	3									3		2							\$ 60,000.00	State
Arts & Sciences	Pisors, A.	Adjunct	PT	0%	100%	0%	100%	2									2									\$ 7,740.00	Local
Arts & Sciences	Pittendrigh, N.	Asst Professor	FT	30%	60%	10%	100%	4									2									\$ 54,355.08	Local
Arts & Sciences	Quintero, C.	Adjunct	PT	0%	100%	0%	100%	3									1									\$ 8,043.75	Local
Arts & Sciences	Razvi, S.	Assoc Professor	FT	30%	60%	10%	100%	2			2					1	3		1				1			\$ 63,408.00	State
Arts & Sciences	Sanchez, A.	Adjunct	PT	0%	100%	0%	100%	1									1									\$ 4,050.00	Local
Arts & Sciences	Sanchez, R.	Student Success Coach	PT	0%	100%	0%	100%	1									2		1							\$ 3,125.00	Local
Arts & Sciences	Sappington, K.	Systems Analyst	PT	0%	100%	0%	100%	2									2									\$ 4,500.00	Local
Arts & Sciences	Sarraj, H.	Adjunct	PT	0%	100%	0%	100%										2									\$ 3,000.00	Local
Arts & Sciences	Sartain, J.	Assoc Professor	FT	30%	60%	10%	100%	3									2		1							\$ 62,041.68	State
Arts & Sciences	Schlesinger, K.	Professor	FT	30%	60%	10%	100%	2			3						1		3							\$ 67,434.36	State
Arts & Sciences	Schott, J.	Adjunct	PT	0%	100%	0%	100%										2									\$ 4,500.00	Local
Arts & Sciences	Sellountos, D.	Adjunct	PT	0%	100%	0%	100%	3									3									\$ 11,137.50	Local
Arts & Sciences	Smith, H.	Adjunct Retiree	PT	0%	100%	0%	100%	1									1									\$ 6,075.00	Local
Arts & Sciences	Snyder, J.	Lecturer	FT	0%	100%	0%	100%	9									6									\$ 50,914.29	State
Arts & Sciences	Sobolev, D.	Assoc Professor	FT	30%	60%	10%	100%	5									3									\$ 72,966.96	State
Arts & Sciences	Soden, J.	Adjunct	PT	0%	100%	0%	100%										2									\$ 5,400.00	Local
Arts & Sciences	Sterritt, B.	Asst Professor	FT	30%	60%	10%	100%	3								1	2		1							\$ 50,000.04	State
Arts & Sciences	Stricklin, R.	Lecturer	FT	0%	100%	0%	100%	5									4									\$ 46,750.01	State
Arts & Sciences	Tanguay, L.	Assoc Professor	FT	30%	60%	10%	100%	2			1						3									\$ 63,738.96	State
Arts & Sciences	Teixeira, R.	Assoc Professor	FT	30%	60%	10%	100%	4									4									\$ 66,642.30	State
Arts & Sciences	Thurmond, S.	Student Success Coach	PT	0%	100%	0%	100%	3									3									\$ 6,500.00	Local
Arts & Sciences	Tolbert, N.	Adjunct	PT	0%	100%	0%	100%	1									1									\$ 4,050.00	Local
Arts & Sciences	Venneman, S.	Professor	FT	30%	60%	10%	100%	4									4									\$ 77,720.88	State
Arts & Sciences	Viola, S.	Assoc Professor	FT	30%	60%	10%	100%	1			1								3							\$ 66,112.80	State
Arts & Sciences	Wagner, W.	Dir, Strength Inst Prog	PT	30%	60%	10%	100%	2									4									\$ 11,250.00	Local
Arts & Sciences	Wang, James Y.	Adjunct	PT	0%	100%	0%	100%	1									1									\$ 6,075.00	Local
Arts & Sciences	Ward, M.	Assoc Professor	FT	30%	60%	10%	100%	1									9									\$ 62,937.81	State
Arts & Sciences	Wesley Martins, S.	Asst Professor	FT	30%	60%	10%	100%	5									6									\$ 69,999.96	State
Arts & Sciences	White, D.	Asst Professor	FT	30%	60%	10%	100%	4			2						3		2							\$ 60,881.03	State
Arts & Sciences	White, W.	Adjunct Retiree	PT	0%	100%	0%	100%	4									3									\$ 40,000.08	State
Arts & Sciences	Woleslagle, J.	Adjunct	PT	0%	100%	0%	100%	1																		\$ 2,250.00	Local
Arts & Sciences	Zalloua, M.	Adjunct	PT	0%	100%	0%	100%										1									\$ 3,375.00	Local
Arts & Sciences	Zand, F.	Visiting Lecturer	PT	0%	100%	0%	100%	10									10									\$ 59,968.98	State
Arts & Sciences	Zedaker, R.	Adjunct	PT	0%	100%	0%	100%	1																		\$ 2,475.00	Local
Arts & Sciences	Zedaker, S.	Asst Professor	FT	30%	60%	10%	100%	4			1						1		2							\$ 63,345.36	State
Arts & Sciences	Zhang, H.	Adjunct	PT	0%	100%	0%	100%	2									1									\$ 8,775.00	Local
Arts & Sciences	Zhu, Q.	Professor	FT	30%	60%	10%	100%	3			1						1		4							\$ 100,344.96	State
Business Administration	Adamchik, V.	Assoc Professor	FT	40%	50%	10%	100%				3								4							\$ 94,759.02	Local/State
Business Administration	Aidov, A.	Assoc Professor	FT	40%	50%	10%	100%	2									1		3							\$ 121,587.24	State
Business Administration	Anand, B.	Adjunct	PT	0%	100%	0%	100%	1									1									\$ 7,087.50	Local
Business Administration	Armstrong, G.	Adjunct	PT	0%	100%	0%	100%										2									\$ 9,000.00	Local
Business Administration	Bhuiyan, N.	Adjunct	PT	0%	100%	0%	100%	1									1									\$ 7,087.50	Local
Business Administration	Blodgett, J.	Professor	FT	40%	50%	10%	100%	3									2		1							\$ 130,475.28	Local/State

University of Houston - Victoria
Faculty Workload Report - AY 2020-2021

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Funding Source		
				Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP					
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON				
Business Administration	Cadle, R.	Adjunct	PT	0%	100%	0%	100%	2														\$ 11,137.50	Local
Business Administration	Chapa, O.	Assoc Professor	FT	40%	50%	10%	100%	2		2												\$ 103,402.20	Local/State
Business Administration	Chen, C.	Professor	FT	40%	50%	10%	100%	2		1												\$ 101,906.10	State
Business Administration	Chiang, W.	Assoc Professor	FT	40%	50%	10%	100%	1		2												\$ 141,953.49	Local/State
Business Administration	Cloninger, P.	Professor	FT	40%	50%	10%	100%	1		2												\$ 113,644.80	Local/State
Business Administration	Dong, X.	Assoc Professor	FT	40%	50%	10%	100%	3														\$ 141,855.03	State
Business Administration	Du, J.	Assoc Professor	FT	40%	50%	10%	100%	2		2												\$ 115,167.96	Local/State
Business Administration	Durmaz, N.	Assoc Professor	FT	40%	50%	10%	100%	5														\$ 92,960.82	Local/State
Business Administration	Garcia, B.	Adjunct	PT	0%	100%	0%	100%	1														\$ 7,087.50	Local
Business Administration	Garza-Gomez, X.	Professor	FT	40%	50%	10%	100%			1												\$ 129,863.64	State
Business Administration	Glasure, Y.	Professor	FT	40%	50%	10%	100%	3														\$ 102,566.52	Local/State
Business Administration	Hajilee, M.	Assoc Professor	FT	40%	50%	10%	100%	2		2												\$ 101,060.73	Local/State
Business Administration	Harrison, L.	Adjunct	PT	0%	100%	0%	100%	2														\$ 14,175.00	Local
Business Administration	Hayes, L.	Professor	FT	40%	50%	10%	100%	1														\$ 125,103.24	State
Business Administration	Henry, B.	Adjunct	PT	0%	100%	0%	100%	1														\$ 11,025.00	Local
Business Administration	Huang, S.	Assoc Professor	FT	40%	50%	10%	100%	1		3												\$ 105,684.03	Local/State
Business Administration	Janani, S.	Asst Professor	FT	40%	50%	10%	100%	3														\$ 105,900.03	Local/State
Business Administration	Kagochi, J.	Assoc Professor	FT	40%	50%	10%	100%	1		2												\$ 97,310.25	Local/State
Business Administration	Kalelkar, R.	Assoc Professor	FT	40%	50%	10%	100%	1		2												\$ 135,439.02	Local/State
Business Administration	Kang, T.	Asst Professor	FT	40%	50%	10%	100%	3														\$ 93,000.00	State
Business Administration	Keeling, W.	Adjunct	PT	0%	100%	0%	100%	1														\$ 7,087.50	Local
Business Administration	Kuang, Y.	Assoc Professor	FT	40%	50%	10%	100%	1		3												\$ 131,254.02	Local/State
Business Administration	Lee, K.	Asst Professor	FT	40%	50%	10%	100%			4												\$ 100,400.04	Local/State
Business Administration	Lee, Y.	Assoc Professor	FT	40%	50%	10%	100%	2		1												\$ 109,773.84	State
Business Administration	LoBanova, O.	Adjunct	PT	0%	100%	0%	100%															\$ 4,500.00	Local
Business Administration	Lu, J.	Professor	FT	40%	50%	10%	100%			2												\$ 115,796.25	Local/State
Business Administration	Lybolt, L.	Adjunct	PT	0%	100%	0%	100%	1														\$ 11,025.00	Local
Business Administration	Martinez, M.	Adjunct	PT	0%	100%	0%	100%	2														\$ 14,175.00	Local
Business Administration	Menefee, D.	Adjunct	PT	0%	100%	0%	100%	2														\$ 10,237.50	Local
Business Administration	Metghalchi, M.	Professor	FT	40%	50%	10%	100%	2		2												\$ 137,249.76	State
Business Administration	Moghaddam, K.	Assoc Professor	FT	40%	50%	10%	100%	2		1												\$ 113,110.56	State
Business Administration	Ning, Y.	Professor	FT	40%	50%	10%	100%	1		3												\$ 145,006.68	Local/State
Business Administration	Niroomand, F.	Professor	FT	40%	50%	10%	100%	3														\$ 166,757.64	State
Business Administration	Pham, H.	Adjunct	PT	0%	100%	0%	100%	1														\$ 7,087.50	Local
Business Administration	Quansah, E.	Asst Professor	FT	40%	50%	10%	100%	2		1												\$ 93,900.06	Local/State
Business Administration	Ren, L.	Assoc Professor	FT	40%	50%	10%	100%	3														\$ 96,994.56	State
Business Administration	Ruiz, M.	Adjunct	PT	0%	100%	0%	100%	1														\$ 12,600.00	Local
Business Administration	Salazar, R.	Professor	FT	40%	50%	10%	100%	1		2												\$ 145,859.13	Local/State
Business Administration	Sanders, K.	Adjunct	PT	0%	100%	0%	100%	2														\$ 10,237.50	Local
Business Administration	Simmons, S.	Adjunct	PT	0%	100%	0%	100%	2														\$ 14,175.00	Local
Business Administration	Smith, R.	Adjunct	PT	0%	100%	0%	100%	2														\$ 15,300.00	Local
Business Administration	Summers, D.	Assoc Professor	FT	40%	50%	10%	100%			4												\$ 102,789.09	Local/State
Business Administration	Swaid, S.	Professor	FT	40%	50%	10%	100%			4												\$ 120,741.72	Local/State
Business Administration	Wang, Yuan	Professor	FT	40%	50%	10%	100%	1		4												\$ 89,975.07	State
Business Administration	Winters, J.	Adjunct	PT	0%	100%	0%	100%															\$ 10,125.00	Local
Business Administration	Xu, Q.	Asst Professor	FT	40%	50%	10%	100%	3														\$ 130,688.04	State
Business Administration	Yang, Jie	Professor	FT	40%	50%	10%	100%			3												\$ 127,984.95	State
Business Administration	Yang, Z.	Assoc Professor	FT	40%	50%	10%	100%	2		1												\$ 123,515.82	State
Business Administration	Yu, C.	Professor	FT	40%	50%	10%	100%	1														\$ 114,082.38	Local/State
Business Administration	Yuan, F.	Asst Professor	FT	40%	50%	10%	100%	2		1												\$ 107,025.00	Local/State
Education Professions and Human Development	Alaniz, R.	Assoc Professor	FT	30%	60%	10%	100%			7												\$ 73,391.21	Local/State
Education Professions and Human Development	Bacon, K.	Assoc Professor	FT	30%	60%	10%	100%			1	1											\$ 70,357.95	State
Education Professions and Human Development	Baldwin, M.	Assoc Professor	FT	30%	60%	10%	100%	2	5													\$ 71,829.12	Local/State
Education Professions and Human Development	Barnhill, A.	Professor	FT	30%	60%	10%	100%	2			1											\$ 82,123.92	State
Education Professions and Human Development	Black, Jr, W.	Asst Professor	FT	30%	60%	10%	100%	4	4													\$ 63,214.28	Local/State

University of Houston - Victoria
Faculty Workload Report - AY 2020-2021

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Funding Source
				Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP			
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON		
Education Professions and Human Development	Bludau, J.	Adjunct	PT	0%	100%	0%	100%			1										\$ 3,240.00	Local
Education Professions and Human Development	Bouknight, J.	Asst Professor	FT	30%	60%	10%	100%	3	5						3					\$ 55,812.12	State
Education Professions and Human Development	Carlson, P.	Professor	FT	30%	60%	10%	100%	2		1				2		1				\$ 91,734.48	State
Education Professions and Human Development	Cavazos, L.	Adjunct	PT	0%	100%	0%	100%			1										\$ 7,852.50	Local
Education Professions and Human Development	Cortines, T.	Adjunct	PT	0%	100%	0%	100%	1						1						\$ 5,062.50	Local
Education Professions and Human Development	Cowley, J.	Adjunct	PT	0%	100%	0%	100%								1					\$ 5,512.50	Local
Education Professions and Human Development	Daniels, A.	Adjunct	PT	0%	100%	0%	100%	1												\$ 2,070.00	Local
Education Professions and Human Development	Delossantos, E.	Professor	FT	30%	60%	10%	100%	2						2						\$ 83,101.68	State
Education Professions and Human Development	Ford, J.	Adjunct	PT	0%	100%	0%	100%	3						3						\$ 12,150.00	Local
Education Professions and Human Development	Foster, D.	Adjunct	PT	0%	100%	0%	100%	1						2						\$ 16,605.00	State
Education Professions and Human Development	Fry, J.	Retiree, Modified Faculty	PT	0%	100%	0%	100%	2						2						\$ 35,477.37	State
Education Professions and Human Development	Garza, M.	Adjunct	PT	0%	100%	0%	100%	2						2						\$ 9,315.00	Local
Education Professions and Human Development	Goehring, R.	Adjunct	PT	0%	100%	0%	100%	1						2						\$ 10,935.00	State
Education Professions and Human Development	Hamrick de Marin, S.	Adjunct	PT	0%	100%	0%	100%			2					1	2	1			\$ 11,610.00	Local
Education Professions and Human Development	Harris, T.	Adjunct	PT	0%	100%	0%	100%			1					1					\$ 7,290.00	Local
Education Professions and Human Development	Heinsohn, H.	Adjunct	PT	0%	100%	0%	100%	2	1					1						\$ 15,449.63	Local
Education Professions and Human Development	Herrington, T.	Adjunct	PT	0%	100%	0%	100%								1					\$ 4,050.00	Local
Education Professions and Human Development	Holmberg-Abel, D.	Adjunct Retiree	PT	0%	100%	0%	100%			1	1				1	1	1			\$ 14,580.00	Local
Education Professions and Human Development	Hood, S.	Adjunct	PT	0%	100%	0%	100%			1										\$ 2,700.00	Local
Education Professions and Human Development	Jones-Trebatoski, K.	Adjunct	PT	0%	100%	0%	100%			1					1					\$ 7,290.00	Local
Education Professions and Human Development	Kakkar, S.	Adjunct	PT	0%	100%	0%	100%			1					1					\$ 7,290.00	Local
Education Professions and Human Development	Kenahan, R.	Adjunct	PT	0%	100%	0%	100%			1					1					\$ 5,917.50	Local
Education Professions and Human Development	Klages, C.	Assoc Professor	FT	30%	60%	10%	100%	2		1	1			2		2				\$ 76,220.94	Local/State
Education Professions and Human Development	Kobina, A.	Adjunct	PT	0%	100%	0%	100%	2						3						\$ 12,150.00	State
Education Professions and Human Development	Kubelka, K.	Adjunct	PT	0%	100%	0%	100%	2						2						\$ 13,317.98	Local
Education Professions and Human Development	Lee, C.	Asst Professor	FT	30%	60%	10%	100%	4						4						\$ 77,215.86	Local/State
Education Professions and Human Development	LeSage Clements, T.	Professor	FT	30%	60%	10%	100%	2		1				2		1				\$ 81,578.43	State
Education Professions and Human Development	Leung, L.	Adjunct Retiree	PT	0%	100%	0%	100%							1						\$ 3,375.00	Local
Education Professions and Human Development	Lin, H.	Professor	FT	30%	60%	10%	100%	3		1	1			2	1	1	1			\$ 77,945.04	Local/State
Education Professions and Human Development	Lloyd-Zannini, L.	Assoc Professor	FT	30%	60%	10%	100%			4	1				2	5	2			\$ 82,298.88	Local/State

University of Houston - Victoria
Faculty Workload Report - AY 2020-2021

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Funding Source	
				Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP				
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON			
Education Professions and Human Development	Melcher, T.	Adjunct Retiree	PT	0%	100%	0%	100%							1							\$ 2,587.50	Local
Education Professions and Human Development	Monachello, R.	Asst Professor	FT	30%	60%	10%	100%			2						3					\$ 58,075.08	State
Education Professions and Human Development	Murphree, C.	Adjunct	PT	0%	100%	0%	100%	1						2							\$ 8,595.00	Local
Education Professions and Human Development	Nayar, S.	Asst Professor	FT	30%	60%	10%	100%			1	3				3	1	3				\$ 60,000.03	State
Education Professions and Human Development	Nevel, D.	Adjunct	PT	0%	100%	0%	100%			2					2						\$ 14,580.00	Local
Education Professions and Human Development	Novotny, M.	Adjunct	PT	0%	100%	0%	100%			1					1						\$ 7,290.00	Local
Education Professions and Human Development	Olson, J.	Assoc Professor	FT	30%	60%	10%	100%			3	2				1	3	1				\$ 1,957.53	Grant/State
Education Professions and Human Development	Pannell, S.	Adjunct	PT	0%	100%	0%	100%			1											\$ 3,240.00	Local
Education Professions and Human Development	Patton, B.	Professor	FT	30%	60%	10%	100%	3		3	1			3	1	2	1				\$ 79,850.28	Local/State
Education Professions and Human Development	Pester, D.	Adjunct	PT	0%	100%	0%	100%			1											\$ 2,430.00	Local
Education Professions and Human Development	Pribyl, T.	Adjunct	PT	0%	100%	0%	100%	1													\$ 2,070.00	Local
Education Professions and Human Development	Prince, D.	Adjunct Retiree	PT	0%	100%	0%	100%			2					2						\$ 18,225.00	Local
Education Professions and Human Development	Rice, S.	Adjunct Retiree	PT	0%	100%	0%	100%	1						1							\$ 7,627.50	Local
Education Professions and Human Development	Roberson, R.	Adjunct	PT	0%	100%	0%	100%			1					1						\$ 7,290.00	Local
Education Professions and Human Development	Rodriguez, A.	Asst Professor	FT	30%	60%	10%	100%			3					1	3	1				\$ 60,000.03	State
Education Professions and Human Development	Scremin, G.	Adjunct	PT	0%	100%	0%	100%			1						2					\$ 8,505.00	Local
Education Professions and Human Development	Shepherd, Q.	Adjunct	PT	0%	100%	0%	100%			1						1					\$ 6,075.00	Local
Education Professions and Human Development	Smith, W.	Assoc Professor	FT	30%	60%	10%	100%			3						3					\$ 68,979.06	State
Education Professions and Human Development	Soliz, C.	Adjunct	PT	0%	100%	0%	100%	2						1							\$ 8,775.00	Local
Education Professions and Human Development	Stehling, S.	Adjunct	PT	0%	100%	0%	100%							1							\$ 4,050.00	Local
Education Professions and Human Development	Thomas, V.	Asst Clinical Professor	FT	30%	60%	10%	100%	2	2					4							\$ 64,999.98	State
Education Professions and Human Development	Trowbridge, S.	Adjunct Retiree	PT	0%	100%	0%	100%	1						1		1					\$ 11,340.00	Local
Education Professions and Human Development	Tucker, R.	Assoc Professor	FT	30%	60%	10%	100%	5						4							\$ 77,472.56	Local/State
Education Professions and Human Development	Vafa, S.	Assoc Professor	FT	30%	60%	10%	100%	1		3				1		2					\$ 71,870.94	Local/State
Education Professions and Human Development	Vaughn, T.	Endowment,Nursing	PT	30%	60%	10%	100%		1					1							\$ 17,804.25	Gift/State
Education Professions and Human Development	Walker, K.	Adjunct	PT	0%	100%	0%	100%			2						2					\$ 14,580.00	Local
Education Professions and Human Development	Warsame, K.	Adjunct	PT	0%	100%	0%	100%	1	4					1							\$ 14,242.50	Local
Education Professions and Human Development	Wei, L.	Assoc Professor	FT	30%	60%	10%	100%	1		2				1		2					\$ 66,564.00	State
Education Professions and Human Development	Wiblishauser, M.	Asst Professor	FT	30%	60%	10%	100%	4	1					3							\$ 73,591.28	Local/State
Education Professions and Human Development	Wilhelm, C.	Adjunct	PT	0%	100%	0%	100%	1						2							\$ 1,125.00	Local

University of Houston - Victoria
 Faculty Workload Report - AY 2020-2021

COLLEGE NAME	FACULTY NAME	FACULTY TITLE/RANK	FT/PT	Percent (%) Effort				#) Classes Taught Fall 2020						#) Classes Taught Spring 2021						Salary	Funding Source	
				Research & Scholarship	Teaching & Instruction	Service	Total (%) Effort	UG		GR		SP		UG		GR		SP				
								ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON	ORG	NON			
Education Professions and Human Development	Wilkinson, M.	Adjunct	PT	0%	100%	0%	100%	1							1						\$ 7,875.00	Local
Education Professions and Human Development	Williams, K.	Adjunct	PT	0%	100%	0%	100%			1											\$ 2,700.00	Local
Education Professions and Human Development	Young, A.	Professor	FT	30%	60%	10%	100%			3					1	3	1				\$ 77,835.15	State

legislature mandates costs of living increases, this action does not necessarily preclude merit increases.

Promotion to associate professor carries a 4% increase in salary exclusive of any other raise; for promotion to full professor, the increase is 6%. The Table of Employment decisions can be found in Section 3.7 or in the UHV Dean's Guide.

3.12 Workload and Compensation

Expectations regarding teaching, research/scholarship, and service workloads are noted below. Refer to each academic school for specific workload standards.

3.12.1 Teaching Workload Expectation

The teaching workload expectation is 12 semester hours of course instruction or its equivalent. Schools are responsible for providing more specific guidance for meeting these expectations. This standard may be modified only with the dean's approval; however, each faculty member paid full time from the appropriations item "Faculty Salaries" shall report no less than nine hours of course instruction or its equivalent each semester.

In addition to course instruction, the teaching workload standard may include advising students, directing independent studies and theses, and developing curriculum.

One research scholarship workload expectation is defined as one (1) semester credit hour of assigned teaching or the reassigned equivalent. The normal teaching load for full-time faculty at UHV is 12 credit hours of organized classes that meet minimum enrollment standards.

The school shall maintain credit generation at the existing or expected level or above, based on expected teaching loads for each full-time faculty member.

3.12.1.1 Minimum Course Enrollments

Classes may be cancelled if they do not meet the State funding formula of ten undergraduate students or five graduate students. However, at UHV the class size expectation will be decided annually by the provost based on institutional necessity and financial considerations. Minimum class size will be communicated to the deans and shared with the faculty. The provost decides exceptions, based on a recommendation by the dean.

3.12.1.2 Course Load Modification

As specified in initial letters of appointment, the standard teaching load at UHV is 12 credits per semester. School deans may make modifications to the semester credit load, which may include research, administrative tasks or serving as Faculty Senate president. If the semester credit load has been modified for the express purpose of allowing a faculty member more time for research, summer teaching shall be comparably reduced, and the faculty member shall not teach a course elsewhere for extra pay.

3.12.1.3 Overload Teaching

Overloads shall be approved in advance and are paid at adjunct rates. An overload shall not exceed one three-credit course, or the equivalent, per semester or summer and is considered to be an infrequent and temporary recourse. Faculty members receiving course load reductions are not eligible for overloads. As an exception to this policy, faculty members who agree to teach an overload in response to an unanticipated institutional need will be compensated in accordance with the applicable adjunct rate, regardless of whether the standard teaching load has been reduced.

3.12.1.4 Summer Scheduling and Compensation

Expectations for summer school scheduling and compensation are subject to change in accordance with university, UH System, or state mandates; the availability of funds; and curricular needs. Faculty members are not obligated to accept summer teaching assignments, and the university is not obligated to make them available.

If available, summer teaching rates for full-time faculty members are currently set at one-twelfth of the member's nine-month base salary for each three-credit summer course that meets minimum enrollment standards. Based on availability of funds, two courses are considered a normal summer teaching load. The third course will be paid at adjunct rates. Faculty members on modified contracts are paid in accordance with their contracts.

Most faculty members can anticipate at least limited summer teaching opportunities, depending on enrollment demand in their field, but summer teaching assignments are not guaranteed and are subject to cancellation.

Faculty employed during the summer are not eligible for summer release time, and they are expected to maintain service and research obligations during the summer.

3.12.1.5 Faculty Availability

All full-time faculty shall be available for university activities during the academic year. Services shall include, but are not limited to, committee meetings, faculty meetings, student advising meetings, commencement attendance at least once per year, and meetings with UHV administrators. Faculty are expected to be available one week prior to the start of each semester.

3.12.1.6 Academic Advising

Each school shall establish a procedure for advising both new and continuing students at regular intervals and at designated times during the academic year. Although all faculty members may not always be directly involved in the advising of students, it is the responsibility of all faculty members to know the rules and regulations applying to the admission, enrollment, and degree requirements. The appropriate school administers and coordinates all advising assignments and activities.

3.12.1.7 Office Hours

Faculty members shall maintain regular face-to-face or virtual office hours when students, staff, or colleagues may contact them. Although office hours may vary depending upon the nature of the individual's assignment and upon the number of student advisees, the following expectations apply to all full-time, part-time, and adjunct faculty:

1. Faculty shall schedule and maintain a minimum of one office hour per week, per course, at times convenient to students and be available by appointment.
2. Faculty shall post office hours on or near the faculty office door and in syllabi. Faculty are required to notify the school dean's or department chair's office of office hours.
3. When office hours cannot be kept as scheduled or must be changed, school administrative assistants shall be informed, and notices shall be posted in the on-line class, on the classroom door, or near the faculty office door.
4. Faculty will indicate in the course syllabus the expected time frame for responding to online student inquiries. When unusual circumstances will prevent regular access, faculty will post this information in the online course(s) affected.

3.12.1.8 Faculty Load Monitoring and Reporting

The Office of Institutional Research and Effectiveness is designated as responsible for monitoring individual faculty workloads and preparing an annual faculty workload report. This report is reviewed and approved by the Provost in preparation for submission to the UH System Board of Regents by the UH System Senior Vice Chancellor for Academic Affairs.

3.12.2 Research/Scholarship Workload Standard

Research/scholarship activities include the work done by faculty members outside the classroom. All faculty members at UHV are expected to participate in scholarly activities, such as, engaging in the design and implementation of new studies and publication of results, grant proposal submission, contributions to knowledge in their professional fields, or creative activities that are closely connected and appropriate to their disciplines.

3.12.3 Service Workload Standard

Faculty members are expected to participate in service to the school, university, profession, and the community. Service may contribute to teaching or scholarly activities. Examples of service activities include participation in program development and assessment, service to students and student organizations, service to professional societies, and service to the greater community.

3.12.4 Salary and Method of Payment

Appointments of full-time faculty are based on nine months of teaching. All full-time faculty have the option of being paid in nine or 12 equal monthly payments; this option shall be

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Facilities, Construction and Master Planning

ITEM: Approval is requested for appointment of Committee members and appointment terms for the University of Houston System-wide Public Art Committee.

DATE PREVIOUSLY SUBMITTED: August 20, 2020

SUMMARY:

Approval is requested for appointment of eight Committee members and respective appointment terms for the University of Houston System-wide Public Art Committee. The recommended Committee members were selected as per the process prescribed in the UH System-wide Public Art Committee Operating Procedures Manual.

The Board of Regents approved the acquisition of public art in 1966 to be funded under state and federal laws. The acquisitions are to be financed in whole or part by the 1% for Art program, which was enacted into law in the state of Texas in 1969. The University of Houston was the first Texas university to establish a percent for art program, which includes more than 500 works of art. The University of Houston System-wide Public Art Committee was formed to select and acquire a notable collection to compliment and reinforce campus buildings and to benefit the University of Houston System and the community at large.

SUPPORTING DOCUMENTATION: New Member Roster and Biographies

FISCAL NOTE: N/A

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System




SENIOR VICE CHANCELLOR Raymond S. Bartlett



DATE



CHANCELLOR Renu Khator



DATE

Public Art University of Houston System

University of Houston System-wide Public Art Committee New Member Roster and Biographies August 2021

University of Houston System Student Representatives (2)

Name	Term
Abby Shelenhamer, University of Houston	8/31/2021 to 8/31/2022
Cassandra Vaillancourt, University of Houston-Downtown	8/31/2021 to 8/31/2022

University of Houston Public Art Task Force Chair (1)

Name	Term
Judy Nyquist, Board of Visitors Public Art Task Force Chair	8/31/2021 to 8/31/2022

University of Houston Faculty Senate Representative (1)

Name	Term
David Shattuck, PhD, Incoming President-Elect	Alternate: 8/31/2021 to 12/31/2021 Representative: 01/01/2022 to 12/31/2022

University of Houston System Third Ward Community Representative (1)

Name	Term
John Guess	8/31/2021 to 8/31/2024

University of Houston System Representatives (2)

Name	Term
Jason Makepeace, University of Houston-Clear Lake	8/31/2021 to 8/31/2024
Karen Fiscus, University of Houston-Clear Lake	Alternate: 8/31/2021 to 8/31/2024

University of Houston System Artist Representative (1)

Name	Term
Margo Sawyer, Collection Artist	8/31/2021 to 8/31/2024

**University of Houston System-wide Public Art Committee
New Member Biographies**

Student Representatives (2)

Abby Shelenhamer, University of Houston

Abby Shelenhamer is pursuing her Bachelors of Business Administration in Management Information Systems from the C.T. Bauer College of Business. Abby is a recipient of the Tier One Scholarship, a member of the Honors College, and is avidly pursuing academics both inside and outside the classroom. As an undergraduate student, Abby works in the Office of Recruitment in the Honors College and as a vendor at a local farmers market.

Abby is a board member of the Tier One Scholars organization and is involved with civic engagement efforts in Houston Independent School District high schools. On campus, Abby is consistently involved in recruiting efforts for the Honors College and Tier One Scholars, as well as a member of the Advancement Ambassadors. Abby is looking forward to pursuing a career in the energy sector after graduation.

Term: 8/31/2021 to 8/31/2022

Cassandra Vaillancourt, University of Houston-Downtown

Cassie Vaillancourt is a Fine Arts Major Senior at UHD. She holds an associate's degree in Arts from Lonestar College, and is currently in the process obtaining her bachelor's degree from University of Houston – Downtown. Cassie is passionate about photography, and hopes to have a photography business.

Term: 8/31/2021 to 8/31/2022

Faculty Senate Representative (1)

David Shattuck, PhD, UH Faculty Senate Incoming President

Dave Shattuck is an Associate Professor in the Department of Electrical and Computer Engineering in the Cullen College of Engineering. He received his undergraduate degree from the State University of New York at Buffalo in 1976 with a BS degree in Engineering Science. He earned his PhD degree in 1982 in Biomedical Engineering from Duke University, in Durham, North Carolina. He joined the University of Houston in 1982, where he has been ever since. Dr. Shattuck has done research in medical imaging with ultrasound, and in electrical applications in Well Logging. He is currently working on online textbooks in the areas of Circuit Analysis and Electronics. He teaches courses in those foundational areas of Electrical Engineering. Known by his students as Dr. Dave, he has won 21 separate teaching awards and five different service awards, many of them chosen by students. Dr.

Dave is the defending Faculty Three Point Shooting Champion, and the defending Slide Rule Champion of the IEEE Student Group Chili Cookoff.

Term: 8/31/2021 to 12/31/2021 (Alternate), 01/01/2022 to 12/31/2022 (Representative)

Public Art Task Force Representative (1)

Judy Nyquist, Board of Visitors Public Art Task Force Chair

A self-proclaimed civic arts activist, Judy Nyquist believes that the transformative power of art has the ability to expand understanding, communication, expression and tolerance between generations, ethnic groups and socioeconomic divides. Through longstanding board work and support, she has strengthened more than two dozen arts organizations in Houston, as well as supported many of Houston's cultural, historic and educational institutions. Judy's primary philanthropic activities have focused on emerging artists, arts education and public art, particularly in green spaces. She has served on the Boards and committees of the Contemporary Arts Museum, The Menil Collection, the Museum of Fine Arts, the Glassell School of Art, the Houston Center for Contemporary Craft, the Rice University Public Art Program, the Blaffer Museum, the Asia Society, Hope Stone Dance, Gulf Coast Journal, the Houston Arts Alliance, The Houston Seminar, Buffalo Bayou Partnership, Hermann Park Conservancy, and Discovery Green. Her roles in these organizations have been aimed at bolstering education, exposure and availability to wide audiences. An art historian and curator, Judy received her B.A. in art history at the University of Michigan and her M.A. in Northwestern University. She and her husband, Scott Nyquist, both support the University of Houston through service on two of its executive level boards. Judy is a member of the Board of Visitors, and Scott serves on the Energy Advisory Board as the representative for McKinsey and Company.

Term: 8/31/2021 to 8/31/2022

University of Houston System Representative (2)

Jason Makepeace University of Houston-Clear Lake

Jason was born in Pearisburg, Virginia on September 25, 1974 and moved to Charlotte, North Carolina in 1977. He lived in North Carolina until he graduated from high school in 1993. After high school, he moved to Charleston, South Carolina to attend the College of Charleston. In 1997, he received a Bachelor of Art degree with a Minor in Art History. During his time in Charleston, he also studied abroad in Cortona, Italy through a program with the University of Georgia. In 1999, he was accepted to the University of Houston's Master of Fine Arts program and received an M.F.A. degree in 2002. He was hired as the Assistant Professor of Sculpture in the fall of 2014. After many years of hard work, dedication, and the support of his fellow colleagues, it is an honor to be the faculty member in charge of the sculpture area and a member of the Art and Design program at the University Houston-Clear Lake. He is currently submitting his promotion and tenure application for Associate Professor of Sculpture this September of 2018. Jason has served as the Art and Design Program's Program Director since 2014.

Term: 8/31/2021 to 8/31/2023

Karen Fiscus, University of Houston-Clear Lake Representative

Karen Fiscus, has been an integral part of the University of Houston-Clear Lake Art Gallery for the past 20 years. She began as an assistant to the Gallery Director in 2001 and was promoted to the Exhibition Coordinator in 2005. Karen has installed over 100 exhibitions in her career and works closely with the artists and the community. She holds a B.S. from Ohio State University and received her M.A. under the tutelage of Nick de Vries with a major in ceramics from University of Houston-Clear Lake. She has been featured in exhibitions at the San Angelo Museum of Fine Arts, Houston Center for Contemporary Craft, the Clear Lake Art Alliance, the Houston Potters Guild, and the Galveston Art League.

Term: 8/31/2021 to 8/31/2024

Third Ward Community Representative (1)

John Guess, Jr., University of Houston System Third Ward Representative

John Guess, Jr. is the voice and architect behind the resurgence of the Houston Museum of African American Culture, where he currently serves as Chief Executive Officer. He is also Managing Consultant of Guess Group Inc., and a Principal in the Dallas based ACCESS Seminars. Guess has served on the boards of Contemporary Art Museum Houston, the MFA Glassell School and Core Committee, and the Houston Arts Alliance. He currently serves on the boards of the Cynthia Woods Mitchell Center for the Arts, Gulf Coast Journal, and Artadia. John also serves on the McKinsey & Company Executive Online Panel. He has given presentations on strategy and planning at the University of Florida, Inc. Magazine Regional Conference, the Alliance of American Museums, MuseumNext, and the Charlotte NC Chamber of Commerce, among others. Guess is a passionate collector of African American, glass and contemporary art.

Artist Representative (1)

Margo Sawyer, University of Houston System Representative

Margo Sawyer was born in the United States and brought up in England where she received most of her formal education. Sawyer studied foundation at the Brighton Polytechnic Faculty of Art and Design; she then received a B.A. Honors Degree from the Chelsea School of Art in London. Her interest in contemporary American art led her back to the United States where she attended the sculpture program at Yale University and received an M.F.A. in 1982. Sawyer is currently a Professor of Sculpture and Extended Media in the Department of Art & Art History at the University of Texas at Austin. Throughout her career, Sawyer has created installations which translate the notion of an ancient sacred space into a contemporary vocabulary. The artist is particularly interested in relationships between the experience of space and the experience of transcendence -- and the ways in which the architectural and ritual converge to create a forum for contemplation and reflection. Recently, Sawyer's practice has focused on creating large scale -- often public -- installations that combine her parallel interests in art and architecture.

Sawyer's work has been exhibited both nationally in New York, Los Angeles, New Haven, Houston, Dallas, Austin and internationally in the United Kingdom, Italy, India, Japan, and recently, the United States Embassy in Pristina, Kosovo. She is represented by Holly Johnson Gallery in Dallas, Texas.

Sawyer has received numerous honors and awards for her work, such as the John Simon Guggenheim Memorial Fellowship, the 84th Legislature Texas State Artist of the Year, The Louis Comfort Tiffany Foundation Biennial Award, Japan Foundation Fellowship, Fulbright Senior Research Grant to Japan, American Academy in Rome Fellowship, and a Fulbright Grant to India.

Term: 8/31/2021 to 8/31/2023

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested for the University of Houston System FY2022 Financial Plan and Budget.

DATE PREVIOUSLY SUBMITTED: Fiscal Year Budget Submitted Annually

SUMMARY:

Approval is requested for the FY2022 Financial Plan and Budget. Annual plans, plus revenue and expenditure budgets, are being presented for all university components for the period September 1, 2021 through August 31, 2022. The budget for the UH System includes the University of Houston, University of Houston Downtown, University of Houston Clear Lake, University of Houston Victoria, and University of Houston System Administration.

SUPPORTING DOCUMENTATION: Presentation

FISCAL NOTE: Total Budget \$2.07 billion

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System

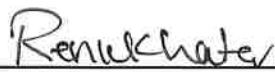


SENIOR VICE CHANCELLOR

Raymond S. Bartlett



DATE



CHANCELLOR

Renu Khator



DATE

FY2022 Annual Budget

Presentation to the
Administration and Finance Committee

August 26, 2021

University of Houston System FY 2022 Budget

Executive Summary

University of Houston System FY2022 Budget Key Points

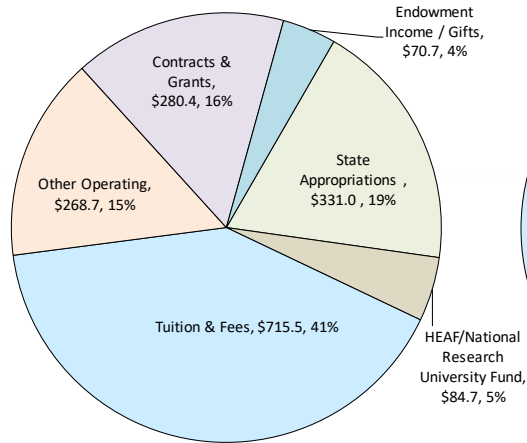
- FY 2022 budget is \$2.07b, up 1% compared to FY 2021
- Budget focuses on four priorities
 - Student success
 - Strategic initiatives
 - Retaining our talent
 - Covid-19 related health and safety
- Budget built with flexibility for enrollment variance
- Revenue and expense % by categories consistent Y-o-Y

University of Houston System Budget

FY2021

Total Budget	
(\$ Millions)	
Operating Budget	\$ 1,751.0
Capital Facilities	295.2
Total	\$ 2,046.2

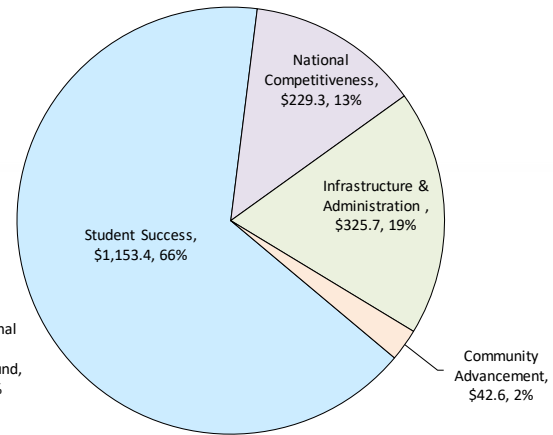
Operating Budget Source of Funds



* Includes Federal Financial Aid

Total \$1,751.0 Million

Operating Budget Use of Funds

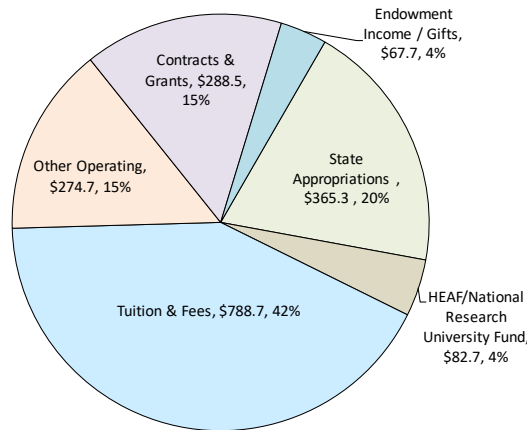


Total \$1,751.0 Million

FY2022

Total Budget	
(\$ Millions)	
Operating Budget	\$ 1,867.6
Capital Facilities	199.7
Total	\$ 2,067.3

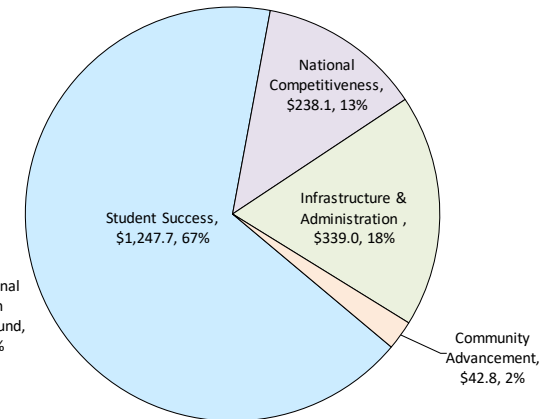
Operating Budget Source of Funds



* Includes Federal Financial Aid

Total \$1,867.6 Million

Operating Budget Use of Funds



Total \$1,867.6 Million

University of Houston System FY2022 Proposed Operating Budget

(\$ in Millions)

	FY2021	-----Change-----		Proposed FY2022
		Dollars	Percent	
University of Houston	1,286.3	79.9	6.2%	1,366.2
UH - Clear Lake	142.1	6.8	4.8%	148.9
UH - Downtown	199.2	18.7	9.4%	217.9
UH - Victoria	69.5	11.0	15.8%	80.5
UH - System Admin	53.9	0.2	0.4%	54.1
Total	1,751.0	116.6	6.7%	1,867.6

University of Houston System FY2022 Proposed Capital Budget

(\$ in Millions)

		FY2021	Dollars	Percent	FY2022
University of Houston		213.6	(61.7)	-28.9%	151.9
UH - Clear Lake		3.2	(1.3)	-40.6%	1.9
UH - Downtown		13.3	21.4	160.9%	34.7
UH - Victoria		65.1	(53.9)	-82.8%	11.2
Total		295.2	(95.5)	-32.4%	199.7

University of Houston System

FY2020 Proposed Operating and Capital Budget

(\$ in Millions)

	FY2021	-----Change-----		Proposed FY2022
		Dollars	Percent	
University of Houston	1,499.8	18.2	1.2%	1,518.0
UH - Clear Lake	145.3	5.5	3.8%	150.8
UH - Downtown	212.6	40.0	18.8%	252.6
UH - Victoria	134.6	(42.9)	-31.9%	91.7
UH - System Admin	53.9	0.2	0.4%	54.1
Total	2,046.2	21.0	1.0%	2,067.2

University of Houston System FY 2022 Budget

Summary by University

University of Houston

FY2022 Annual Budget

University of Houston

University of Houston Operating Budget Revenues FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 State Appropriations	\$ 192.8	\$ 196.1	\$ 259.5	\$ 204.5	\$ 230.6
2 HEAF/National Research University Fund	60.4	60.6	60.9	62.7	60.6
3 Tuition & Fees	496.4	512.8	529.7	508.6	557.6
4 Other Operating	198.9	245.7	228.8	232.8	245.4
5 Contracts & Grants *	195.1	228.6	284.3	214.3	211.5
6 Endowment Income / Gifts	88.7	91.2	88.2	63.3	60.5
7 Total	<u>\$ 1,232.3</u>	<u>\$ 1,335.0</u>	<u>\$ 1,451.4</u>	<u>\$ 1,286.2</u>	<u>\$ 1,366.2</u>

* Includes Federal financial aid

University of Houston

University of Houston Operating Budget Expenditures FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 Student Success	\$ 774.2	\$ 832.6	\$ 869.4	\$ 824.1	\$ 894.6
2 National Competitiveness	186.9	204.9	193.5	222.9	231.6
3 Infrastructure & Administration	165.7	173.3	183.0	199.8	200.4
4 Community Advancement	41.8	42.3	42.2	39.4	39.6
5 Total	<u>\$1,168.6</u>	<u>\$1,253.1</u>	<u>\$ 1,288.1</u>	<u>\$ 1,286.2</u>	<u>\$ 1,366.2</u>

University of Houston Capital Projects Budget Summary

	-----Project Expenditures-----			Total Project Budget	-----Funded From-----			
	Project to Date (1)	FY2022 Budget	Future Year Budgets		HEAF	Revenue Bonds	Gifts	Other
New Construction								
Quad Housing Replacement	\$ 124,000,000	\$ -	\$ -	\$ 124,000,000	\$ -	\$ 110,625,000	\$ -	\$ 13,375,000
ACE Institute	2,892,000	200,000	-	3,092,000	292,000	-	1,500,000	1,300,000
Garage #6	49,380,000	-	-	49,380,000	-	49,380,000	-	-
College of Medicine	36,329,674	46,170,326	-	82,500,000	80,000,000	2,500,000	-	-
Auxiliary Retail Dining Center	6,652,622	19,597,378	8,750,000	35,000,000	-	35,000,000	-	-
New Law Center	37,050,000	40,000,000	-	77,050,000	-	30,000,000	10,000,000	37,050,000
Subtotal New Construction	\$ 256,304,296	\$ 105,967,704	\$ 8,750,000	\$ 371,022,000	\$ 80,292,000	\$ 227,505,000	\$ 11,500,000	\$ 51,725,000
Major Repair and Rehabilitation								
Core Renovations - SERC HVAC	\$ 2,000,000	\$ 3,000,000	\$ 4,000,000	\$ 9,000,000	\$ 7,089,177	\$ 1,910,823	\$ -	\$ -
Social Work Building Addition and Renovation	2,543,988	-	-	2,543,988	-	-	2,543,988	-
Melcher Renovation	15,771,000	-	-	15,771,000	1,221,895	14,528,105	-	21,000
Life Sciences Renovations - TMC Building	1,876,303	1,233,950	11,889,750	15,000,003	-	15,000,000	-	-
Student Health Bldg Renovation	3,500,000	-	-	3,500,000	3,028,105	471,895	-	-
Hilton Renovation and Expansion	9,284,696	15,836,478	5,278,826	30,400,000	-	30,365,457	-	34,543
Core Renovations - Science and Research I	15,600,000	4,100,000	12,300,000	32,000,000	5,000,000	27,000,000	-	-
Core Renovations - Roy G. Cullen	19,522,233	-	-	19,522,233	17,122,233	-	2,400,000	-
Core Renovations - McElhinney	1,592,018.70	6,703,991	2,703,991	11,000,000	4,200,000.00	6,000,000.00	-	800,000
Projects Budgeted Annually								
Capital Renewal Deferred Maintenance		15,000,000	-	15,000,000	15,000,000	-	-	-
Subtotal Major Repairs & Rehabilitation	\$ 71,690,236	\$ 45,874,419	\$ 36,172,567	\$ 153,737,222	\$ 52,661,410	\$ 95,276,280	\$ 4,943,988	\$ 855,543
Total	\$ 327,994,532	\$ 151,842,123	\$ 44,922,567	\$ 524,759,221	\$ 132,953,410	\$ 322,781,280	\$ 16,443,988	\$ 52,580,543

(1) Project expenditures to date, estimated through August 31, 2021

University of Houston

Highlighted Use of New and Reallocated Funds

- Need-based financial aid
- 20 to 25 new faculty positions
- High performing and rising academic programs
- Strategic initiatives (e.g. Carbon Management, UH Extend)
- Lab renovation and classroom planned maintenance
- Classroom refreshes including technology upgrades
- Faculty and staff retention
- Graduate assistant compensation
- Strategic investment in new support staff
- IT (incl. cybersecurity), lab safety, and security initiatives

University of Houston

AY 2020-2021 Accomplishments

- Record student enrollment of 47,090
- 10,715 total degrees awarded (343 Doctorates awarded)
- 4-year graduation rate of 36%; 6-year graduation rate of 62%
- The Petroleum Engineering graduate program was ranked 9th nationally by U.S. News and World Report;
- The Political Science graduate program moved up into the top 50 rankings, with a rank of 50, up from 51 in 2018
- The Law Center had two programs ranked in the top 10 by U.S. News and World Report including Health Care Law (#5) and Intellectual Property Law (#8)
- The Cyvia and Melvyn Wolff Center for Entrepreneurship at the C.T. Bauer College of Business ranked #1 in the U.S. – list of the top 50 Best Undergraduate Programs for Entrepreneurs in 2021
- UH Library's ranking among its Association of Research Libraries (ARL) peers rose from 76th in 2013 to 61st in 2020.

University of Houston-Clear Lake

FY2022 Annual Budget

University of Houston-Clear Lake

UH-Clear Lake Operating Budget Revenues FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 State Appropriations	\$ 34.0	\$ 33.4	\$ 36.7	\$ 35.2	\$ 39.3
2 HEAF	8.0	8.0	8.0	7.7	7.7
3 Tuition & Fees	67.5	71.7	76.6	72.3	76.4
4 Other Operating	10.7	5.2	5.0	6.9	5.3
5 Contracts & Grants *	18.8	19.1	25.2	18.5	18.7
6 Endowment / Gifts	1.5	2.0	2.0	1.5	1.5
7 Total	<u>\$ 140.5</u>	<u>\$ 139.4</u>	<u>\$ 153.5</u>	<u>\$ 142.1</u>	<u>\$ 148.9</u>

* Includes Federal financial aid

University of Houston-Clear Lake

UH-Clear Lake Operating Budget Expenditures FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 Student Success	\$ 102.6	\$101.3	\$ 107.7	\$ 110.1	\$ 112.0
2 National Competitiveness	1.8	1.7	1.7	3.5	3.7
3 Infrastructure & Administration	21.5	27.2	31.1	28.5	33.2
4 Community Advancement	-	0.1		0.0	0.0
5 Total	<u>\$ 125.9</u>	<u>\$130.3</u>	<u>\$ 140.5</u>	<u>\$ 142.1</u>	<u>\$ 148.9</u>

University of Houston-Clear Lake Capital Projects Budget Summary

	Project Expenditures			Total Project Budget	Funded From			
	Project to Date (1)	FY2022 Budget	Future Year Budgets		HEAF	Revenue Bonds	Gifts	Other
New Construction								
Dining Facilities	\$ 913,151	\$ 181,000		\$ 1,094,151				\$ 1,094,151
Subtotal New Construction	\$ 913,151	\$ 181,000	\$ -	\$ 1,094,151	\$ -	\$ -	\$ -	\$ 1,094,151
Major Repair and Rehabilitation								
Projects Budgeted Annually								
Capital Renewal Deferred Maintenance		\$ 1,619,000		\$ 1,619,000	\$ 1,619,000			
Parking Lot/Roadway Maintenance		144,000		144,000				144,000
Subtotal Major Repairs & Rehabilitation	\$ -	\$ 1,763,000	\$ -	\$ 1,763,000	\$ 1,619,000	\$ -	\$ -	\$ 144,000
Total	\$ 913,151	\$ 1,944,000	\$ -	\$ 2,857,151	\$ 1,619,000	\$ -	\$ -	\$ 1,238,151

(1) Project expenditures to date, estimated through August 31, 2021

University of Houston-Clear Lake

Highlighted Use of New and Reallocated Funds

- Need-based financial aid
- Aid to high achieving but underrepresented first time freshmen students
- Graduate assistant and student positions
- Faculty and staff retention
- Support personnel for student success
- UHCL strategic plan
- Technology, campus safety and security
- Campus infrastructure

University of Houston-Clear Lake AY 2020-2021 Accomplishments

- Ranked 17th place in U.S. News & World Report's 2019 rankings for Top Public Schools Regional Universities West.
- Ranked 15th Safest campus in the United States, the only Texas campus in the top 25.
- UHCL has continued to build on the strong team already in place and complete the structure that downward expansion demands.
- Despite the pandemic, UHCL maintained the previous year's high enrollment numbers. Enrollment growth enabled UHCL significant increases in State Appropriations from formula funding .
- The newly christened academic and student service buildings continue to support the overall academic growth and strategic mission of the University.
- UHCL has seen the positive developmental impact Hunter Residence Hall has provided UHCL student-residents. The unique residential experiences has resulted in an unprecedented rise in occupancy despite ongoing restrictions on roommates.
- Operations at Pearland continue to grow and engage a rapidly growing economy in Pearland. Community outreach events such as town hall forums on diversity and the future of policing were held at the Pearland site.

University of Houston-Downtown

FY2022 Annual Budget

University of Houston-Downtown

UH - Downtown Revenues FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 State Appropriations	\$ 31.3	\$ 31.5	\$ 32.5	\$ 31.2	\$ 33.6
2 HEAF	11.8	11.8	11.8	10.8	10.8
3 Tuition & Fees	93.2	96.7	106.9	103.9	119.4
4 Other Operating	6.2	7.7	6.6	9.4	5.1
5 Contracts & Grants *	38.3	45.4	55.5	40.5	45.9
6 Endowment / Gifts	2.9	3.5	3.7	3.4	3.1
7 Total	<u>\$ 183.7</u>	<u>\$ 196.6</u>	<u>\$ 217.0</u>	<u>\$ 199.2</u>	<u>\$ 217.9</u>

* Includes Federal financial aid

University of Houston-Downtown

UH - Downtown Expenditures FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 Student Success	\$ 145.7	\$ 151.4	\$ 159.0	\$ 158.6	\$ 172.1
2 National Competitiveness	2.7	2.4	2.6	1.6	1.9
3 Infrastructure & Administration	33.1	33.9	36.0	36.3	41.2
4 Community Advancement	4.3	3.7	3.1	2.7	2.7
5 Total	<u>\$ 185.8</u>	<u>\$ 191.4</u>	<u>\$ 200.7</u>	<u>\$ 199.2</u>	<u>\$ 217.9</u>

University of Houston-Downtown Capital Projects Budget Summary

	Project Expenditures			Total Project Budget	Funded From			
	Project to Date (1)	FY2022 Budget	Future Year Budgets		HEAF	Revenue Bonds	Gifts	Other
New Construction								
Wellness and Success Center	\$ 6,157,627	\$ 32,504,798		\$ 38,662,425	\$ -	\$ 35,000,000		\$ 3,662,425
Subtotal New Construction	\$ 6,157,627	\$ 32,504,798	\$ -	\$ 38,662,425	\$ -	\$ 35,000,000	\$ -	\$ 3,662,425
Major Repairs and Rehabilitation								
Projects Budgeted Annually								
Capital Renewal/Capital Improvement		\$ 1,660,000		\$ 1,660,000	\$ 1,660,000	\$ -	\$ -	\$ -
Additional Funding for O'Kane Theatre Renovations		500,000		500,000	\$ 500,000			
Girard Street Garage Capital Renewal		51,000		51,000				51,000
				-				
Subtotal Major Repairs & Rehabilitation	\$ -	\$ 2,211,000	\$ -	\$ 2,211,000	\$ 2,160,000	\$ -	\$ -	\$ 51,000
Total	\$ 6,157,627	\$ 34,715,798	\$ -	\$ 40,873,425	\$ 2,160,000	\$ 35,000,000	\$ -	\$ 3,713,425

(1) Project expenditures to date, estimated through August 31, 2021

University of Houston-Downtown

Highlighted Use of New and Reallocated Funds

- Need-based financial aid
- Returning student counseling activities to an in-house operation
- New faculty positions
- Faculty and staff retention
- Technology, campus safety and security
- Campus infrastructure

University of Houston-Downtown

AY 2020-2021 Accomplishments

- UHD's FTIC 6- year graduation rate for FY2020 was 29.9 percent, surpassing the University's goal one full year ahead of schedule.
- The new Wellness and Success Center broke ground in May 2021, in advance of the beginning of the TXDOT highway relocation project. Completion is expected Spring 2022.
- CARES Act funds have supported strengthening the IT infrastructure to support distance education and supported students needing emergency financial assistance.
- UHD earned multiple *US News & World Report* rankings for online programs.
- UHD Ranked No. 1 for Diversity Regionally and No. 18 Nationally by *Wall Street Journal*.
- UHD was awarded two Reskilling grants totaling \$862,500 to support 575 returning students for completion in nine degree/certificate programs.
- UHD received a grant to provide a complex program for suicide prevention to increase awareness of mental health and substance use among students.

University of Houston-Victoria

FY2022 Annual Budget

University of Houston-Victoria

University of Houston-Victoria Operating Budget Revenues FY2018- FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 State Appropriations	\$ 18.0	\$ 18.0	\$ 18.5	\$ 18.2	\$ 19.4
2 HEAF	4.3	4.3	4.3	3.5	3.5
3 Tuition & Fees	27.4	29.6	32.7	30.7	35.3
4 Other Operating	3.4	6.5	4.1	9.6	9.5
5 Contracts & Grants *	14.9	12.1	17.0	7.1	12.4
6 Endowment / Gifts	1.3	2.0	0.9	0.4	0.4
7 Total	<u>\$ 69.3</u>	<u>\$ 72.5</u>	<u>\$ 77.5</u>	<u>\$ 69.5</u>	<u>\$ 80.5</u>

* Includes Federal financial aid

University of Houston-Victoria

University of Houston-Victoria Operating Budget Expenditures FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 Student Success	\$ 60.8	\$ 59.5	\$ 61.7	\$ 59.2	\$ 67.7
2 National Competitiveness	0.5	0.3	0.4	0.8	0.3
3 Infrastructure & Administration	7.9	8.7	10.1	9.1	12.0
4 Community Advancement	0.7	0.8	0.7	0.4	0.5
5 Total	<u>\$ 69.9</u>	<u>\$ 69.3</u>	<u>\$ 72.9</u>	<u>\$ 69.5</u>	<u>\$ 80.5</u>

University of Houston-Victoria Capital Projects Budget Summary

	Project Expenditures			Total Project Budget	Funded From			
	Project to Date (1)	FY2022 Budget	Future Year Budgets		HEAF	Revenue Bonds	Gifts	Other
New Construction								
Science, Technology Building (STEM)	\$ 26,566,523	\$ 1,119,921	\$ -	\$ 27,686,444	\$ 4,000,000	\$ 22,272,095	\$ 742,285	\$ 672,064
Health and Wellness Center	153,682	1,424,500	18,771,818	20,350,000		15,350,000	2,000,000	3,000,000
Ben Wilson Street renovation	1,233,988	4,466,012	1,500,000	7,200,000		7,200,000		
University Coomons	30,134,851	1,343,054		31,477,905		30,727,905		750,000
Don and Mona Smith Residence Hall	22,683,980	116,020		22,800,000	1,140,000	21,660,000		
Subtotal New Construction	\$ 80,773,024	\$ 8,469,507	\$ 20,271,818	\$ 109,514,349	\$ 4,000,000	\$ 97,210,000	\$ 2,742,285	\$ 4,422,064
Major Repair and Rehabilitation								
Town Plaza Mall (UHV Extension)	\$ 9,294,116	\$ 529,666		9,823,782	\$ 2,798,782	\$ 5,758,402		\$ 1,266,598
Renovations (North, West and Center Buildings)				-				
Subtotal Major Repairs & Rehabilitation	\$ 9,294,116	\$ 529,666	\$ -	\$ 9,823,782	\$ 2,798,782	\$ 5,758,402	\$ -	\$ 1,266,598
Land Acquisition								
Campus Expansion		\$ 2,178,429		2,178,429		\$ 2,178,429		
Subtotal Land Acquisition	\$ -	\$ 2,178,429	\$ -	\$ 2,178,429	\$ -	\$ 2,178,429	\$ -	\$ -
Total	\$ 90,067,140	\$ 11,177,602	\$ 20,271,818	\$ 121,516,560	\$ 6,798,782	\$ 105,146,831	\$ 2,742,285	\$ 5,688,662

(1) Project expenditures to date estimated through August 31, 2021

University of Houston-Victoria

Highlighted Use of New and Reallocated Funds

- Create a Center for Student Success and Achievement
- Additional funding for student scholarships
- Hire essential faculty and staff in critical areas
- Faculty and staff retention
- Classroom and network technology
- Campus infrastructure
- Increased funding for athletic travel and scholarships

University of Houston-Victoria

AY 2020-2021 Accomplishments

- Recognized by Texas Online Colleges and HealthcareDegreeSearch.com as the best value for online students in the state
- Added new degree concentrations in cybersecurity and data science
- Completed Capital Projects –Smith Hall; UHV Northwest facility; STEM facility
- Fund raising - largest single gift in university history at \$2 million; greatest number of unique foundation donors; second highest fundraising year
- Through July 2021, UHV has received approximately \$430,000 to fund construction of a beautiful garden space on campus honoring the late Regent Kay Kerr Walker
- Athletic Achievements:
 - Men's soccer complete 2nd straight undefeated Conference Schedule
 - 3 of 6 UHV teams advanced to NAIA National Championships
 - 34% of UHV student athletes earned UHV Deans List
- UHV's Center for Regional Collaboration joined an effort to help rural communities in DeWitt, Lavaca and Refugio counties get broadband internet service for their residents

University of Houston System Administration

FY2022 Annual Budget

University of Houston-System Administration

University of Houston System Administration Operating Budget Revenues FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 State Appropriations *	\$ 47.9	\$ 47.8	\$ 42.0	\$ 42.0	\$ 42.4
2 Other Operating	6.9	7.8	9.3	9.8	9.5
3 Contracts & Grants	1.4	1.3	0.6	0.0	0.0
4 Endowment Income / Gifts	4.7	4.6	4.6	2.1	2.2
5 Total	<u>\$ 60.9</u>	<u>\$ 61.5</u>	<u>\$ 56.5</u>	<u>\$ 53.9</u>	<u>\$ 54.1</u>

* Includes TRB debt service

University of Houston-System Administration

University of Houston System Administration Operating Budget Expenditures FY2018 - FY2022 \$ in Millions

	A 2018 Actual	B 2019 Actual	C 2020 Actual	D 2021 Budgeted	E 2022 Proposed
1 Student Success	\$ 1.6	\$ 1.5	\$ 1.3	\$ 1.4	\$ 1.5
2 National Competitiveness	1.0	1.0	0.5	0.5	0.5
3 Infrastructure & Administration *	66.6	54.5	52.0	52.0	52.1
4 Community Advancement	0.0	-	-	0.0	0.0
5 Total	<u>\$ 69.2</u>	<u>\$57.0</u>	<u>\$53.8</u>	<u>\$ 53.9</u>	<u>\$ 54.1</u>

* Includes TRB debt service

UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

COMMITTEE: Finance and Administration

ITEM: Approval is requested to establish a textbook savings pilot program incidental fee at the University of Houston – University of Houston

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested to establish a textbook savings pilot program incidental fee at the University of Houston as noted in the fee presentation.

Policies governing fees and other charges are approved by the Board of Regents of the University of Houston System and comply with applicable state statutes. Fees are subject to change by legislative or Board action and become effective on the date enacted.

SUPPORTING

DOCUMENTATION: Fee and Program components presentation

FISCAL NOTE: None

RECOMMENDATION/
ACTION REQUESTED: Administration recommends approval of this item


COMPONENT: University of Houston



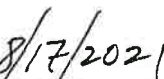
PRESIDENT Renu Khator



DATE 8/19/2021



SENIOR VICE CHANCELLOR Raymond S. Bartlett



DATE 8/17/2021



CHANCELLOR Renu Khator



DATE 8/19/2021

FY2022 Textbook Savings Pilot Program Recommendation

UH System Board of Regents
Administration and Finance Committee
August 26, 2021

University of Houston

Proposed FY2022 Incidental Fee

- Cougar Textbook Access Pilot Program Launches Spring 2022
- The Cougar Textbook Access fee will be charged to participating students in 8 to 10 courses included in the pilot program
- Students have the option to opt out of the fee

Fee	FY22 Proposed Rate
Cougar Textbook Access Fee	\$10/course min \$110/course max

University of Houston System

FY2022 Cougar Textbook Access Pilot Program

- Program Background
 - In Academic Year 2019-2020, according to data from the National Association of College Stores:
 - 34% of students had the majority of their course materials prior to the first day of class
 - 28% of students reported that they had not purchased at least one required course material, and 57% of those students identified price as the reason
 - 80% of students reported learning at least a moderate amount from course materials
- The UH Learning Material Affordability Task Force recommends implementing a pilot course materials program in Spring 2022
 - One tool in the toolkit to address student course material affordability, which also includes the Open Educational Resource (OER) initiative sponsored by the Provost
 - Students are asking for more affordable course material options
 - Students prefer using financial aid to pay for course materials
 - The Cougar Textbook Access Pilot program follows a model used by other Texas public universities

University of Houston System FY2022 Cougar Textbook Access Pilot Program

- Program Description
 - Participating students will be pre-registering for course materials at the same time as they register for their course
 - Course materials will be available before the first day of class, via the Blackboard learning management system
 - Advance knowledge of needed course materials allows negotiation of reduced prices, which lowers the cost for students

University of Houston System FY2022 Cougar Textbook Access Pilot Program

- Program Benefits
 - Students are expected to save between \$6 and \$280 per course during the pilot program
 - Full implementation is expected to have savings of \$7.3M annually for undergraduate students
 - Students will have their course materials on the first day of class
 - Digital materials are conveniently available via the Blackboard learning management system
 - Students can choose to opt out of the program until the 12th class day
 - Students can use their financial aid to directly pay for textbook costs via the Student System
 - Parents and students will be able to effectively budget their learning materials expense
- After the pilot program, we will seek evaluations from participating faculty and students that will be used to determine the viability for full implementation.

End of Presentation

FY2022 Optional Fee

University of Houston FY2022 Optional Fee Changes

	Estimated Revenue Change
SUMMARY COUGAR TEXTBOOK ACCESS PILOT PROGRAM	300,000
TOTAL UNIVERSITY OF HOUSTON	<u>\$ 300,000</u>

FY2022 Optional Fee

		University of Houston System FY2022 Optional Fee Change				
Fee Description		Current Rate	Change	Proposed Rate	Estimated Revenue Change	Justification/Revenue Use
<u>University of Houston</u>						
Optional Fees						
Auxiliary Services	Cougar Textbook Access Pilot Program	N/A	\$10/Course (\$3.33/SCH) Min \$110/Course (\$36.67/SCH) Max	\$10/Course (\$3.33/SCH) Min \$110/Course (\$36.67/SCH) Max	\$ 300,000	Revenue from the Cougar Textbook Access Fee will be used to cover the costs of course materials for the estimated 5,000 students participating in the pilot program for the selected courses.
Subtotal Optional Fees - University of Houston					<u>\$ 300,000</u>	
Total Optional Fees - University of Houston					<u>\$ 300,000</u>	

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts exceeding \$1 million for the purchase of goods or services, excluding construction contracts, at the University of Houston System.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

Approval is requested for contracts that are expected to exceed \$1 million that are associated with the purchase of goods or services, excluding construction contracts, at the University of Houston System. Board of Regents policy 55.01.01 states that the board must approve any contract, including any amendment, extension, or renewal thereto, that results in the value of the contract exceeding \$1 million throughout the term of the contract.

SUPPORTING

DOCUMENTATION: Summary of Contracts

FISCAL NOTE: See supporting documentation for value of each contract.

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item

COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR

Raymond S. Bartlett



DATE



CHANCELLOR

Renu Khator



DATE

University of Houston System
Summary of Goods and Services Contracts Greater than \$1 Million
F&A Committee - August 2021

Component	Project	Procurement Method	Vendor	Purpose	Term	\$ Amount	Funding Source	HUB Goal	Comments
Goods and Services Contracts Greater than \$1 Million									
UH	Classroom Upgrade Project	Request for Proposal	TBD	To obtain audiovisual equipment, installation, project management and software to equip 27 UH classrooms for enhanced teaching options.	Initial Term: 9 months	Initial Term: \$2,600,000	Grant Funds	26%	
UH	Campaign Management Gift Processing Support, NGOC Database Management Services	Sole Source	Contributor Development Partnership, PBC (CDP)	To obtain campaign management and execution services across specific fundraising channels (direct mail, texting, and automated digital renewals), gift processing support, NGOC database management, and access to proprietary cooperative purchasing pricing for fundraising and member management services.	Initial Term: 3 years Optional Term: 2 years	Initial Term: \$1,340,000 Optional Term: \$1,010,000	Gift Funds Grant Funds	N/A	
UH	Public Broadcasting Service (PBS) Programming Fees	Sole Source	Public Broadcasting System	Programming fees are needed for Houston Public Media to broadcast PBS programs on the KUHT radio stations for FY22. There is no contract for these fees.	Original Term: 1 year	Original Term: \$2,327,912	Gift Funds Grant Funds	N/A	Programming fees are not subject to HUB reporting. A contract is not required for the annual dues.
UH	National Public Radio (NPR) Programming Fees	Sole Source	National Public Radio	Programming fees are needed for Houston Public Media to broadcast NPR programs on the KUHF radio stations for FY22. There is no contract for these fees.	Original Term: 1 year	Original Term: \$1,581,824	Gift Funds Grant Funds	N/A	Programming fees are not subject to HUB reporting. A contract is not required for the annual dues.
UHS	Legal Services	Request for Qualifications	Winstead PC	To provide legal services for FY2022 and FY2023 in the areas of intellectual property, real estate and finance transactions, corporate law, sports law, construction, and export controls.	Original Term: 2 years	Original Term: \$2,000,000	Designated Funds	0%	
UHS	Executive Search Firms	Request for Proposal	Multiple (8 firms total)	Recruiting and interim placement services for senior, executive or other highly specialized positions within the UHS.	Original Term: 3 years Optional Terms: Two 1-year options	Original Term: \$1,800,000 Optional Term: \$1,200,000	Designated Funds	26%	
UHS	Oracle Enterprise System Software Maintenance and Support	Sole Source	Oracle America, LLC	Enterprise System Software maintenance and support plus additional licenses for a period of 10 years.	Original Term: 10 years	Original Term: \$28,675,000	Designated Funds	21%	
UHS	Customer Relationship Management (CRM) for Enrollment Services	Request for Proposal	Technolutions	Comprehensive system-wide platform for admissions, enrollment management, and student success software implementation and solutions to be used for undergraduate, graduate, and professional schools.	Initial Term: 3-1/3 years Optional Terms: Two 1-year options	Initial Term: \$1,437,842 Optional Terms: \$562,500	Designated Funds	26%	
UH	Computerized Maintenance Management System (CMMS)	Cooperative Purchasing Program	AssetWorks	Provide a comprehensive, web-based and flexible system for space inventory, work order functionality, building asset management, and lock and key system management.	Initial Term: 5 years	Initial Term: \$2,100,000	Designated Funds	26%	
UHS	Building Exterior Cleaning	Request for Proposal	TBD	Provide system-wide building exterior cleaning and window washing services.	Initial Term: 3 years Optional Terms: Two 1-year options	Initial Term: \$900,000 Optional Term: \$600,000	State Funds Auxiliary Funds	26%	
UHS	Campus Wide Irrigation, Landscaping and Mowing Services	Request for Proposal	ABM Texas General Services, Inc.	Increase total contract value for system-wide irrigation, landscaping, tree maintenance and mowing for the University of Houston campuses due to increased costs from irrigation repairs, repairs and maintenance from freezing weather, and additional service needs.	Initial Term: 3 years Optional Terms: Two 1-year options	Initial Term: \$2,700,000 (\$900K increase) Optional Term: \$1,800,000 (\$600K increase)	State Funds Designated Funds	26%	
UH	Consulting services on athletic matters	Sole Source	Navigate Marketing Inc.	Advise and consult on various athletic matters	Initial Term: 2 years	Initial Term: \$3,850,000	Auxiliary Funds	26%	
UHCL	UHCL Energy Savings Performance Contract	TIPS Cooperative	Ameresco	Enter into an Energy Savings Performance Contract to reduce campus use of electricity, natural gas, water, and waste water.	Initial term: 20 years	Initial Term: \$3,435,000	Designated Funds	18%	
UH	Event Management Services	Request for Proposal	Andy Frain Services	Extend the existing Athletics contract for one year. Event management services include security, ushering, emergency, and equipment for athletic competitions for UH men's and women's sports and special events held in Athletics Department venues.	Initial term: 5 years Optional Term: 1 year	Initial Term: \$3,000,000 Optional Term: No change	Auxiliary Funds	0%	

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

COMMITTEE: Finance and Administration

ITEM: Approval is requested to delegate authority to the Chancellor to negotiate and execute construction contracts exceeding \$1 million for projects at the University of Houston System.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY: Approval is requested for contracts that are expected to exceed \$1 million that are associated with construction projects at the University of Houston System as listed in the supporting documentation. Board of Regents policy 55.01.01 states that the board must approve any contract, including any amendment, extension, or renewal thereto, that results in the value of the contract exceeding \$1 million throughout the term of the contract.

SUPPORTING DOCUMENTATION: Summary of Construction Contracts

FISCAL NOTE: See supporting documentation for value of each contract.

**RECOMMENDATION/
ACTION REQUESTED:** Administration recommends approval of this item


COMPONENT: University of Houston System



SENIOR VICE CHANCELLOR Raymond S. Bartlett

7/29/2021

DATE



CHANCELLOR Renu Khator

8/19/2021

DATE

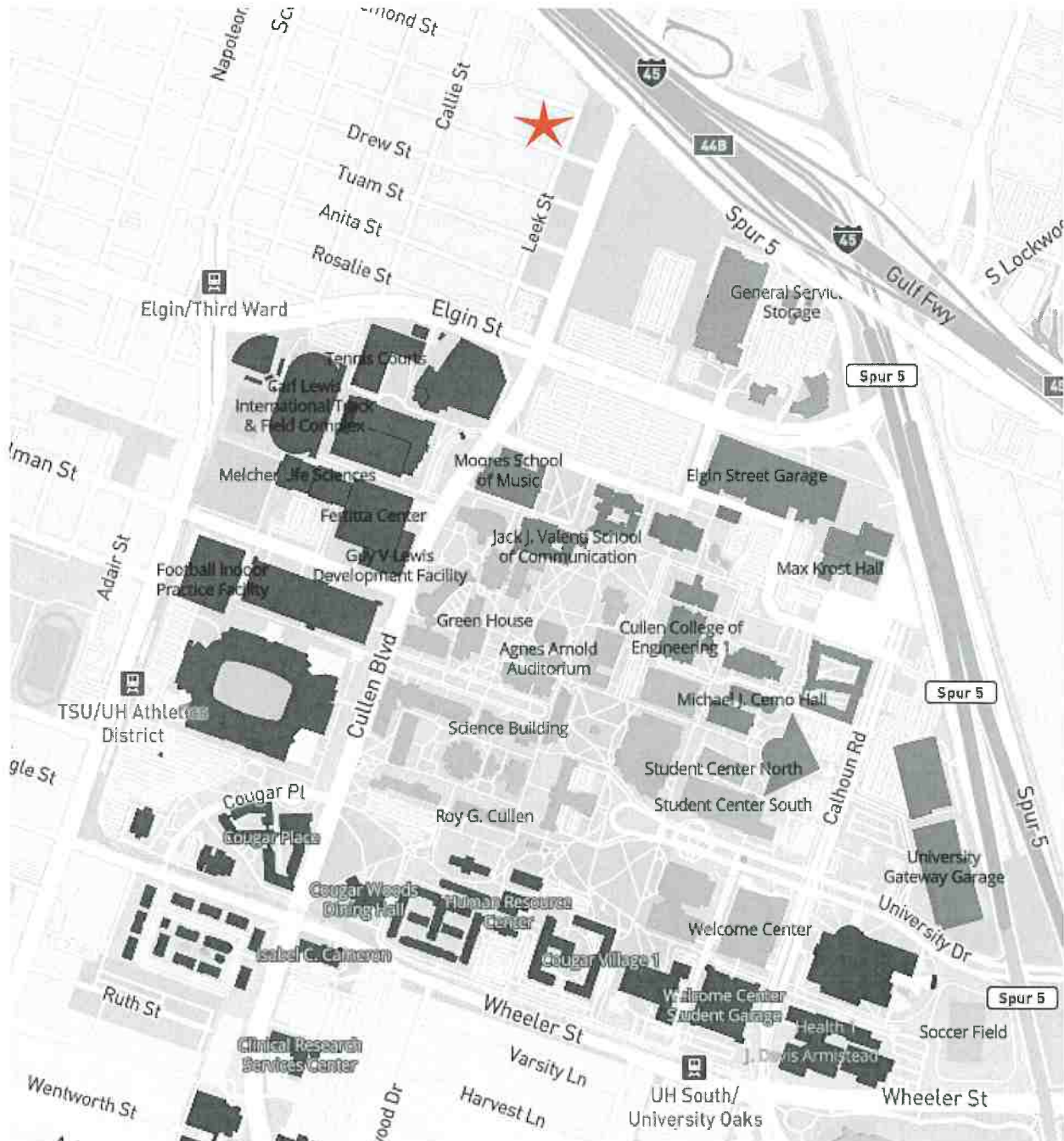
University of Houston System
 Summary of Construction Contracts Greater than \$1 Million
 F&A Committee August 26, 2021

Component	Project	Procurement	Vendor	Purpose	Amount	Funding	HUB	Comments
UH	Chung's Demolition	CSP	TBD	Construction contract. Construction contract for the Chung's building demolition and site repair at the newly acquired property located at the University of Houston.	\$ 1,500,000	HEAF	21.10%	
UH	Houston Science Center Fire Panel and Pump Replacement	CSP	TBD	Construction contract. Construction contract to install a new fire panel and fire pump on the Houston Science Center Building located at the University of Houston.	\$ 2,600,000	HEAF	21.10%	
UH & UHSL	HVAC Repairs	Sole Source	TBD	Construction contract. Construction contract for emergency HVAC repair work on several buildings. The repairs will help increase ventilation and assist with other safety repairs located in multiple buildings on the University of Houston campus and University of Houston at Sugar Land campus.	\$ 4,200,000	Federal/HEAF	21.10%	

**UNIVERSITY OF HOUSTON
CHUNG'S SITE (DEMOLITION)
SUPPORTING DOCUMENTATION**

SITE MAP

Total Acres = 1.9



UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA

COMMITTEE: Finance and Administration

ITEMS: Approval is requested to close a portion of Calhoun Road at the University of Houston.

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

The portion of Calhoun Road from the current terminus to Texas Spur 5 was closed under the 1999 Board of Regent's approval and the University of Houston System would like to complete the closure for the adjacent portion of Calhoun Road from that portion of Calhoun Road north of 4700 Calhoun Road, formerly known as UH Entrance 19, to the current terminus.

The original portion closed under the 1999 Board of Regents approval was converted to Parking Lot 19B. The adjacent portion to be closed will be used to create an entrance for Parking Lot 19B.

Section 51.904 of the Texas Education Code provides for circumstances under which an institution of higher education may close a street or alley through a campus, all of which are satisfied here. The University of Houston System will need to grant easements to the City of Houston and franchised utility providers for affected utility lines or facilities.

**SUPPORTING
DOCUMENTATION:**

Map of Calhoun Road closure, Resolution of Closure of a Portion of Calhoun Road

FISCAL NOTE:

Minimal costs to remove existing street signage, curbs, gutters and other reasonable requirements imposed by the City of Houston.

**RECOMMENDATION/
ACTION REQUESTED:**

Administration recommends approval of this item

COMPONENT:

University of Houston



SENIOR VICE CHANCELLOR

Raymond S. Bartlett

DATE

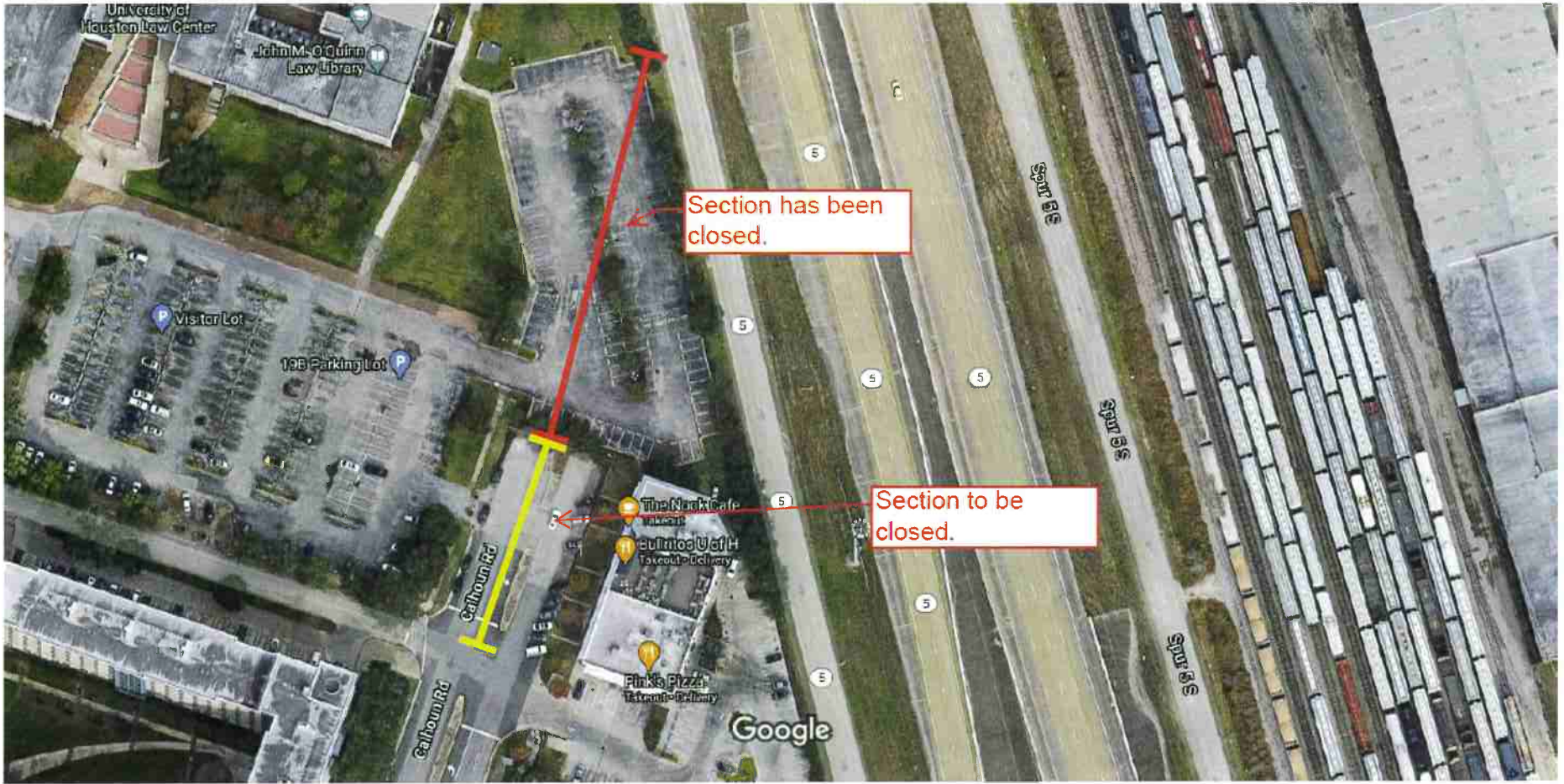


CHANCELLOR

Renu Khator

DATE





Section has been closed.

Section to be closed.

**BOARD OF REGENTS
UNIVERSITY OF HOUSTON SYSTEM
RESOLUTION OF CLOSURE OF A PORTION OF CALHOUN ROAD
NORTH OF 4700 CALHOUN ROAD, FORMERLY KNOWN AS UH ENTRANCE 19,
TO TEXAS SPUR 5**

WHEREAS, the Board of Regents of the University of Houston System is the governing body of the University Houston System and the University of Houston pursuant to Chapter 111 of the Texas Government Code;

WHEREAS, the University of Houston is located in Houston, Harris County, Texas, and the population of Harris County is in excess of 3,000,000 at the last Federal census;

WHEREAS, Calhoun Road runs through the University of Houston's campus;

WHEREAS, the Board of Regents of the University of Houston System owns all of the real property abutting the portion of Calhoun Road to be closed;

WHEREAS, the provision of Section 51.904 of the Texas Education Code authorizes the governing body of a state-supported college or university in a county having a population in excess of 3,000,000 to vacate, abandon, and close a street or alley running through the campus if the state-supported college or university:

- (a) Owns all of the real property abutting the street or alley;
- (b) Owns 20 or more acres of real property at the campus where the street or alley is located;
- (c) Provides to the governing body of the political subdivision owning, controlling, or maintaining the street or alley written notice of the institution's intent to close the street or alley 45 days before the street or alley is to close; and
- (d) Accommodates for utilities owned by a governing body or a franchise utility by granting an easement or moving the line or facility to another location.

WHEREAS, the Board of Regents of the University of Houston System is aware that the City of Houston and franchised utility providers have certain utility facilities under the above-described portion of Calhoun Road and agrees that in connection with the closure of such portion of Calhoun Road, it will provide the City of Houston, Texas, and franchised utility providers easements for general utilities, sanitary sewer, and storm sewer purposes.

NOW, BE IT THEREFORE RESOLVED, that the Board of Regents of the University of Houston System, pursuant to Section 51.904 of the Texas Education Code, hereby vacates, abandons, and closes that portion of Calhoun Road north of 4700 Calhoun Road, formerly known as UH Entrance 19, to Texas Spur 5 in Houston, Harris County, Texas.

BE IT FURTHER RESOLVED, that the Board of Regents of the University of Houston System hereby authorizes the execution of easements conveying to the City of Houston, Texas, and franchised utility providers, easements for general utilities, sanitary sewer, and storm sewer purposes.

BE IT FURTHER RESOLVED, that the Chairman of the Board of Regents, when joined by the Secretary of the Board of Regents, is hereby authorized for and on behalf of the Board of Regents of the University of Houston System to execute, sign, acknowledge to be the act of the Board of Regents of the University of Houston System, and delegates authority to the Chancellor of the University of Houston System to deliver and convey easements for general utilities, sanitary sewer, and storm sewer purposes to the City of Houston, Texas, and franchised utility providers, and in such easements, or otherwise, to make all agreements and covenants to do and perform all acts and things where, in her judgement, may be necessary expedient, or required to complete this transaction.

WITNESS my hand this _____ day of _____, 2021.

**BOARD OF REGENTS
UNIVERSITY OF HOUSTON SYSTEM**

By: _____
Tilman J. Fertitta
Chairman

By: _____
Beth Madison
Secretary

APPROVED AS TO FORM

By: _____
Dona Hamilton Cornell
General Counsel

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Updates to System Administrative Memorandum (SAM) 01.D.08, Sexual Misconduct Policy

DATE PREVIOUSLY SUBMITTED: N/A

SUMMARY:

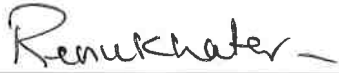
Ms. Dona Cornell, Vice Chancellor for Legal Affairs and General Counsel will provide proposed updates to SAM – 01.D.08, Sexual Misconduct Policy for the University of Houston System to comply with Senate Bill 45 from the 87th Legislative Session.

SUPPORTING DOCUMENTATION: Redline and clean copy of Sexual Misconduct Policy Update

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System



CHANCELLOR

Renu Khator



DATE

**UNIVERSITY OF HOUSTON SYSTEM
ADMINISTRATIVE MEMORANDUM**

SECTION: General Information

NUMBER: 01.D.08

AREA: Legal Affairs

SUBJECT: Sexual Misconduct

1. PURPOSE

This Policy provides the exclusive mechanism for the University of Houston System and its universities (“University”) to manage the non-criminal reporting of Sexual Misconduct, as defined in this Policy, by providing a prompt, fair, and impartial investigation and resolution process.

Consistent with its commitment to addressing Sexual Misconduct, the University complies with Title IX of the Education Amendments of 1972 (“Title IX”), which prohibits discrimination on the basis of sex in Education Programs or Activities, as defined in this Policy, Title VII of the Civil Rights Act of 1964 (“Title VII”), which prohibits sex discrimination in employment, Section 304 of the Violence Against Women Reauthorization Act of 2013 (also known as the Campus Sexual Violence Elimination Act (SaVE Act) and applicable state law, including Texas Education Code §51.259 and §51.295 and Texas Labor Code §21.142. The University also prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

2. POLICY

The University is committed to maintaining and strengthening an educational, working and living environment where students, faculty, staff, visitors, and applicants for admission or employment are free from sex discrimination of any kind. Sexual Misconduct, a form of sex discrimination, is antithetical to the standards and ideals of the University. The University will take appropriate action in an effort to eliminate Sexual Misconduct from occurring, and prevent its recurrence, ~~and~~ and including, but not limited to, taking immediate and appropriate corrective action when a violation occurs which impacts an individual’s employment. Likewise, the University will ~~ACMI~~ address its effects by conducting educational programs, including ongoing prevention and awareness campaigns, designed to promote awareness, reduce risk, and prevent Sexual Misconduct. In implementing this Policy, the University, to the greatest extent practicable, ensures equal access for persons with disabilities.

This Policy includes two separate grievance processes in order to comply with Title IX regulatory requirements and continue to address Sexual Misconduct that occurs outside of Title IX jurisdiction: Title IX Grievance Procedures and UH System Sexual Misconduct Grievance Procedures. The University acknowledges that Sexual Misconduct occurring outside of an Education Program or Activity, as defined in the Title IX regulations and this Policy, can have a direct impact on the campus experience, depriving individuals who experience it of their fundamental ability to live, learn, and work with dignity. It is essential that university environments foster gender equality and provide safe spaces in which all students can learn and all employees can work. Students' equal access to education depends on effective policies and responses by universities to address Sexual Misconduct.

Students and employees may be disciplined under this Policy for Sexual Misconduct on University grounds or off University grounds when the incident occurs in connection with an Education Program or Activity, when the incident has a substantial connection to an employee's duties or the interests of the University, or when the incident poses a threat of serious mental or bodily harm to any member of the University community, even if the student or employee is or may be penalized by civil or criminal authorities for the same act.

3. DEFINITIONS

- 3.1 Actual Knowledge: Notice of actual or alleged Sexual Misconduct to a University's Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. Other officials of the University who have authority to institute corrective measures on behalf of the University include all elementary school employees.
- 3.2 Complainant: An individual who is alleged to be the victim of conduct that could constitute Sexual Misconduct, as defined in this Policy.
- 3.3 Confidential Resource Employee: A University employee designated as a person with whom students may speak confidentially about Sexual Misconduct, who receives information regarding such an incident under circumstances that render the employee's communications confidential or privileged under other law. Such employees include, but are not limited to:
- 3.3.1 The staff of a counseling or health center acting in their capacity as a counseling or health provider; and
 - 3.3.2 Individuals who are associated with the University in the role of a pastoral counselor or confidential advisor acting in that capacity.
- 3.4 Consent: An informed and freely and affirmatively communicated willingness to participate in a particular sexual activity by a capacitated and legally competent

person. See *Section 5 – Consent* for further guidelines on Consent.

- 3.5 Discrimination: Treating an individual or members of a Protected Class less favorably because of their membership in that class or having a policy or practice that has a disproportionately adverse impact on Protected Class members.
- 3.6 Education Program or Activity: Such locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the Title IX Sexual Misconduct occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University, whether such a building or activity is on-campus or off-campus.
- 3.7 Formal Complaint: A document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Misconduct against a Respondent and requesting that the University investigate the allegation(s) of Sexual Misconduct.
 - 3.7.1 A document filed by a Complainant means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing a Formal Complaint.
 - 3.7.2 Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party under this Policy.
- 3.8 Hearing Advisor: An individual acting on behalf of a named party in Title IX Grievance Procedures. Any named party will have the same opportunity to have a Hearing Advisor of their choice present during any hearing held in accordance with the Title IX Sexual Misconduct Grievance Procedures. This Advisor may be an attorney, provided at the party’s expense, with no cost to the University. If an individual is unable to obtain a Hearing Advisor, the University will provide one to any named party at no charge.
- 3.9 Hearing Board: The group of faculty and staff members from which a Hearing Panel may be selected in a UH System Sexual Misconduct hearing.
- 3.10 Hearing Officer: An individual not affiliated with the University who serves over the hearing process in a Title IX Grievance Procedures hearing and issues a Written Determination regarding responsibility and any sanction or remedy as applicable.
- 3.11 Hearing Panel: The four (4) faculty and/or staff members presiding over a hearing in a UH System Sexual Misconduct hearing.

- 3.12 Incapacitation: A person is incapacitated (not legally competent) and cannot consent to sexual activity if the person is unconscious or otherwise unable to resist, is unaware that sexual activity is occurring, and/or does not have the legal capacity to consent.
- 3.12.1 A person may be unable to consent when they are mentally or physically incapacitated because of the influence of drugs, alcohol, or medication and as a result are rendered temporarily incapable of understanding, appraising, or controlling their conduct.
- 3.12.2 A person's incapacity to understand, appraise, or control their conduct may be analyzed based on surrounding factors including, but not limited to, hallucinations, blackouts, seizures, vomiting, slurred speech, disorientation, or lack of physical or mental coordination.
- 3.12.3 When a Respondent has been accused of engaging in sexual activity with an incapacitated person, the perspective of a reasonable person will be applied to determine whether the Respondent knew or should have known about the Complainant's inability to give consent.
- 3.13 Protected Class: A class of persons who are protected under applicable federal or state laws against discrimination and harassment on the basis of race, color, sex (including pregnancy), genetic information, religion, age, national origin, disability, veteran status, sexual orientation, gender identity, and gender expression or any other legally protected status.
- 3.14 Personal Advisor: Any named party is entitled to have one (1) personal advisor of their choice present during any meeting related to the investigation of Sexual Misconduct. This advisor may be an attorney, provided at the party's expense, with no cost to the University. Personal Advisors may not speak on behalf of the individual they are advising or be a witness at any hearing that they attend in the capacity of Personal Advisor or Hearing Advisor. A Personal Advisor may ask to briefly suspend any meetings, interviews, or hearings to provide private consultation related to the meeting or proceeding in process. An individual serving as a Personal Advisor may serve as a Hearing Advisor under Title IX Grievance Procedures.
- 3.15 Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Misconduct.
- 3.16 Responsible Employee: A University employee who has the duty to report incidents of Sexual Misconduct to the Title IX Coordinator or other appropriate designee, or an employee whom an individual could reasonably believe has this duty. Responsible employees include all administrators, faculty, and staff, except Confidential Resource Employees.

- 3.17 Sexual Misconduct: Any conduct defined in this Policy as Title IX Sexual Misconduct or UH System Sexual Misconduct. Please see *Appendix A – Definitions* for more information.
- 3.18 Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent regardless of whether a Formal Complaint has been filed.
- 3.19 Title IX Coordinator: The person who has been designated on each University’s campus to coordinate efforts to comply with and implement this Policy. The Title IX Coordinator is responsible for conducting the administrative investigation of reports of Sexual Misconduct and is available to discuss options, provide support, explain University policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators. The Title IX Coordinators for each University are located here:

University of Houston System/University of Houston
 Assistant VC/VP for Equal Opportunity Services
 (713) 743-8835
<https://www.uh.edu/equal-opportunity/contact/>

University of Houston – Downtown
 Title IX Coordinator
 (713) 221-5771
<https://www.uhd.edu/administration/title-ix-equity-diversity/Pages/default.aspx>

University of Houston – Clear Lake
 Title IX Coordinator
 (281) 283-2305
<https://www.uhcl.edu/policies/title-ix/>

University of Houston – Victoria
 Title IX Coordinator
 (361) 570-4835
<https://www.uhv.edu/title-ix/contact-us/>

- 3.20 Title IX Sexual Misconduct: Please see *Appendix A – Definitions*.
- 3.21 UH System Sexual Misconduct: Please see *Appendix A – Definitions*.
- 3.22 University-Affiliated Activity: Any activity on or off campus that is initiated, aided, authorized, or supervised by the University or by an officially recognized University organization.

- 3.23 University Premises: Buildings or grounds owned, leased, operated, controlled, or supervised by the University.
- 3.24 Written Determination: The Hearing Officer will provide a written decision of responsibility simultaneously to the Title IX Coordinator and the parties. This document will contain both the finding(s) and the sanction(s) or remedies, if applicable.

4. JURISDICTION

- 4.1 The University has jurisdiction over allegations of Sexual Misconduct occurring on the University's premises, at University-Affiliated Activities, and/or where the Respondent or Complainant are either a student, faculty member, staff member, visitor to campus, or applicant for admission or employment. Consistent with its other codes of conduct, the University has jurisdiction over allegations of UH System Sexual Misconduct occurring off campus when the incident has a substantial connection to an employee's duties or the interests of the University, or when the incident poses a threat of serious mental or bodily harm to any member of the University community. Other than the University Police Department which may conduct a criminal investigation as appropriate, the University does not have jurisdiction over allegations between visitors or non-affiliated persons under this Policy.
- 4.2 The University has the discretion to investigate conduct occurring off University premises or at a non-University-Affiliated Activity if either the Complainant or Respondent is University-Affiliated.
- 4.3 Proceedings may continue even if a party is no longer employed with the University. Per state law, proceedings will continue even if a party is no longer a student of the University.
- 4.4 The University's jurisdiction over Title IX Sexual Misconduct is limited to incidents that meet the definition of Title IX Sexual Misconduct as well as the following requirements:
 - 4.4.1 The University received Actual Knowledge of allegations of Title IX Sexual Misconduct;
 - 4.4.2 The allegation of Title IX Sexual Misconduct occurred in an Education Program or Activity including any building owned or controlled by a student organization that is officially recognized by the University, whether such a building or activity is on-campus or off-campus;
 - 4.4.3 The allegation of Title IX Sexual Misconduct occurred against a person in the United States; and

4.4.4 At the time of filing a Formal Complaint, the Complainant had been participating in or attempting to participate in the University's Education Program or Activity.

4.5 If the University is notified that a member of the University community has reported an incident of Sexual Misconduct, but the University does not have jurisdiction to handle the case, the University will still take reasonable steps to ensure the individual's safety while on campus and to offer the individual information about resources both on campus and in the community.

5. CONSENT

5.1 Consent can be expressed either by words or by clear and unambiguous actions, as long as those words or actions create mutually understandable permission regarding the conditions of each instance of sexual activity.

5.2 It is the responsibility of the person who wants to initiate a sexual activity to ensure that they have the consent of the other(s) to initiate each instance of sexual activity before they initiate the sexual activity.

5.3 Consent is active, not passive, and cannot be inferred from the absence of a "no." Without words or actions demonstrating permission, silence, lack of protest, or lack of resistance cannot be assumed to show Consent.

5.4 The existence of a dating relationship or a previous sexual relationship between the persons involved does not provide the basis for an assumption of consent to future sexual activity.

5.5 Being under the influence of drugs and/or alcohol is never a defense for not obtaining consent.

5.6 A person cannot consent if physical force or violence is used or threatened.

5.7 Sexual Misconduct can occur between strangers or acquaintances.

5.8 Alcohol or other drugs can lower inhibitions and create an atmosphere of confusion over whether consent is freely and effectively given. Consent is difficult to discern when a person has ingested alcohol and/or other drugs. Anyone wanting to initiate sexual activity is strongly encouraged to err on the side of caution when either they or the person(s) they want to initiate the activity with appear(s) to be intoxicated or there is reasonable cause to believe any individual is intoxicated.

6. REPORTING INCIDENTS

- 6.1 Any person, regardless of whether they are the alleged victim, may report Sexual Misconduct to the Title IX Coordinator in person, by mail, by electronic mail, by telephone, or by the University's electronic reporting system.
- 6.2 Anonymous Reporting
 - 6.2.1 Alleged victims and others not required to report may report Sexual Misconduct anonymously through the web-based reporting system, the Fraud and Non-Compliance Hotline.
 - 6.2.2 The web address for the Fraud and Non-Compliance Hotline is:
<https://app.convercent.com/en-us/LandingPage/b3d1c670-e06c-e711-80cf-000d3ab0d899>
 - 6.2.3 Reports received through this site will be reviewed and investigated if sufficient information is provided to conduct an investigation.
 - 6.2.4 The University will work with anyone who is identified via a Fraud and Non-Compliance report or subsequent investigation to provide anonymity to the full extent possible under this Policy.
 - 6.2.5 Upon receipt of an anonymous report that implicates this Policy, the Title IX Coordinator will invite the reporter to formalize the report into a Formal Complaint. While Supportive Measures are available to anonymous reporters without filing a Formal Complaint, finding(s) and sanction(s) or remedies, if applicable, require a Formal Complaint as described in *Appendix B and C*.
 - 6.2.6 If the anonymous reporter declines to pursue a Formal Complaint, the Title IX Coordinator may pursue a complaint on behalf of the University after considering the factors explained in *Section 14.2.3*.
 - 6.2.7 Complainants have the right to decide if and when they report the incident(s) to the University, law enforcement, or to any other member of the University community. The University strongly encourages individuals to access services, such as counseling and medical help, that can respond to the immediate mental and physical impact of an act of Sexual Misconduct. Individuals can access these services regardless of whether they report what happened.
- 6.3 The University strongly encourages reporting as soon as possible. Prompt reporting may preserve options that delayed reporting does not, including immediate police response and the preservation of physical evidence that may be necessary to prove an alleged criminal offense or to obtain a protective order.

- 6.4 Once an individual alerts the University of an alleged violation of this Policy the Complainant will be provided with written information including this Policy, their rights, reporting options, and support resources regardless of whether the incident(s) occurred on or off campus.
- 6.5 Complainants have multiple options regarding the involvement of law enforcement and campus authorities, including:
- The option to notify proper law enforcement authorities including on campus and local police;
 - The option to be assisted by campus authorities in notifying law enforcement authorities; and
 - The option to decline to notify such authorities.
- 6.6 Anyone can receive information about this Policy, their rights under the Policy, reporting options, and support resources without disclosing facts related to the alleged incident.
- 6.7 Each University may have their own programs and services related to the issues covered by this Policy so there may be additional resources for information on your campus.

7. EMPLOYEE REQUIRED REPORTING

- 7.1 To comply with Texas Education Code Chapter 51, an employee of the University who, in the course and scope of their employment, witnesses or receives information regarding the occurrence of an incident that the employee reasonably believes constitutes Sexual Misconduct and is alleged to have been committed by or against a person who was a student enrolled at or an employee of the University at the time of the incident regardless of when or where the incident occurred shall promptly report the incident to the University's Title IX Coordinator.
- 7.2 This section does not apply to an incident in which the employee was a victim of Sexual Misconduct.
- 7.3 A Confidential Resource Employee, in making a report under this section, will state only the type of incident reported and may not include any information that would violate someone's expectation of privacy.
- 7.4 In addition, some individuals who are not Responsible Employees who must share reports under this section with the Title IX Coordinator include, but are not

limited to:

- Elected Members of Student Government Associations; and
- Individuals, including students, serving as responsible persons, even if they are volunteers, at a University Education Program or Activity. These individuals could be teaching assistants, graduate assistants, research assistants, chaperones, peer mentors, or retreat counselors. These individuals are required to report because they are either in a position to do something about the alleged action(s), may be perceived to be able to do something about the alleged action(s), or would otherwise have to report known or suspected incidents of Sexual Misconduct.

7.5 Anyone who is required to report known or suspected violations of this Policy must promptly contact the Title IX Coordinator and disclose what they know about the alleged incident(s). Even if a required reporter is a Campus Security Authority and must provide a report to law enforcement or other campus departments, the reporter must also directly notify the Title IX Coordinator as soon as possible.

7.6 Reports should include all information concerning the incident known to the reporting person, including all relevant details such as the following:

- The name of the Respondent (if known) and any affiliation with the University (if known);
- The name of the Complainant and any affiliation with the University (if known);
- The names of other people who may be involved;
- Relevant facts, including date, time, and location of the incident(s); and
- Whether a Complainant has expressed a desire for confidentiality in reporting the incident.

7.7 The University will comply with all applicable state laws regarding mandatory reporting for known or suspected abuse, neglect, or exploitation of a child or a vulnerable adult.

7.8 Individuals who are not required to report and who are not bound by state confidentiality laws are still encouraged to report known or suspected violations of this Policy and may do so through the methods listed in this Policy.

- 7.9 Public awareness events such as “Take Back the Night,” candlelight vigils, protests, “survivor speak outs,” or other forums in which members of the community disclose incidents of violations of this Policy are not considered notice to the University for the purpose of triggering its obligation to investigate.

However, information regarding rights under this Policy will be available to anyone who discloses Sexual Misconduct at one of these types of events.

- 7.10 Reporting to Outside Entities: An individual wishing to make a complaint may also contact the U.S. Department of Education, Office for Civil Rights (OCR), to complain of sex discrimination, including Sexual Misconduct:

Office for Civil Rights
U.S. Department of Education
1999 Bryan Street, Suite 1620
Dallas, Texas 75201
Phone: (214) 661-9600
Fax: (214) 661-9587
Email: OCR.Dallas@ed.gov

Employees may also contact the U.S. Equal Employment Opportunity Commission to complain of sex discrimination, including Sexual Misconduct:

U.S. Equal Employment Opportunity Commission
Houston District Office
1919 Smith Street, 6th Floor
Houston, Texas 77002
Phone: (800) 669-6820
Fax: (713) 651-4987

8. IMMEDIATE ASSISTANCE

- 8.1 Medical Assistance: An individual who experiences any form of Sexual Misconduct is encouraged to seek immediate medical care. Preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, individuals who have experienced a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within 120 hours of the incident. With the examinee’s consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, please go to the nearest hospital that provides SAFE services. For more

information about the SAFE, see the University of Houston System's webpage dedicated to resources and reporting information related to sexual misconduct.

The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases in which a report will not be made to the police, the Office of the Attorney General. This does not include fees related to medical treatment that are not a part of the SAFE. An individual who experiences any form of sexual, domestic, or dating violence is encouraged to seek immediate medical care because they may be prescribed medications to prevent sexually transmitted infections and/or pregnancy even if the police are not contacted or if a SAFE is not performed.

- 8.2 Police Assistance: Because the prohibited actions outlined in this Policy may also constitute a criminal act(s), individuals seeking emergency assistance or who want to file a criminal report may contact their University police department or the appropriate local law enforcement agency. In addition to any possible criminal action, the University Police will forward notice of the report to the Title IX Coordinator. Reporting to the police helps maintain future options regarding criminal prosecution. Generally, when the victim reports the incident, a police officer will take a statement from the victim regarding what happened. An adult victim can request that their identity be kept confidential. Anyone wishing to file a report with University police can make a report to their University's Police Department as noted below:

- University of Houston Campus Police Department
<http://www.uh.edu/police>
 713-743-3333
 - University of Houston – Sugar Land
 A campus security station is located in BH 174 and the AMG lobby.
 Security can be reached at the duty desk at 832-842-2929.
- University of Houston - Clear Lake Police Department
<http://www.uhcl.edu/police>
 281-283-2222
 - University of Houston Clear Lake – Pearland
 281-283-2222
- University of Houston - Downtown Police Department
<http://www.uhd.edu/police-department/Pages/default.aspx>
 713-221-8911
 - University of Houston - Downtown Off-campus Locations (UHD @LSC
 Cy-Fair, UHD@LSC Kingwood and Northwest)
 281-290-5911; <https://www.lonestar.edu/campus-police.htm>

- University of Houston – Victoria
<http://www.uhv.edu/police/>
361-570-4357
 - University of Houston – Katy
A campus security station is located on the first floor lobby of the UH and UHV – Katy campus. Security can be reached at the duty desk at 832-841-3911.

8.3 Counseling Assistance: A person who has experienced sexual violence is strongly encouraged to seek medical and psychological care even if they do not plan to request a Sexual Assault Forensic Exam (SAFE) or report the assault to the police.

8.4 Complainants will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available both within the University and in the community.

9. SUPPORTIVE MEASURES, EMERGENCY REMOVAL, & LEAVE DURING AGENCY INVESTIGATION

9.1 Supportive Measures

9.1.1 Once the Title IX Coordinator receives a report of an alleged act of Sexual Misconduct, the Title IX Coordinator will promptly contact the Complainant and Respondent in writing to discuss the availability of Supportive Measures, consider the Complainant's and Respondent's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without filing a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint.

9.1.2 The University will treat the parties equitably by offering Supportive Measures to Complainants and Respondents.

9.1.3 Supportive Measures are offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent.

9.1.4 The University's Supportive Measures are designed to restore or preserve equal access to the University's Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational, living, and working environment, or to deter Sexual Misconduct.

9.1.5 Supportive Measures may include, but are not limited to:

- Counseling for a Complainant or Respondent through a University-affiliated counseling center while the processes outlined in this Policy are ongoing;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort and transportation services;
- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence; or
- Increased security and monitoring of certain areas of the campus.

9.1.6 The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

9.1.7 The University will honor any order of protection, no-contact order, restraining order, or similar lawful order issued by any criminal, civil, or tribal court.

9.1.8 Failure to adhere to the parameters of any Supportive Measure may be considered a separate violation of this Policy and may result in disciplinary action.

9.2 Emergency Removal & Leave During Agency Investigation

9.2.1 Once the Title IX Coordinator receives a report of an alleged act of Sexual Misconduct, the Title IX Coordinator will undertake an individualized safety and risk analysis to determine whether an immediate threat to the physical health or safety of any student, employee, or other individual arising from the allegations of Sexual Misconduct justifies emergency removal or Leave During Agency Investigation pending further investigation. At the conclusion of the safety and risk analysis, the Title IX Coordinator will make a recommendation for removal to the appropriate office. The appropriate office will provide Respondent with notice and an opportunity to challenge the decision immediately following their removal.

9.2.2 An employee Respondent may be placed on Leave During Agency Investigation, in accordance with the University's policy and procedures

on employee Leave During Agency Investigation during the pendency of a grievance process, as outlined in this Policy.

10. DISMISSALS AND GRIEVANCE PROCEDURES

10.1 Classification of Alleged Sexual Misconduct

10.1.1 Before, during, or after the completion of the investigative report, the Title IX Coordinator will make a determination on the classification of the alleged Sexual Misconduct, in order to determine the appropriate procedures prescribed in this Policy.

10.1.2 For purposes of determining the appropriate grievance procedure, jurisdiction, and dismissal requirements, the Title IX Coordinator will determine whether the Sexual Misconduct is classified as either Title IX Sexual Misconduct or UH System Sexual Misconduct, both as defined in this Policy.

10.2 Title IX Sexual Misconduct

10.2.1 If the Title IX Coordinator determines that the alleged Sexual Misconduct constitutes Title IX Sexual Misconduct, the requirements in this section will apply, including the Title IX Grievance Procedures, jurisdiction, and dismissal requirements. The Title IX Coordinator may dismiss a Formal Complaint from the Title IX Grievance Procedures that does not meet the jurisdictional requirements as described below at any time.

10.2.2 Title IX Dismissals

A. Permissive Dismissals – A Formal Complaint may be dismissed from the Title IX Grievance Procedures if:

- A party is no longer employed with the University;
- A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegation therein;
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the allegations contained in the Formal Complaint;

- The Complainant expressly or by action declines to cooperate with the investigation;
- An appropriate resolution or remedy has already been achieved; or
- The University no longer has control over an employee Respondent and, when appropriate, remedies have been offered to the Complainant.

B. Mandatory Dismissals

- A Formal Complaint must be dismissed from the Title IX Grievance Procedures when the conduct alleged would not constitute Title IX Sexual Misconduct as defined in this Policy.
- While the University must dismiss a Formal Complaint from the Title IX Grievance Procedures when the Formal Complaint does not meet the jurisdictional or definition requirements for purposes of Title IX Sexual Misconduct, such a dismissal does not preclude action under another provision of this Policy or the University's codes of conduct.
- The University will simultaneously notify the parties of dismissal of a Formal Complaint from the Title IX Grievance Procedures as well as the reasons for dismissal.
- The parties may appeal a Title IX dismissal through the process described in the Written Appeals section of *Appendix B – Title IX Grievance Procedures*.

10.3 UH System Sexual Misconduct

10.3.1 If the Title IX Coordinator determines that the alleged Sexual Misconduct constitutes UH System Sexual Misconduct, as defined in this Policy, the requirements in this section will apply, including the grievance procedure, jurisdiction, and dismissal requirements.

10.3.2 UH System Sexual Misconduct Dismissals

- A. The University reserves the right to dismiss a Formal Complaint from the UH System Sexual Misconduct Grievance Procedure for

the following non-exclusive reasons:

- The Complainant expressly or by action declines to cooperate with the investigation;
- An appropriate resolution or remedy has already been achieved; or
- The University no longer has control over the Respondent if they are an employee and, when appropriate, remedies have been offered to the Complainant.

10.3.3 If the University decides to not proceed with a Formal Complaint under the UH System Sexual Misconduct Grievance Procedure, the University will notify the Complainant within five (5) business days of the decision explaining the reason(s) for this decision. This notification will also include a statement informing the Complainant of their ability to file a new complaint with additional information and this new complaint will be assessed on its own merits.

11. CONFIDENTIALITY

- 11.1 The University will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Misconduct, any Complainant, any Respondent, and any witnesses, except as may be necessary to conduct an investigation, hearing, or judicial proceeding, or except as permitted by FERPA.
- 11.2 If a party is a student, the student will need to sign a FERPA Release form for the Personal or Hearing Advisor to be present at any meeting or proceeding. The FERPA Release allows staff to speak freely about the student's case when the Personal or Hearing Advisor is present. The student may revoke the FERPA release in writing if they choose to no longer have the individual serve as their Personal or Hearing Advisor or have access to the matter.
- 11.3 The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.
- 11.4 The University will protect the anonymity of all individuals involved in a report or a Formal Complaint by refusing to disclose their identifying information to anyone outside the University to the maximum extent permitted by law.
- 11.5 The University has great respect for the privacy of the parties identified in a report or Formal Complaint. Under state law, however, Responsible Employees

who receive information of alleged Sexual Misconduct must share that information with the Title IX Coordinator. As such, the University may need to act to maintain campus safety and must determine whether to investigate further, regardless of the Complainant's request for confidentiality or request to not investigate a report submitted to the Title IX Coordinator.

- 11.6 In making determinations regarding requests for confidentiality including Complainants' requests to not investigate, dismiss Formal Complaints, and/or to not disclose identifying information to Respondents, the Title IX Coordinator must deliberately weigh the rights, interests, and safety of the Complainant, the Respondent, and the campus community. The University must consider the following non-exclusive factors when determining whether to investigate an alleged incident of Sexual Misconduct:
- The seriousness of the alleged incident;
 - Whether the University has received other reports of alleged Sexual Misconduct by the alleged Respondent;
 - Whether the alleged incident poses a risk of harm to others; and
 - Any other factors the University determines relevant.
- 11.7 Under state law, if the Complainant requests in writing that the University not investigate a report, the University must inform the Complainant of the decision whether or not to investigate.
- 11.8 When a Formal Complaint is signed by the Title IX Coordinator rather than filed by a Complainant, the University is required to send both parties details about the allegations, including the identity of the parties, if known. If the Complainant's identity is unknown, the grievance process under this Policy may proceed if the Title IX Coordinator determines it is necessary to sign a Formal Complaint, even though the written notice of allegations required in this Policy does not include the Complainant's identity.
- 11.9 Community-based programs not affiliated with the University may also be confidential resources and would follow their own policies and procedures regarding reporting duties.
- 11.10 The University will protect the confidentiality of Complainants and other necessary parties while ensuring Clery Act statistical reporting requirements, specifically, such reporting will be done without inclusion of personally identifying information about a Complainant.

12. SELF-HELP

- 12.1 An individual who believes that they are the subject of unlawful Sexual Misconduct may choose to deal with the alleged offender directly through a face-to-face discussion, a personal telephone conversation, e-mail correspondence, or letters. In some cases, this approach may resolve the situation; in others, it may be ineffective or place the individual in an uncomfortable, insecure, or compromised position.
- 12.2 Under no circumstances should an individual feel pressured to address the alleged offender directly or handle the matter alone, and a decision not to confront a person alleged to be discriminatory or harassing will not be treated negatively under this Policy.

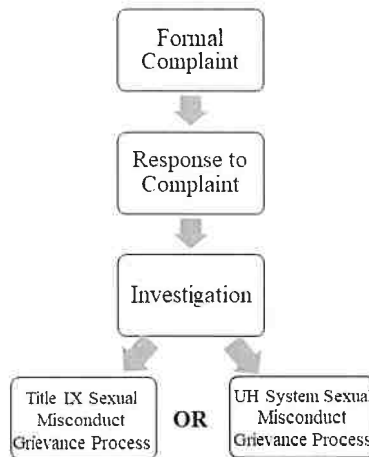
13. PRELIMINARY RESPONSE PROCEDURES

- 13.1 A report of a violation of this Policy does not automatically begin the formal grievance procedures outlined in this Policy. A Complainant who reports an incident of Sexual Misconduct may seek a formal grievance process by filing a Formal Complaint as described in *Section 14* of this Policy.
- 13.2 The University will determine the appropriate preliminary response to each report based on the information available at the time of the report and, whenever possible, with the input of the Complainant.
- 13.3 When the University receives a report regarding an alleged violation of this Policy, it will take reasonable measures to do the following:
- Contact the Complainant and the Respondent to notify them of their rights and options under this Policy;
 - Implement any appropriate Supportive Measures; and
 - Conduct a preliminary investigation, as appropriate.
- 13.4 Anyone who reports Sexual Misconduct will be notified of their right to speak to the appropriate law enforcement agency and file a report for possible criminal prosecution.
- 13.5 The processes outlined in this Policy is separate from any criminal proceeding related to the reported behavior and may occur while criminal proceedings are ongoing.
- 13.6 Proceedings under this Policy will not be dismissed or delayed because criminal prosecution is pending, criminal charges have been dismissed, or the criminal

charges have been reduced.

14. FILING A FORMAL COMPLAINT & INVESTIGATION

14.1 If a Complainant wishes to pursue official University action against a Respondent for alleged Sexual Misconduct, they may follow the steps described in this section to file a Formal Complaint, which will initiate an investigation. At the end of the investigation, the Title IX Coordinator will make a determination on which grievance process (as described in *Section 15 and 16* of this Policy) is appropriate based on jurisdictional requirements.



*This graphic explains the formal complaint progress. A Complainant files a formal complaint, the Respondent(s) have an opportunity to provide a written or verbal Response, the Title IX office performs an investigation, and the Title IX office will inform the parties of which grievance process will apply based on jurisdictional requirements.

14.2 Filing a Formal Complaint

14.2.1 A Complainant may file a Formal Complaint alleging Sexual Misconduct with the Title IX Coordinator in person, by mail, by electronic mail, or by the University’s electronic reporting system.

14.2.2 The University does not limit the timeframe for filing a report or Formal Complaint of Sexual Misconduct, although the University’s ability to take any action may be limited because of the passage of time.

14.2.3 Even in the absence of a Formal Complaint, some circumstances may require the Title IX Coordinator to initiate a Formal Complaint in order to protect the University community. If the Title IX Coordinator initiates a Formal Complaint, the Title IX Coordinator is not a Complainant or

otherwise a party. The decision for the Title IX Coordinator to file a Formal Complaint is not taken lightly and will be determined based on various factors including, but not limited to, the type of actions alleged in the report, prior reports received, the potential for repeated behavior, and/or the potential on-going risk to the non-participating Complainant and/or the University community.

- 14.2.4 If the Title IX office determines that the Formal Complaint does not contain alleged conduct that constitutes Sexual Misconduct as defined in this Policy, the Title IX office will endeavor to determine whether other codes of conduct or University policies might have been implicated by the alleged conduct and refer accordingly.
- 14.2.5 Once a Formal Complaint is filed, if the Complainant decides that they want to withdraw the Formal Complaint, the University's investigation may still proceed.
- 14.2.6 The University may consolidate Formal Complaints as to the allegations of Sexual Misconduct against more than one Respondent, or by more than one Complainant against one or more Respondents, where the allegations of Sexual Misconduct arise out of the same facts or circumstances.

14.3 Written Notice to the Parties

- 14.3.1 After receipt of a Formal Complaint, the Title IX Coordinator will provide written notice to the parties within five (5) business days, which will include, but is not limited to:
 - Notice of the University's Title IX Grievance Procedure, if applicable, including information about the Informal Resolution process;
 - Notice of the allegations that may constitute Sexual Misconduct;
 - Sufficient details, including the identities of the parties involved in the incident, the conduct allegedly constituting Sexual Misconduct, and the date and location of the alleged incident, if known;
 - A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
 - Notice that the parties may have a Personal Advisor of their choice who may be, but is not required to be, an attorney;

- Notice that the parties may inspect and review evidence, in accordance with applicable policies; and

Notice of any provision of the University's code of conduct or other policy that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

14.4 Response to a Formal Complaint

14.4.1 A Respondent's response to a Formal Complaint is due to the Title IX office within five (5) business days from the date the Title IX office sent it to the Respondent. The Title IX office may grant an extension for good cause.

14.4.2 The response should address and respond to the specific allegations made in the Formal Complaint and can include any other rebuttal information or evidence.

14.4.3 A response may be provided in writing or through an in-person interview with the investigator(s).

14.4.4 While a Respondent is not required to provide a response to the Formal Complaint or answer questions related to the investigation, this will not stop the Formal Complaint process. Failure to acknowledge receipt of the Formal Complaint may be considered a violation of University policy and could result in additional action.

14.5 Informal Resolution (Optional)

14.5.1 If a Formal Complaint alleges a violation of this Policy, the Title IX Coordinator may choose to offer the parties an informal process that resolves the Formal Complaint without completing the grievance process. The option to informally resolve a Formal Complaint depends on whether the University determines that informal resolution may be appropriate and whether both parties voluntarily agree to attempt informal resolution.

14.5.2 If informal resolution is offered by the Title IX Coordinator, the parties are not required to accept this process. If the parties choose to accept the informal resolution process, they must provide their written consent to the Title IX Coordinator.

14.5.3 The informal resolution offered by the Title IX Coordinator may encompass a broad range of conflict resolution strategies, including, but not limited to:

- Alcohol education classes;

- Regular meetings with an appropriate University official(s);
- Permanent extension of a mutual no contact directive;
- Restriction from participation in student organizations;
- University-led training sessions; and
- Counseling sessions.

14.5.4 Any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to a Formal Complaint at any time prior to agreeing to a resolution.

14.5.5 If an informal resolution is accepted by the parties in writing, the Title IX Coordinator will provide the parties written notice of the following:

- The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming the grievance process with respect to a Formal Complaint arising from the same allegations;
- At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint; and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

14.5.6 Any final resolution pursuant to the informal resolution process will be documented and kept for seven (7) years as required by law. However, no recording of the informal resolution process will be made and any statements made during the informal resolution process may not be used for or against either party. Failure to comply with an informal resolution agreement may result in disciplinary action.

14.5.7 Informal resolution may **not** be used to resolve Sexual Misconduct allegations where a University employee is alleged to have engaged in Sexual Misconduct against a student. Under certain circumstances, a student may be considered an employee.

14.6 Investigation

- 14.6.1 Absent extenuating circumstances, a Sexual Misconduct investigation will begin upon receipt of a Formal Complaint of alleged Sexual Misconduct. A preliminary investigation may begin prior to receiving a response from a Respondent.
- 14.6.2 Title IX investigator(s) will attempt to gather evidence and interview the Complainant, the Respondent(s), and any witnesses, including those identified by the Complainant and Respondent, as appropriate.
- 14.6.3 Both Complainant and Respondent will be provided equal opportunity to present witnesses and other inculpatory and exculpatory evidence.
- 14.6.4 Both Complainant and Respondent will be provided equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source.

14.7 Inspection of Evidence and Investigative Report

- 14.7.1 Prior to the completion of the investigative report, the Title IX investigator(s) will send to each party and their Advisor, if any, a draft copy of the investigative report and all evidence obtained as part of the investigation, including all inculpatory or exculpatory evidence.
- 14.7.2 The parties will be given ten (10) business days to review the draft report and evidence and provide a written response before the investigative report becomes final.
- 14.7.3 The Title IX investigator(s) will finalize the investigative report after considering the responses from the parties and will provide a copy to the parties and their Personal Advisors, if any, at least ten (10) business days prior to the hearing.

15. TITLE IX SEXUAL MISCONDUCT GRIEVANCE PROCEDURE

- 15.1 If the alleged Sexual Misconduct is found to be considered Title IX Sexual Misconduct, the Title IX Grievance Procedure, described in *Appendix B* of this Policy, will apply.

16. UH SYSTEM SEXUAL MISCONDUCT GRIEVANCE PROCEDURE

- 16.1 If the alleged Sexual Misconduct is found to be considered UH System Sexual Misconduct, the UH System Sexual Misconduct Grievance Procedure, described in *Appendix C* of this Policy, will apply.

17. RETALIATION PROHIBITED

- 17.1 The University takes reports of Sexual Misconduct very seriously and will not tolerate retaliation against those who in good faith make such reports or participate in the investigation or adjudication process.
- 17.2 No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any rights or privilege secured in this Policy or because the individual has made a report or Formal Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.
- 17.3 Any person who believes that they have been subjected to retaliation should immediately report this concern to the Title IX Coordinator.
- 17.4 If an individual makes a materially false statement in bad faith during the course of a grievance procedure under this policy, this conduct may constitute a violation through a separate University policy. A finding through a separate policy does not constitute retaliation prohibited in this section. However, a determination of responsibility under the Sexual Misconduct, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

18. IMMUNITY

- 18.1 To encourage reporting, the University will not take any disciplinary action against a student enrolled at the University who in good faith reports being the victim of, or a witness to, an incident of Sexual Misconduct for a violation under the University's Student Code of Conduct for conduct by the student occurring at or near the time of the incident, regardless of the location at which the incident occurred or the outcome of the University's disciplinary process regarding the incident, if any. The University may investigate to determine whether a report of an incident of Sexual Misconduct was made in good faith. A determination that a student is entitled to amnesty is final and may not be revoked.
- 18.2 A person employed by or enrolled at the University acting in good faith who reports or assists in the investigation of a report of an incident of alleged Sexual Misconduct, or who testifies or otherwise participates in the Formal Complaint process, will not be subjected to any disciplinary action by the University for any violation by the person of the University's code of conduct reasonably related to the incident for which suspension or expulsion from the institution is not a possible punishment. Decisions regarding immunity are made by the Title IX Coordinator in conjunction with the appropriate sanctioning body.
- 18.3 Immunity, as described in this section, does not apply to individuals who participate or assist in the reported alleged incident.

19. ALLEGATIONS INVOLVING UNIVERSITY-AFFILIATED ORGANIZATIONS

- 19.1 If a report is made alleging that a University-Affiliated organization has violated this Policy, the Title IX Coordinator will make a referral to the appropriate administrative department and/or adjudicative body over that organization to ensure a timely, equitable process to determine if an organization violated relevant University policies.
- 19.2 If a report is made involving an organization, The Title IX Coordinator will seek to identify any individuals who may be involved. The Title IX Coordinator will, in collaboration with the Complainant whenever possible, determine whether a Formal Complaint under this Policy will be filed against any identified individuals.
- 19.3 The Title IX Coordinator will work in partnership with the appropriate adjudicative body should there be concurrent investigations involving individuals and organizations, including, but not limited to, sharing information with appropriate University administrators who have a legitimate need to know.

20. NON-PARTICIPATING COMPLAINANTS

- 20.1 Non-participating complainants, individuals who decline to serve as a Complainant as per *Section 14*, will maintain certain rights per this Policy.
- 20.2 When the Title IX Coordinator pursues a Formal Complaint on behalf of the University, it will work with the non-participating complainants to the extent they are willing and/or able to participate.
- 20.3 Non-participating complainants receive the same notifications as the Complainant and Respondent as outlined in *Appendix B* and *Appendix C* of this Policy, unless they request otherwise.
- 20.4 Non-participating complainants always maintain the right to reasonable Supportive Measures as outlined in Section 9 of this Policy.
- 20.5 Non-participating complainants do not have appeal rights as per this Policy.

21. ADDITIONAL INTERVENTIONS

- 21.1 When a report is received alleging a violation of this Policy, the University will take appropriate steps to assess whether additional actions, beyond a formal investigation and possible disciplinary sanctions, are appropriate, regardless of whether a Formal Complaint is filed or a finding of violation made.
- 21.2 Actions may respond to the specific needs of impacted persons and/or may address the needs of the University community to respond to immediate and long-

term concerns regarding personal safety, academic success, and emotional well-being.

21.3 Actions may include extending Supportive Measures provided to impacted persons such as those listed in Section 9 or new actions taken to respond to immediate and long-term concerns regarding personal safety, academic success, and emotional well-being.

21.4 Actions to address the needs of the University community may include, but are not limited to, training (both targeted training and campus-wide programs), campus safety assessments, campus climate surveys, and evaluation of policies and procedures.

22. ADMINISTRATIVE REPORTING

22.1 Not less than once every three months, the Title IX Coordinator of the University shall submit to the University's chief executive officer a written report on the reports received for the institution's reporting period. The report shall include the following information: the investigation of reports; the disposition, if any, of any disciplinary processes arising from reports; and the reports for which the institution determined not to initiate a disciplinary process, if any.

22.1.1 The Title IX Coordinator will immediately report to the University's chief executive officer any incident in which the Title IX Coordinator has cause to believe that the safety of any person is in imminent danger as a result of the incident.

22.2 At least once annually during either the fall or spring semester the chief executive officer of the University shall submit to the University's Board of Regents and post on the University's website a report concerning the reports received from the Title IX Coordinator.

23. COMPLIANCE

23.1 The chief executive officer of the University shall annually certify in writing to the Coordinating Board, in October of each year, that the institution is in substantial compliance with Texas Education Code Subchapter E-2 (Sections 51.251-51.260).

24. TRAINING

24.1 Investigator(s) will receive training at least annually on issues related to Sexual Misconduct and how to conduct the processes outlined in this Policy while being both trauma-informed and impartial, while protecting the safety of those involved and promoting accountability.

- 24.2 Members of the University’s Hearing Board and Hearing Officers will receive training at least annually on issues related to Sexual Misconduct. These individuals will also receive training regarding the role of the Title IX office to enforce this Policy, best practices for hearings and hearing panelists, and their role in ensuring and promoting safety, due process, and accountability.
- 24.3 The University will provide training for all incoming students and new employees that increase their knowledge about this Policy, their rights, and resources, as well as strategies to prevent violence, promote safety, and reduce perpetration. Employees will receive initial mandatory training within thirty (30) days of their hire date and supplemental training every two (2) years.
- 24.4 The University will provide training for Title IX Coordinators, investigators, Hearing Officers, and any person designated by the University to facilitate an informal resolution process as required by Title IX.

25. REVIEW AND RESPONSIBILITY

Responsible Party: Vice Chancellor for Legal Affairs and General Counsel

Review: Every two years

26. APPROVAL

Approved: Dona Cornell
Vice Chancellor for Legal Affairs and General Counsel

Renu Khator
Chancellor

Date: August 13, 2020

APPENDIX A – Definitions

This chart provides clarity on the definitions of acts which constitute Sexual Misconduct under Title IX and UH System Policy. ***Please note, for Title IX Sexual Misconduct the alleged conduct must meet the jurisdictional requirements described in Section 4.4 – Jurisdiction. In other words, the conduct alleged must occur in the United States, on campus or at a University affiliated building or event, while the Complainant is attempting to participate in a University program.**

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
<i>Dating Violence</i>	<p>*As defined in 34 U.S.C. 12291(a)(10). Dating Violence means violence committed by a person:</p> <ul style="list-style-type: none"> • Who is or has been in a social relationship of a romantic or intimate nature with the victim; and • Where the existence of such relationship shall be determined based on a consideration of factors such as the length of relationship, type of relationship, and frequency of interaction between the persons involved in the relationship. 	<p>As defined in 34 U.S.C. 12291(a)(10). Dating Violence means violence committed by a person:</p> <ul style="list-style-type: none"> • Who is or has been in a social relationship of a romantic or intimate nature with the victim; and • Where the existence of such relationship shall be determined based on a consideration of factors such as the length of relationship, type of relationship, and frequency of interaction between the persons involved in the relationship.
<i>Domestic Violence</i>	<p>*As defined in 34 U.S.C. 12291(a)(8). Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim:</p> <ul style="list-style-type: none"> • By a person with whom the victim shares a child in common; • By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; • By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the of the State of Texas http://www.statutes.legis.state.tx.us/SOTWDocs/CR/htm/CR.5.htm; or • By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction. 	<p>As defined in 34 U.S.C. 12291(a)(8). Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim:</p> <ul style="list-style-type: none"> • By a person with whom the victim shares a child in common; • By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; • By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the of the State of Texas http://www.statutes.legis.state.tx.us/SOTWDocs/CR/htm/CR.5.htm; or • By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
<i>Non-Consensual Sexual Touching</i>	<p>*Please see the definition of Sexual Assault and/or Sexual Harassment below.</p>	<p>A form of sexual harassment that consists of any intentional touching in a sexual manner, however slight or momentary, or</p>

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
		<p>the use of an object to touch another in a sexual manner. Examples include, but are not limited to:</p> <ul style="list-style-type: none"> • Unwanted touching of a sexual nature; or • Use of force or intimidation to make someone else engage in non-consensual sexual touching.
<i>Quid Pro Quo</i>	<p>An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct.</p>	<p>Please see definition of Sexual Harassment below.</p>
<i>Sexual Assault</i>	<p>*As defined in 20 U.S.C. 1092(f)(6)(A)(v). Sexual Assault means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.</p> <p>Forcible Sex Offenses:</p> <ul style="list-style-type: none"> • Rape is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. • Sodomy is oral or anal sexual intercourse with another person without the consent of the victim. • Sexual assault with an object is the penetration, no matter how slight, of the genital or anal opening of the body of another person without the consent of the victim. An object is anything used by the offender other than the offender's genitalia. • Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity. <p>Non Forcible Sex Offenses:</p> <ul style="list-style-type: none"> • Incest is sexual intercourse between persons who are related to each 	<p>Sexual intercourse that occurs without consent. Examples include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Penetration, however slight, of an orifice (anal, vaginal, oral) with the vulva, anus, or mouth, by a penis, finger, or other object; • Other acts of oral sex or anal stimulation; or • Knowingly exposing a person to and/or transmitting a sexually-transmitted infection or HIV/AIDS to another person.

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
	<p>other within the degrees wherein marriage is prohibited by law.</p> <ul style="list-style-type: none"> • Statutory Rape is sexual intercourse with a person who is under the statutory age of consent. 	
<i>Sexual Exploitation</i>	<p>*Sexual Exploitation as defined under UH System Sexual Misconduct that constitutes sexual harassment so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s Education Program or Activity.</p>	<p>Sexual Exploitation is a form of sexual harassment that occurs when a party takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other Sexual Misconduct offenses. Examples can include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Prostituting or sex trafficking another; • Non-consensual recording, photographing, or transmitting intimate or sexual utterances, sounds, or images electronically or by other means without the knowledge and consent of all parties involved; • Voyeurism or watching or recording someone when that person is in a place where they would have a reasonable expectation of privacy; • Going beyond the boundaries of consent (such as engaging in actions that were not consented to during an otherwise consensual encounter); or • Distributing intimate or sexual images about another person without that person’s consent, even if the images were obtained consensually.
<i>Sexual Harassment</i>	<p>*Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s Education Program or Activity.</p>	<p><u>Broadly speaking, Sexual Harassment is</u> <u>subjecting an individual on the basis of her or his membership in a Protected Class to unlawful severe, pervasive, or persistent treatment that constitutes:</u></p> <ul style="list-style-type: none"> • Humiliating, abusive, or threatening conduct or behavior

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
		<p>that denigrates or shows hostility or aversion toward an individual or group;</p> <ul style="list-style-type: none"> • An intimidating, hostile or abusive learning or; living or working environmentenvironment, or an environment that alters the conditions of learning; or livingor working; or • An unreasonable interference with an individual’s academic or work performance. <p><u>In the employment setting, Sexual Harassment includes an unwelcome sexual advance, a request for sexual favor, or any other verbal or physical conduct of a sexual nature if:</u></p> <ul style="list-style-type: none"> • <u>Submission to the advance, request, or conduct is made a term or condition of an individual’s employment, either explicitly or implicitly;</u> • <u>Submission to or rejection of the advance, request, or conduct by an individual is used as the basis for a decision affecting the individual’s employment;</u> • <u>The advance, request, or conduct has the purpose or effect of unreasonably interfering with an individual’s work performance; or</u> • <u>The advance, request, or conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.</u> <p>[ACM2]</p> <p>Examples that could satisfy this legal standard include, but are not limited to: epithets or slurs, negative stereotyping, threatening, intimidating or hostile acts, denigrating jokes and display or circulation (including through e-mail) of written or graphic material in the learning, living, or working environment.</p>

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
<i>Sexual Intimidation</i>	*Sexual Intimidation as defined under UH System Sexual Misconduct that constitutes sexual harassment so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s Education Program or Activity.	Sexual Intimidation is a form of sexual harassment that involves threatening another with behavior of a sexual nature. Examples of this include, but are not limited to, engaging in indecent exposure (aka “flashing”), or transmitting or displaying a nude image where the action was unsolicited and a reasonable person would feel threatened or intimidated.
Stalking	*As defined in in 34 U.S.C. 12291(a)(30). Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: <ul style="list-style-type: none"> • Fear for safety or the safety of others; or • Suffer substantial emotional distress. 	<p>Stalking, including cyber stalking, is engaging in a course of conduct directed at a specific person that would cause a reasonable person to: fear for their safety and/or the safety of others; or suffer substantial emotional distress.</p> <p>This Policy will apply to acts of Stalking that:</p> <ul style="list-style-type: none"> • Occur between people who currently have or have had a romantic or sexual relationship; or • Occur because of the Respondent’s desire to have a romantic or sexual relationship with the Complainant <p>A “course of conduct” is a pattern of behavior composed of two or more acts, whether directly by a Respondent or through third parties, over a period of time, however short, that evidence a continuity of purpose.</p> <p>“Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.</p> <p>A “reasonable person” means a reasonable person in the Complainant’s circumstances.</p> <p>The definition of Stalking as used in this Policy may constitute criminal stalking in Texas. Relevant state law can be found at http://www.statutes.legis.state.tx.us/SOTW Docs/PE/htm/PE.42.htm</p>

APPENDIX B – Title IX Grievance Procedures

1. TITLE IX INVESTIGATIVE REPORT

- 1.1 Upon completion of the investigation report by a Title IX investigator and a determination that the alleged Sexual Misconduct is considered Title IX Sexual Misconduct, the University will hold a hearing during which both parties' Hearing Advisors will have the opportunity to present relevant evidence and ask questions of the parties and witnesses.

2. PREPARING FOR A HEARING

- 2.1 Absent extenuating circumstances, the Title IX Coordinator will schedule a hearing within fifteen (15) business days from the conclusion of the investigation.
- 2.2 Once the hearing is scheduled, requests to reschedule the hearing must be submitted in writing to the Title IX Coordinator and will be considered by the Hearing Officer.
- 2.3 The Complainant and Respondent(s) will be notified of the identity of the Hearing Officer for their hearing. Within five (5) business days of this notification, the Complainant and Respondent(s) have the opportunity to object in writing to the Hearing Officer for cause. The Title IX Coordinator, in consultation with the Hearing Officer, will consider any objection and replace the Hearing Officer if appropriate. In the event that the Hearing Officer recuses themselves, an alternative Hearing Officer will be assigned.
- 2.4 No later than five (5) business days prior to the hearing, all materials that will be used at the hearing must be submitted to the Title IX Coordinator. The Title IX Coordinator will simultaneously make this material available for inspection or provide the materials to both parties as well as the Hearing Officer. The materials must include:
 - All documents and other tangible evidence that will be used as evidence during the hearing.
 - The names of any witnesses and a brief summary concerning the subject matter of the witness' expected testimony.
 - The name of any advisor to be in attendance at the hearing and whether that person is an attorney. Only one Personal Advisor and one Hearing Advisor per party is allowed to attend.

- 2.5 No witness, document, or tangible evidence will be permitted at the hearing unless such information was timely submitted.
- 2.6 It is the responsibility of the party wanting to present a witness to secure that witness.

3. TITLE IX HEARING

3.1 Roles and Responsibilities

3.1.1 Designated Representative

- A. A designated representative may be present at a hearing to serve as a resource to the Hearing Officer for sanctioning purposes in the case of a finding.

3.1.2 Hearing Advisor

- A. A Hearing Advisor is responsible for advising and acting on behalf of a named party as to presentation of witnesses. Each party may have one (1) Hearing Advisor.
- B. A Hearing Advisor may present evidence, question witnesses, and will conduct cross examination of the parties and witnesses. Each party will present their own opening and closing statements, which will be limited to fifteen (15) minutes each.
- C. Hearing Advisors shall not directly address the opposing Hearing Advisor or the opposing party outside of cross-examination.
- D. Hearing Advisors and parties shall not cause unreasonable delays by failing to schedule or appear for a meeting as requested by a Hearing Officer.
- E. Hearing Advisors must adhere to the rules of decorum.

3.1.3 Hearing Officer

- A. The Hearing Officer may question any individual at any time during the hearing.

- B. The Hearing Officer may impose reasonable time limits on any stage of the hearing.
- C. The Hearing Officer may determine the relevance of, and place restrictions on, any witness testimony or questions or information presented. The Hearing Officer has the responsibility to determine the relevancy of questions and explain in real time any decision not to permit a question to be asked.
- D. The Hearing Officer will make determinations on admissibility.
- E. The Hearing Officer has the authority to dismiss a Hearing Advisor who, in the Hearing Officer's judgment, is badgering or harassing a witness or party. Should the Hearing Officer dismiss a party's Hearing Advisor, the hearing shall be suspended until that party is assigned or obtains a new Hearing Advisor.
- F. The Hearing Officer has the authority to request the attendance of a witness who was not designated by the parties if the Hearing Officer determines the witness may have relevant information.
- G. The role of the Hearing Officer is to determine whether or not there is a finding of a violation of the University's Sexual Misconduct Policy. The finding(s) will be determined using a preponderance of the evidence standard; that is, whether it is more likely than not that a Respondent violated this Policy.

3.1.4 Parties

- A. Complainants and Respondents are precluded from conducting cross-examination personally. The only method for conducting cross-examination is by a party's Hearing Advisor.
- B. Parties shall not address each other during the hearing.
- C. Parties must adhere to the rules of decorum.

3.1.5 Witnesses

- A. Parties are responsible for requesting their witnesses to attend the hearing and securing their witness' attendance. The University cannot compel a witness to attend.

- B. Witnesses must have observed the acts in question or have information relevant to the incident and cannot be participating solely to speak about an individual's character. The Hearing Officer will determine whether to allow a witness to speak at the hearing.
 - C. Witnesses must adhere to the rules of decorum.
 - D. Witnesses may be present in a hearing only during their testimony.
- 3.2 Decorum – During the hearing, all participants are expected to adhere to the following rules of behavior and decorum:
- 3.2.1 All participants should refrain from making disparaging personal remarks or displays of hostility toward opposing parties or advisors.
 - 3.2.2 All participants should refrain from making gestures, facial expressions, audible comments, or the like, as manifestations of approval or disapproval during the testimony of witnesses or a party, or at any other time.
 - 3.2.3 All participants should refrain from interrupting or talking over one another.
 - 3.2.4 All participants shall not engage in conduct that disrupts the orderly operation of the hearing.
 - 3.2.5 Hearing Advisors and the parties shall refrain from making any comments after the Hearing Officer has issued any determination about relevance, admissibility, or other matter.
- 3.3 Hearing Process
- 3.3.1 The hearing will be held in accordance with the process set forth in this Policy.
 - 3.3.2 Standard of Evidence – In all cases before a Hearing Officer, the standard of proof is a preponderance of evidence. A finding of responsibility by a preponderance of the evidence means that it is more likely than not, based on all the reasonable evidence presented, that the Respondent violated this Policy. The burden of proof is on the University. By law, it is presumed that the Respondent is not responsible for the alleged conduct unless a

determination regarding responsibility is made at the conclusion of the grievance process.

- 3.3.3 The general course of the hearing procedure will be as follows, subject to the discretion of the Hearing Officer:
- A. The Hearing Officer will convene the hearing, introduce the individuals present, give a brief description of the process, invite questions about the process, and allow the parties the opportunity to present a brief opening statement.
 - B. The Complainant or the Hearing Advisor for Complainant shall present evidence (including calling and questioning their own witnesses) to the Hearing Officer.
 - C. The Hearing Advisor for the Respondent shall have the opportunity to conduct cross-examination after the Hearing Advisor for the Complainant or the Complainant has completed questioning each of their own witnesses.
 - D. After all the Complainant's witnesses have been examined by both sides, the Respondent or the Hearing Advisor for the Respondent shall have the same opportunity to present their evidence and their own witnesses.
 - E. The Hearing Advisor for the Complainant shall have the opportunity to conduct cross-examination after the Hearing Advisor for the Respondent or the Respondent has completed questioning each of their own witnesses.
 - F. After both parties have presented their witnesses, the Title IX representative may provide testimony and documentation regarding their investigation to the Hearing Officer. The Title IX representative may be questioned by the Hearing Advisors or Hearing Officer.
 - G. The Hearing Officer will allow the parties the opportunity to present a brief closing statement before concluding the hearing.
- 3.3.4 At the request of either party, the University will provide the parties separate rooms and use technology so that the Hearing Officer and parties may simultaneously see and hear the questions. The hearing may also take

place virtually.

- 3.3.5 An audio and/or video recording of the hearing will be kept for the use of the Hearing Officer and for any appeal. The parties and their Hearing Advisors may request to review the recording.

3.4 Evidence

3.4.1 In addition to other relevant evidence, the following evidence is also considered admissible:

- A. Evidence containing statements of a party or witness who does not submit to cross-examination at the hearing. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness' absence from the hearing or refusal to answer cross-examination or other questions.
- B. Similarly, police reports, SANE reports, medical reports, and other documents and records may be considered by the Hearing Officer even if they contain the statements of a party or witness who has not submitted to cross-examination.
- C. Where a Complainant refuses to answer cross-examination questions, but video or other evidence exists showing the underlying incident, the Hearing Officer may still consider the available evidence and make a determination.

3.4.13.4.2 Evidence that is not relevant or admissible:

- A. Information protected by a legally recognized privilege.
- B. Evidence about a Complainant's prior sexual history cannot be used to prove character or reputation and may only be allowed to prove that someone other than the Respondent committed the alleged conduct or if offered to prove consent.
- C. Any party's medical, psychological, and similar records unless the party has given voluntary written consent or presents the records themselves.
- ~~D. If a party or witness does not submit to cross-examination at the hearing, the Hearing Officer must not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's~~

~~or witness' absence from the hearing or refusal to answer cross-examination or other questions.~~

~~E. Hearsay exceptions such as statements against a party's interest or death or disability of a party or witness are not recognized in Title IX hearings if the party or witness does not submit to cross-examination at the hearing.~~

~~F. Similarly, police reports, SANE reports, medical reports, and other documents and records may not be relied on to the extent they contain the statements of a party or witness who has not submitted to cross-examination.~~

~~— Evidentiary Exceptions~~

~~A. Statements that have not been subject to cross examination at a hearing may be submitted in the following circumstances:~~

~~0. If the evidence involves intertwined statements of both parties (e.g., a text message exchange or e-mail thread) and one party refuses to submit to cross examination and the other does submit, the statements of one party cannot be relied on but the statements of the other party may be relied on.~~

~~1. Where a Complainant refuses to answer cross examination questions, but video or other evidence exists showing the underlying incident, the Hearing Officer may still consider the available evidence and make a determination. [ACM3]~~

3.5 Finding(s) and Written Determination

3.5.1 The Written Determination will contain both the finding(s) and the sanctions or remedies, if applicable, and will be provided to the parties simultaneously.

3.5.2 Sanctions – The sanctions for a finding of a violation of the Sexual Misconduct Policy will be commensurate with the offense and may include, but are not limited to, the following:

- Probation (including disciplinary probation)
- Temporary or permanent ban from campus locations (such as residence hall communities)
- Educational programs such as state-certified batterer's intervention

- Ban from participating in campus organizations or activities
- Disqualification from employment or student leadership positions
- Withholding of transcripts, grades, diploma, or degree
- Partial or full criminal trespass
- Suspension from employment and/or enrollment
- Revocation of admission
- Termination of employment
- Expulsion

3.5.3 If a student is issued a sanction that makes them ineligible to reenroll in the University, the University will include on the student's transcript a notation stating that the student is ineligible to reenroll in the University for a reason other than an academic or financial reason.

On the student's request, the University may remove the notation from a student's transcript if the student is eligible to reenroll in the University or the University determines that good cause exists to remove the notation.

3.5.4 In accordance with Texas law, the University must terminate an employee who is found to have knowingly failed to make a report of Sexual Misconduct when the Responsible Employee was required to do so or knowingly made a false report of Sexual Misconduct with intent to harm or deceive. Knowingly failing to make a report and knowingly making a false report are criminal offenses under Texas law.

3.5.5 Remedies – Regardless of the finding(s), and in addition to sanctions that may be imposed pursuant to the appropriate disciplinary policy, the University will take appropriate action(s) to resolve Formal Complaints of Sexual Misconduct, prevent any recurrence and, as appropriate, remedy any effects. These actions may include, but are not limited to the following:

- Ensuring the Complainant and Respondent do not share classes, working environments, or extracurricular activities;
- Making modifications to the on-campus living arrangements of a Respondent or Complainant (if the Complainant requests to be moved);

- Providing comprehensive, services including medical, counseling, and academic support services such as tutoring;
- Determining whether the Sexual Misconduct adversely affected the Complainant's University standing and providing a remedy for same;
- In conjunction with University leaders, conducting a University climate check to assess the effectiveness of efforts to ensure that the University is free from Sexual Misconduct, and using that information to inform future proactive steps that the University will take; and
- Providing targeted group training.
- These remedies are separate from, and in addition to, any Supportive Measures that may have been provided before the end of the University's investigation. If the Complainant did not take advantage of a specific service (e.g., counseling) when offered as a Supportive Measure, the Complainant should still be offered, and is still entitled to, appropriate final remedies that may include services the Complainant declined as a Supportive Measure.

3.5.6 Written Determination – The Hearing Officer will provide a Written Determination of responsibility and sanction(s), if applicable, simultaneously to the Title IX Coordinator and the parties. The Written Determination will include the following statements from the Hearing Officer:

- Identification of the allegations at issue;
- Description of the procedural steps taken throughout the case including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Sexual Misconduct Policy;
- A statement and rationale as to the determination for each allegation; and

- A statement of any disciplinary sanctions imposed on the Respondent and whether any remedies will be provided to the Complainant.
- The Written Determination will also include a description of the procedures and permissible grounds for appeal.

4. APPEAL

- 4.1 The Complainant and the Respondent(s) both have the right to appeal to the appropriate administrator a Title IX dismissal or Written Determination by submitting their written appeal to the Title IX Coordinator within five (5) business days from the date they receive the Title IX dismissal or Written Determination. The appealing party may appeal the dismissal, finding, sanction, or remedy. The non-appealing party will be notified of the appeal and be permitted to submit a written statement in response within five (5) business days of receiving notice of the appeal.
- 4.2 Grounds for Appeal – The sole grounds for appeal are:
- 4.2.1 Procedural irregularity that affected the outcome of the matter;
- 4.2.2 The weight of the evidence does not support or is contrary to the Hearing Officer’s determination;
- 4.2.3 New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could significantly affect the outcome of the matter;
- 4.2.4 The Title IX Coordinator, investigator(s), Hearing Officer, or designated representative had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter;
- 4.2.5 Parties may appeal erroneous relevance determinations during the hearing if they significantly affected the outcome; and
- 4.2.6 The sanctions are not commensurate with the violation(s) found.
- 4.3 The role of the appropriate administrator is to accept, reject, or remand the Title IX dismissal or Written Determination.
- 4.4 A Written Determination will become final upon the earlier of when:

- The parties are notified of the appropriate administrator's decision on the appeal; or
 - The time to file an appeal has passed with neither party appealing.
- 4.5 The appropriate administrator will review the record on appeal which may include the investigative file, hearing recording, and appeal documentation from the parties only, and will render a written decision simultaneously to the Title IX Coordinator and the parties within fifteen (15) business days from the date that any response to the appeal is filed, with extensions for good cause allowed.
- 4.6 If the party's appeal includes an appeal of the sanction(s) determined by the Hearing Officer, the appropriate administrator will refer the appeal for further process as follows:
- 4.6.1 Any appeal to the sanction against a faculty member must be addressed through the University's faculty handbook/manual policies and procedures related to faculty grievances;
 - 4.6.2 Any appeal to the sanction against a non-faculty University employee must be addressed through the University's policies and procedures related to employee grievances; and
 - 4.6.3 Any appeal to the sanction against a student must be addressed through the final appeal process in the University's Student Code of Conduct or its equivalent.
- 4.7 If the appropriate administrator extends the fifteen (15) day deadline, they must provide a written explanation to the Title IX Coordinator and the parties in writing by that deadline and every ten (10) business days thereafter.

APPENDIX C – UH System Sexual Misconduct Grievance Procedures

1. TITLE IX INVESTIGATOR FINDING

- 1.1 At the conclusion of an investigation of a Formal Complaint and a determination that the alleged Sexual Misconduct is considered UH System Sexual Misconduct, as defined in this Policy, the investigative report will contain the Title IX investigator's finding(s) and recommendation. The Complainant and Respondent(s) will have the opportunity, but are not required, to respond to the investigative report in writing in advance of the Title IX investigator's finding. The Complainant and Respondent(s) should be provided updates on the progress of the investigation and issuance of the report.
- 1.2 The finding(s) will be determined using a preponderance of the evidence standard; that is, whether it is more likely than not that a Respondent violated this Policy.
- 1.3 If it is determined that this Policy was violated, appropriate university action will be recommended in an effort to eliminate Sexual Misconduct, prevent its recurrence, and address its effects.
- 1.4 Even if it is determined that this Policy was not violated, a recommendation may be made that a Respondent undertake educational initiatives and/or trainings.
- 1.5 The Complainant and the Respondent(s) will be simultaneously notified in writing of the finding(s) and appeal rights under this Policy.
- 1.6 At any time after a finding has been made that a Respondent has violated the Policy, the University may implement an interim sanction against the Respondent while the Formal Complaint is being further adjudicated.
- 1.7 Once findings have been made, any party to the Formal Complaint may request to meet with the investigator(s) to discuss the investigation and finding(s), and/or to inspect the investigative file.

2. NEW INFORMATION

- 2.1 If a party has new information they believe would have significantly impacted the finding(s) (e.g., witness testimony, documents, or other tangible evidence), they may submit that information to the Title IX Coordinator.
- 2.2 If the Title IX Coordinator determines that the submitted information should be reviewed, and the information was not available for the party to present during the investigation, the case may be re-opened.

- 2.3 The Title IX Coordinator will inform the parties of any new information. The parties will have the opportunity to respond to this information, and the Title IX Coordinator will consider the response(s) in deciding whether to reopen the investigation.
- 2.4 If the Title IX Coordinator decides to reopen the investigation, the process will resume at *Section 14.6 – Investigation* in the Policy.

3. GROUNDS FOR HEARING FOLLOWING A TITLE IX INVESTIGATOR FINDING

- 3.1 A hearing request to challenge the Title IX investigator’s finding(s) must be submitted in writing to the Title IX Coordinator within five (5) business days of receiving the finding(s).
- 3.2 The Complainant and the Respondent(s) both have the right to request a hearing to challenge a finding for any error or procedural defect occurring during the investigation that could have significantly impacted the finding. The individual requesting a hearing will be referred to as the moving party.
- 3.3 A hearing is not a new investigation of the Formal Complaint.
- 3.4 A non-moving party does not have to participate.
- 3.5 If a hearing request is filed in accordance with this Section, the hearing request will automatically be presented to the University’s Hearing Board (“Board”) by the Title IX Coordinator.
- 3.6 The moving party may withdraw a hearing request in writing to the Title IX Coordinator prior to the scheduled start of the hearing. A withdrawn request will conclude the matter.

4. COMPOSITION OF THE BOARD

- 4.1 Members of the Board are selected from recommendations from the University’s Faculty Senate, Staff Council, and Student Affairs departments/offices, who shall each recommend at least five (5) individuals to the University’s President. The President shall then select a Board of eight (8) with representation from each group recommended. Except for the first Board, members shall serve staggered terms of three (3) years.
- 4.2 If a conflict of interest arises for any of the Board members, the Title IX Coordinator will make a recommendation to the Board Chair to reduce or eliminate the conflict of interest.
- 4.3 Upon the Board’s receipt of the hearing request, the Title IX Coordinator will take a poll to identify four (4) members to attend the hearing and compose the Hearing

Panel (three (3) members of the Hearing Panel will serve as voting members and one (1) will serve as an alternate, non-voting member).

5. RESPONSIBILITIES OF THE HEARING PANEL/NON-AFFILIATED HEARING OFFICER

- 5.1 If the hearing request concerns Sexual Assault, the moving party may waive their right to a hearing before the Hearing Panel and have their challenge heard by an individual hearing officer not affiliated with the University (“Non-affiliated Hearing Officer”). To waive their right to a Hearing Panel, the moving party must submit written notice to the Title IX Coordinator within five (5) business days of receiving the Title IX investigator’s finding(s).
- 5.2 The Hearing Panel/Non-affiliated Hearing Officer will make decisions using a preponderance of the evidence standard.
- 5.3 The role of the Hearing Panel/Non-affiliated Hearing Officer is to recommend that the appropriate administrator accept, remand, or reject the Title IX investigator’s finding(s).
- 5.4 The Hearing Panel/Non-affiliated Hearing Officer can only recommend remanding the Title IX investigator’s finding(s) if:
 - An error or procedural defect occurred during the investigation that could have significantly impacted its finding(s); or
 - Further investigation is warranted for any other material reason.
- 5.5 The Hearing Panel/Non-affiliated Hearing Officer can only recommend rejecting the Title IX investigator’s finding(s) if:
 - The weight of the evidence does not support or is contrary to the Title IX investigator’s finding(s); or
 - An error or procedural defect that significantly impacted the finding(s) is discovered and the error cannot be remedied.
- 5.6 While the Hearing Panel/Non-affiliated Hearing Officer will have the opportunity to review any evidence presented at the hearing, their role is not to reinvestigate the original Formal Complaint or to review allegations that would otherwise constitute a new Formal Complaint under this Policy or any other University policy.

6. RESPONSIBILITIES OF THE PERSONAL ADVISOR

- 6.1 Parties may elect to bring a Personal Advisor for any hearing related to the UH System Sexual Misconduct Grievance Procedure.
- 6.2 An advisor will not be permitted to speak on behalf of the advisee, make an oral presentation, including an opening or closing argument, be a witness, or question witnesses, the Title IX representative, or the Panel during the hearing. A Personal Advisor may respond to a direct question from the investigator during a meeting or the Hearing Panel/Non-affiliated Hearing Officer during a hearing.
- 6.3 A Personal Advisor is subject to the same confidentiality expectations applicable to others in attendance. Accommodations, including scheduling of interviews or hearings, will not be made for any advisors if they unduly delay the process.

7. PREPARING FOR A HEARING

- 7.1. Absent extenuating circumstances, the Title IX Coordinator will schedule a hearing to be held within fifteen (15) business days from the filing of the request.
- 7.2. Once the hearing is scheduled, requests to reschedule the hearing must be submitted in writing to the Title IX Coordinator and will be considered by the Hearing Panel/Non-affiliated Hearing Officer and the Title IX Coordinator.
- 7.3. The Complainant and Respondent(s) will be notified of the composition of the Hearing Panel or the identity of the Non-affiliated Hearing Officer for their hearing. Within five (5) business days of this notification, the Complainant and Respondent(s) have the opportunity to object in writing to a panel member or the Non-affiliated Hearing Officer for cause. The Title IX Coordinator, in consultation with the members of the Hearing Panel or Non-affiliated Hearing Officer, will consider any objection and replace the panel member or the Non-affiliated Hearing Officer if appropriate.
- 7.4. Both parties may bring one (1) Personal Advisor of their choosing, consistent with *Section 3.14 – Personal Advisor* of this Policy. This advisor may be an attorney provided at the party's expense.
- 7.5. No later than five (5) business days prior to the hearing, all materials that will be used at the hearing must be submitted to the Title IX Coordinator, who will forward the materials to the Hearing Panel/Non-affiliated Hearing Officer and will simultaneously make available for inspection or provide the materials to both parties. The materials must include:
 - All documents and other tangible evidence that will be used as evidence during the hearing;

- The names of any witnesses and a brief summary concerning the subject matter of the witness' expected testimony; and
 - The name of any Personal Advisor to be in attendance at the hearing and whether that person is an attorney.
- 7.6 No advisor, witness, document, or tangible evidence will be permitted at the hearing unless such information was timely submitted.
- 7.7 No new information as defined by Section 2 of these procedures will be presented to the Hearing Panel/Non-affiliated Hearing Officer before or during the hearing.
- 7.8 It is the responsibility of the party wanting to present a witness to secure that witness.

8. HEARING PROCESS

- 8.1 Prior to the beginning of a hearing, the Hearing Panel members will select a Chairperson for the hearing.
- 8.2 The general course of the hearing procedure will be as follows, subject to the discretion of the Panel Chairperson/Non-affiliated Hearing Officer:
- 8.2.1 The Panel Chairperson/Non-affiliated Hearing Officer will convene the hearing, introduce the individuals present, give a brief description of the process, invite questions about the process, and allow the parties the opportunity to present a brief opening statement;
- 8.2.2 The moving party shall present their evidence, including calling and questioning their own witnesses, to the Hearing Panel/Non-affiliated Hearing Officer. If the other party participates, they shall have the same opportunity to present their evidence and witnesses;
- 8.2.3 The Title IX investigator shall present their documentation related to the finding(s) to the Hearing Panel/Non-affiliated Hearing Officer; and
- 8.2.4 The Panel Chairperson/Non-affiliated Hearing Officer will allow the parties the opportunity to present a brief closing statement before concluding the hearing.
- 8.3 During the hearing, the Panel Chairperson/Non-affiliated Hearing Officer may impose reasonable time limits on any stage of the hearing.
- 8.4 The Panel Chairperson/Non-affiliated Hearing Officer may also determine the relevance of, and place restrictions on, any witness or information presented.

- 8.5 The Hearing Panel/Non-affiliated Hearing Officer may question any individual at any time during the hearing.
 - 8.6 The parties may question their own witnesses, but they cannot directly question each other or any other party's witnesses.
 - 8.7 The parties may request that the Panel Chairperson/Non-affiliated Hearing Officer ask questions of another party or their witnesses by submitting proposed questions to the Panel Chairperson in writing either prior to, or during, the hearing.
 - 8.8 The Panel Chairperson/Non-affiliated Hearing Officer may determine which questions are relevant, and the Panel Chairperson/Non-affiliated Hearing Officer has the discretion to revise a question or to decline to ask the question.
 - 8.9 An audio recording of the hearing will be kept for the use of the Hearing Panel/Non-affiliated Hearing Officer and for any appeal.
 - 8.10 In cases where a moving party refuses to participate in the hearing, the Hearing Panel/Non-affiliated Hearing Officer will convene and make a decision based on the evidence and testimony available to the Hearing Panel/Non-affiliated Hearing Officer.
 - 8.11 This hearing process is an internal University process and not a formal courtroom process in which rules of evidence and courtroom procedures apply.
 - 8.12 Personal Advisors may attend the hearing and sit with their advisee during the hearing, communicate quietly orally and/or in writing with their advisee during the hearing, and may respond to a direct question from the Hearing Panel/Non-affiliated Hearing Officer.
 - 8.13 An advisor will not be permitted to speak on behalf of their advisee, make an oral presentation, including an opening or closing argument, or to question witnesses, the Title IX investigator, or the Hearing Panel/Non-affiliated Hearing Officer during the hearing.
 - 8.14 If the Hearing Panel/Non-affiliated Hearing Officer determines it is necessary or advisable, alternative testimony options will be available such as allowing a witness to appear via other virtual means (e.g., via telephone or video conference).
9. HEARING PANEL/NON-AFFILIATED HEARING OFFICER DECISION
- 9.1 If a Hearing Panel is utilized:

- After the hearing has concluded, the three voting members of the Panel will deliberate in private.
 - The Hearing Panel's decision as described in *Section 5.3* of these procedures will be by majority vote.
- 9.2 If a Non-affiliated Hearing Officer is utilized, they will make their decision alone.
- 9.3 The Hearing Panel/Non-affiliated Hearing Officer will communicate its decision by completing the hearing decision form and forwarding it to the Title IX Coordinator within three (3) business days of the hearing. If the decision is to remand the case to the Title IX office to correct an investigative error(s), the Hearing Panel/Non-affiliated Hearing Officer will indicate the error(s) to be corrected.
- 9.4 The Title IX Coordinator will provide a copy of the decision simultaneously to all parties involved in the Formal Complaint.
- 9.5 If the case is remanded to the Title IX office to correct an investigative error, a Title IX investigator will investigate and submit an Amended Notice of Finding(s) which includes the actions taken to correct the investigative error to the same Hearing Panel/Non-affiliated Hearing Officer for review. The parties will have five (5) business days to respond to the amended investigative report before it becomes final. Once the hearing is scheduled, the process will restart at *Section 5* of these procedures.
- 9.6 At the second hearing, testimony will begin with the Title IX investigator's presentation, and all parties will be given the opportunity to respond to the new information provided by the Title IX investigator, ask questions of the Title IX investigator, and present any relevant witnesses and/or information.
- 9.7 If the Hearing Panel/Non-affiliated Hearing Officer accepts or rejects The Title IX investigator's finding(s), any party or the Title IX office may appeal the decision of the Hearing Panel/Non-affiliated Hearing Officer to the appropriate administrator.
- 9.8 Any appeal must be filed in writing within five (5) business days of the Hearing Panel/Non-affiliated Hearing Officer's decision. If no appeal is filed by the deadline, the Hearing Panel/Non-affiliated Hearing Officer's recommendation(s) become final.

10. APPEAL

- 10.1 The role of the appropriate administrator is to accept, reject, or remand the Hearing Panel/Non-affiliated Hearing Officer's recommendation(s).

- 10.2 The appropriate administrator can remand the case back to the Title IX office if they find:
- An error or procedural defect occurred during the investigation that could have significantly impacted the Title IX investigator's finding(s); or
 - Further investigation is warranted for any other material reason.
- 10.3 The appropriate administrator can reject the Title IX investigator's finding(s) if they find:
- The weight of the evidence does not support or is contrary to the Title IX investigator's finding(s); or
 - An error or procedural defect that significantly impacted the finding(s) is discovered and the error cannot be remedied.
- 10.4 The appropriate administrator can remand the case back to the Hearing Panel/Non-affiliated Hearing Officer if they find an error or procedural defect occurred during the hearing that could have significantly impacted the Hearing Panel/Non-affiliated Hearing Officer's recommendation(s), or which caused harm to either party.
- 10.5 If the appropriate administrator accepts or rejects the Hearing Panel/Nonaffiliated Hearing Officer's recommendation(s), the decision becomes final.
- 10.6 The appropriate administrator will review the record on appeal which may include the case file, appeal documentation, and hearing recording only, and will render a decision within fifteen (15) business days from the date that the appeal is filed, with extensions for good cause allowed.
- 10.7 If the appropriate administrator extends the fifteen (15) day deadline, they must provide an explanation to the parties and the Title IX Coordinator in writing by that deadline and every ten (10) business days thereafter.

11. SANCTIONS AND REMEDIES

- 11.1 If there is a finding of a violation of this Policy, and any appeal of the finding has been exhausted, appropriate university action will be taken, and any sanction imposed on the Respondent(s) will be determined by and implemented by the appropriate administrator after consultation with the Title IX Coordinator.
- 11.2 If there is a finding of a violation of this Policy against a faculty member, any sanctions imposed on the faculty member will be determined and implemented by the appropriate administrator after consultation with the Title IX Coordinator and

consistent with the University's faculty handbook/manual.

- 11.3 If there is a finding of a violation of this Policy against a non-faculty University employee, any sanction imposed on the employee will be determined and implemented by the appropriate administrator after consultation with the Title IX Coordinator and consistent with the University's policies and procedures related to employee discipline.
- 11.4 If there is a finding of a violation of this Policy against a student, any sanction imposed on the student will be determined and imposed by the Dean of Students Office or its equivalent after consultation with the Title IX Coordinator and consistent with the University's policies and procedures related to student discipline.
- 11.5 The sanctions for committing an act of UH System Sexual Misconduct will be commensurate with the offense and may include, but are not limited to, the following:
 - Probation (including disciplinary probation)
 - Temporary or permanent ban from campus locations (such as residence hall communities)
 - Educational programs such as state-certified batterer's intervention
 - Ban from participating in campus organizations or activities
 - Disqualification from employment or student leadership positions
 - Withholding of transcripts, grades, diploma, or degree
 - Partial or full criminal trespass
 - Suspension from employment and/or enrollment
 - Revocation of admission
 - Termination of employment
 - For faculty members, the recommendation for termination of employment and/or revocation of tenure will be referred to the Provost's Office for handling in accordance with the policies and procedures pertaining to the dismissal of faculty members.
 - Expulsion

- 11.6 If a student is issued a sanction that makes them ineligible to reenroll in the University, the University will include on the student's transcript a notation stating that the student is ineligible to reenroll in the University for a reason other than an academic or financial reason.
- 11.7 On the student's request, the University may remove the notation if the student is eligible to reenroll in the University or the University determines that good cause exists to remove the notation.
- 11.8 In accordance with Texas law, the University must terminate an employee who is found to have knowingly failed to make a report of Sexual Misconduct when the Responsible Employee was required to do so or knowingly made a false report of Sexual Misconduct with intent to harm or deceive. Knowingly failing to make a report and knowingly making a false report are criminal offenses under Texas law.
- 11.9 If a party is dissatisfied with a sanction determined by the appropriate administrator, they may appeal the sanction as follows:
- Any appeal to the sanction against a faculty member must be addressed through the university's faculty handbook/manual;
 - Any appeal to the sanction against a non-faculty University employee must be addressed through the university's policies and procedures related to employee grievances; and
 - Any appeal to the sanction against a student must be addressed through the appeal process in the university's Student Code of Conduct or its equivalent.
 - Ensuring the Complainant and Respondent do not share classes, working environments, or extracurricular activities;
 - Making modifications to the on-campus living arrangements of a Respondent or Complainant (if the Complainant requests to be moved);
 - Providing comprehensive, holistic victim services including medical, counseling, and academic support services such as tutoring;
 - Determining whether the Sexual Misconduct adversely affected the Complainant's University standing;
 - In conjunction with University leaders, conducting a University climate check to assess the effectiveness of efforts to ensure that the University is free from Sexual Misconduct, and using that information to inform future proactive steps that the University will take; or

- Providing targeted group training.

11.10 These remedies are separate from, and in addition to, any Supportive Measures that may have been provided before the end of the University's investigation. If the Complainant did not take advantage of a specific service (e.g., counseling) when offered as a Supportive Measure, the Complainant should still be offered, and is still entitled to, appropriate final remedies that may include services the Complainant declined as a Supportive Measures.

12. NOTIFICATION OF OUTCOMES

12.1 The Title IX Coordinator will simultaneously notify the Complainant and the Respondent(s) in writing of the outcome of the following stages of the process:

- The initial finding(s), including a rationale;
- The procedures to appeal a finding;
- The outcome of any appeal, including any changes to the finding(s);
- Any interim sanctions imposed;
- Any changes to interim sanctions;
- The final outcome of the Formal Complaint;
- Any imposed sanctions, including a rationale;
- When the outcome is final; and
- Changes to sanctions related to the party once the outcome is finalized.
- These notifications may be combined if they occur at the same time.

12.2 The University will provide information regarding remedies available such as those discussed in Section 8 Immediate Assistance above. If a hostile environment was found to exist, the University will notify the Complainant of any additional steps the University has taken to eliminate the hostile environment and to prevent recurrence.

12.3 On request by another postsecondary educational institution, the University will provide to the requesting institution information relating to a determination that a University student violated the Sexual Misconduct Policy.

**UNIVERSITY OF HOUSTON SYSTEM
ADMINISTRATIVE MEMORANDUM**

SECTION: General Information

NUMBER: 01.D.08

AREA: Legal Affairs

SUBJECT: Sexual Misconduct

1. PURPOSE

This Policy provides the exclusive mechanism for the University of Houston System and its universities (“University”) to manage the non-criminal reporting of Sexual Misconduct, as defined in this Policy, by providing a prompt, fair, and impartial investigation and resolution process.

Consistent with its commitment to addressing Sexual Misconduct, the University complies with Title IX of the Education Amendments of 1972 (“Title IX”), which prohibits discrimination on the basis of sex in Education Programs or Activities, as defined in this Policy, Title VII of the Civil Rights Act of 1964 (“Title VII”), which prohibits sex discrimination in employment, Section 304 of the Violence Against Women Reauthorization Act of 2013 (also known as the Campus Sexual Violence Elimination Act (SaVE Act) and applicable state law, including Texas Education Code §51.259 and §51.295 and Texas Labor Code §21.142. The University also prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

2. POLICY

The University is committed to maintaining and strengthening an educational, working and living environment where students, faculty, staff, visitors, and applicants for admission or employment are free from sex discrimination of any kind. Sexual Misconduct, a form of sex discrimination, is antithetical to the standards and ideals of the University. The University will take appropriate action in an effort to eliminate Sexual Misconduct from occurring and prevent its recurrence, including, but not limited to, taking immediate and appropriate corrective action when a violation occurs which impacts an individual’s employment. Likewise, the University will address its effects by conducting educational programs, including ongoing prevention and awareness campaigns, designed to promote awareness, reduce risk, and prevent Sexual Misconduct. In implementing this Policy, the University, to the greatest extent practicable, ensures equal access for persons with disabilities.

This Policy includes two separate grievance processes in order to comply with Title IX regulatory requirements and continue to address Sexual Misconduct that occurs outside of Title IX jurisdiction: Title IX Grievance Procedures and UH System Sexual Misconduct Grievance Procedures. The University acknowledges that Sexual Misconduct occurring outside of an Education Program or Activity, as defined in the Title IX regulations and this Policy, can have a direct impact on the campus experience, depriving individuals who experience it of their fundamental ability to live, learn, and work with dignity. It is essential that university environments foster gender equality and provide safe spaces in which all students can learn and all employees can work. Students' equal access to education depends on effective policies and responses by universities to address Sexual Misconduct.

Students and employees may be disciplined under this Policy for Sexual Misconduct on University grounds or off University grounds when the incident occurs in connection with an Education Program or Activity, when the incident has a substantial connection to an employee's duties or the interests of the University, or when the incident poses a threat of serious mental or bodily harm to any member of the University community, even if the student or employee is or may be penalized by civil or criminal authorities for the same act.

3. DEFINITIONS

- 3.1 Actual Knowledge: Notice of actual or alleged Sexual Misconduct to a University's Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. Other officials of the University who have authority to institute corrective measures on behalf of the University include all elementary school employees.
- 3.2 Complainant: An individual who is alleged to be the victim of conduct that could constitute Sexual Misconduct, as defined in this Policy.
- 3.3 Confidential Resource Employee: A University employee designated as a person with whom students may speak confidentially about Sexual Misconduct, who receives information regarding such an incident under circumstances that render the employee's communications confidential or privileged under other law. Such employees include, but are not limited to:
- 3.3.1 The staff of a counseling or health center acting in their capacity as a counseling or health provider; and
- 3.3.2 Individuals who are associated with the University in the role of a pastoral counselor or confidential advisor acting in that capacity.
- 3.4 Consent: An informed and freely and affirmatively communicated willingness to participate in a particular sexual activity by a capacitated and legally competent

person. See *Section 5 – Consent* for further guidelines on Consent.

- 3.5 Discrimination: Treating an individual or members of a Protected Class less favorably because of their membership in that class or having a policy or practice that has a disproportionately adverse impact on Protected Class members.
- 3.6 Education Program or Activity: Such locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the Title IX Sexual Misconduct occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University, whether such a building or activity is on-campus or off-campus.
- 3.7 Formal Complaint: A document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Misconduct against a Respondent and requesting that the University investigate the allegation(s) of Sexual Misconduct.
 - 3.7.1 A document filed by a Complainant means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing a Formal Complaint.
 - 3.7.2 Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party under this Policy.
- 3.8 Hearing Advisor: An individual acting on behalf of a named party in Title IX Grievance Procedures. Any named party will have the same opportunity to have a Hearing Advisor of their choice present during any hearing held in accordance with the Title IX Sexual Misconduct Grievance Procedures. This Advisor may be an attorney, provided at the party’s expense, with no cost to the University. If an individual is unable to obtain a Hearing Advisor, the University will provide one to any named party at no charge.
- 3.9 Hearing Board: The group of faculty and staff members from which a Hearing Panel may be selected in a UH System Sexual Misconduct hearing.
- 3.10 Hearing Officer: An individual not affiliated with the University who serves over the hearing process in a Title IX Grievance Procedures hearing and issues a Written Determination regarding responsibility and any sanction or remedy as applicable.
- 3.11 Hearing Panel: The four (4) faculty and/or staff members presiding over a hearing in a UH System Sexual Misconduct hearing.

- 3.12 Incapacitation: A person is incapacitated (not legally competent) and cannot consent to sexual activity if the person is unconscious or otherwise unable to resist, is unaware that sexual activity is occurring, and/or does not have the legal capacity to consent.
- 3.12.1 A person may be unable to consent when they are mentally or physically incapacitated because of the influence of drugs, alcohol, or medication and as a result are rendered temporarily incapable of understanding, appraising, or controlling their conduct.
- 3.12.2 A person's incapacity to understand, appraise, or control their conduct may be analyzed based on surrounding factors including, but not limited to, hallucinations, blackouts, seizures, vomiting, slurred speech, disorientation, or lack of physical or mental coordination.
- 3.12.3 When a Respondent has been accused of engaging in sexual activity with an incapacitated person, the perspective of a reasonable person will be applied to determine whether the Respondent knew or should have known about the Complainant's inability to give consent.
- 3.13 Protected Class: A class of persons who are protected under applicable federal or state laws against discrimination and harassment on the basis of race, color, sex (including pregnancy), genetic information, religion, age, national origin, disability, veteran status, sexual orientation, gender identity, and gender expression or any other legally protected status.
- 3.14 Personal Advisor: Any named party is entitled to have one (1) personal advisor of their choice present during any meeting related to the investigation of Sexual Misconduct. This advisor may be an attorney, provided at the party's expense, with no cost to the University. Personal Advisors may not speak on behalf of the individual they are advising or be a witness at any hearing that they attend in the capacity of Personal Advisor or Hearing Advisor. A Personal Advisor may ask to briefly suspend any meetings, interviews, or hearings to provide private consultation related to the meeting or proceeding in process. An individual serving as a Personal Advisor may serve as a Hearing Advisor under Title IX Grievance Procedures.
- 3.15 Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Misconduct.
- 3.16 Responsible Employee: A University employee who has the duty to report incidents of Sexual Misconduct to the Title IX Coordinator or other appropriate designee, or an employee whom an individual could reasonably believe has this duty. Responsible employees include all administrators, faculty, and staff, except Confidential Resource Employees.

- 3.17 Sexual Misconduct: Any conduct defined in this Policy as Title IX Sexual Misconduct or UH System Sexual Misconduct. Please see *Appendix A – Definitions* for more information.
- 3.18 Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent regardless of whether a Formal Complaint has been filed.
- 3.19 Title IX Coordinator: The person who has been designated on each University’s campus to coordinate efforts to comply with and implement this Policy. The Title IX Coordinator is responsible for conducting the administrative investigation of reports of Sexual Misconduct and is available to discuss options, provide support, explain University policies and procedures, and provide education on relevant issues. The Title IX Coordinator may designate one or more Deputy Title IX Coordinators. The Title IX Coordinators for each University are located here:

University of Houston System/University of Houston
Assistant VC/VP for Equal Opportunity Services
(713) 743-8835
<https://www.uh.edu/equal-opportunity/contact/>

University of Houston – Downtown
Title IX Coordinator
(713) 221-5771
<https://www.uhd.edu/administration/title-ix-equity-diversity/Pages/default.aspx>

University of Houston – Clear Lake
Title IX Coordinator
(281) 283-2305
<https://www.uhcl.edu/policies/title-ix/>

University of Houston – Victoria
Title IX Coordinator
(361) 570-4835
<https://www.uhv.edu/title-ix/contact-us/>

- 3.20 Title IX Sexual Misconduct: Please see *Appendix A – Definitions*.
- 3.21 UH System Sexual Misconduct: Please see *Appendix A – Definitions*.
- 3.22 University-Affiliated Activity: Any activity on or off campus that is initiated, aided, authorized, or supervised by the University or by an officially recognized University organization.

- 3.23 University Premises: Buildings or grounds owned, leased, operated, controlled, or supervised by the University.
- 3.24 Written Determination: The Hearing Officer will provide a written decision of responsibility simultaneously to the Title IX Coordinator and the parties. This document will contain both the finding(s) and the sanction(s) or remedies, if applicable.

4. JURISDICTION

- 4.1 The University has jurisdiction over allegations of Sexual Misconduct occurring on the University's premises, at University-Affiliated Activities, and/or where the Respondent or Complainant are either a student, faculty member, staff member, visitor to campus, or applicant for admission or employment. Consistent with its other codes of conduct, the University has jurisdiction over allegations of UH System Sexual Misconduct occurring off campus when the incident has a substantial connection to an employee's duties or the interests of the University, or when the incident poses a threat of serious mental or bodily harm to any member of the University community. Other than the University Police Department which may conduct a criminal investigation as appropriate, the University does not have jurisdiction over allegations between visitors or non-affiliated persons under this Policy.
- 4.2 The University has the discretion to investigate conduct occurring off University premises or at a non-University-Affiliated Activity if either the Complainant or Respondent is University-Affiliated.
- 4.3 Proceedings may continue even if a party is no longer employed with the University. Per state law, proceedings will continue even if a party is no longer a student of the University.
- 4.4 The University's jurisdiction over Title IX Sexual Misconduct is limited to incidents that meet the definition of Title IX Sexual Misconduct as well as the following requirements:
 - 4.4.1 The University received Actual Knowledge of allegations of Title IX Sexual Misconduct;
 - 4.4.2 The allegation of Title IX Sexual Misconduct occurred in an Education Program or Activity including any building owned or controlled by a student organization that is officially recognized by the University, whether such a building or activity is on-campus or off-campus;
 - 4.4.3 The allegation of Title IX Sexual Misconduct occurred against a person in the United States; and

4.4.4 At the time of filing a Formal Complaint, the Complainant had been participating in or attempting to participate in the University's Education Program or Activity.

4.5 If the University is notified that a member of the University community has reported an incident of Sexual Misconduct, but the University does not have jurisdiction to handle the case, the University will still take reasonable steps to ensure the individual's safety while on campus and to offer the individual information about resources both on campus and in the community.

5. CONSENT

5.1 Consent can be expressed either by words or by clear and unambiguous actions, as long as those words or actions create mutually understandable permission regarding the conditions of each instance of sexual activity.

5.2 It is the responsibility of the person who wants to initiate a sexual activity to ensure that they have the consent of the other(s) to initiate each instance of sexual activity before they initiate the sexual activity.

5.3 Consent is active, not passive, and cannot be inferred from the absence of a "no." Without words or actions demonstrating permission, silence, lack of protest, or lack of resistance cannot be assumed to show Consent.

5.4 The existence of a dating relationship or a previous sexual relationship between the persons involved does not provide the basis for an assumption of consent to future sexual activity.

5.5 Being under the influence of drugs and/or alcohol is never a defense for not obtaining consent.

5.6 A person cannot consent if physical force or violence is used or threatened.

5.7 Sexual Misconduct can occur between strangers or acquaintances.

5.8 Alcohol or other drugs can lower inhibitions and create an atmosphere of confusion over whether consent is freely and effectively given. Consent is difficult to discern when a person has ingested alcohol and/or other drugs. Anyone wanting to initiate sexual activity is strongly encouraged to err on the side of caution when either they or the person(s) they want to initiate the activity with appear(s) to be intoxicated or there is reasonable cause to believe any individual is intoxicated.

6. REPORTING INCIDENTS

- 6.1 Any person, regardless of whether they are the alleged victim, may report Sexual Misconduct to the Title IX Coordinator in person, by mail, by electronic mail, by telephone, or by the University's electronic reporting system.
- 6.2 Anonymous Reporting
 - 6.2.1 Alleged victims and others not required to report may report Sexual Misconduct anonymously through the web-based reporting system, the Fraud and Non-Compliance Hotline.
 - 6.2.2 The web address for the Fraud and Non-Compliance Hotline is:
<https://app.convercent.com/en-us/LandingPage/b3d1c670-e06c-e711-80cf-000d3ab0d899>
 - 6.2.3 Reports received through this site will be reviewed and investigated if sufficient information is provided to conduct an investigation.
 - 6.2.4 The University will work with anyone who is identified via a Fraud and Non-Compliance report or subsequent investigation to provide anonymity to the full extent possible under this Policy.
 - 6.2.5 Upon receipt of an anonymous report that implicates this Policy, the Title IX Coordinator will invite the reporter to formalize the report into a Formal Complaint. While Supportive Measures are available to anonymous reporters without filing a Formal Complaint, finding(s) and sanction(s) or remedies, if applicable, require a Formal Complaint as described in *Appendix B and C*.
 - 6.2.6 If the anonymous reporter declines to pursue a Formal Complaint, the Title IX Coordinator may pursue a complaint on behalf of the University after considering the factors explained in *Section 14.2.3*.
 - 6.2.7 Complainants have the right to decide if and when they report the incident(s) to the University, law enforcement, or to any other member of the University community. The University strongly encourages individuals to access services, such as counseling and medical help, that can respond to the immediate mental and physical impact of an act of Sexual Misconduct. Individuals can access these services regardless of whether they report what happened.
- 6.3 The University strongly encourages reporting as soon as possible. Prompt reporting may preserve options that delayed reporting does not, including immediate police response and the preservation of physical evidence that may be necessary to prove an alleged criminal offense or to obtain a protective order.

- 6.4 Once an individual alerts the University of an alleged violation of this Policy the Complainant will be provided with written information including this Policy, their rights, reporting options, and support resources regardless of whether the incident(s) occurred on or off campus.
- 6.5 Complainants have multiple options regarding the involvement of law enforcement and campus authorities, including:
- The option to notify proper law enforcement authorities including on campus and local police;
 - The option to be assisted by campus authorities in notifying law enforcement authorities; and
 - The option to decline to notify such authorities.
- 6.6 Anyone can receive information about this Policy, their rights under the Policy, reporting options, and support resources without disclosing facts related to the alleged incident.
- 6.7 Each University may have their own programs and services related to the issues covered by this Policy so there may be additional resources for information on your campus.

7. EMPLOYEE REQUIRED REPORTING

- 7.1 To comply with Texas Education Code Chapter 51, an employee of the University who, in the course and scope of their employment, witnesses or receives information regarding the occurrence of an incident that the employee reasonably believes constitutes Sexual Misconduct and is alleged to have been committed by or against a person who was a student enrolled at or an employee of the University at the time of the incident regardless of when or where the incident occurred shall promptly report the incident to the University's Title IX Coordinator.
- 7.2 This section does not apply to an incident in which the employee was a victim of Sexual Misconduct.
- 7.3 A Confidential Resource Employee, in making a report under this section, will state only the type of incident reported and may not include any information that would violate someone's expectation of privacy.
- 7.4 In addition, some individuals who are not Responsible Employees who must share reports under this section with the Title IX Coordinator include, but are not

limited to:

- Elected Members of Student Government Associations; and
- Individuals, including students, serving as responsible persons, even if they are volunteers, at a University Education Program or Activity. These individuals could be teaching assistants, graduate assistants, research assistants, chaperones, peer mentors, or retreat counselors. These individuals are required to report because they are either in a position to do something about the alleged action(s), may be perceived to be able to do something about the alleged action(s), or would otherwise have to report known or suspected incidents of Sexual Misconduct.

7.5 Anyone who is required to report known or suspected violations of this Policy must promptly contact the Title IX Coordinator and disclose what they know about the alleged incident(s). Even if a required reporter is a Campus Security Authority and must provide a report to law enforcement or other campus departments, the reporter must also directly notify the Title IX Coordinator as soon as possible.

7.6 Reports should include all information concerning the incident known to the reporting person, including all relevant details such as the following:

- The name of the Respondent (if known) and any affiliation with the University (if known);
- The name of the Complainant and any affiliation with the University (if known);
- The names of other people who may be involved;
- Relevant facts, including date, time, and location of the incident(s); and
- Whether a Complainant has expressed a desire for confidentiality in reporting the incident.

7.7 The University will comply with all applicable state laws regarding mandatory reporting for known or suspected abuse, neglect, or exploitation of a child or a vulnerable adult.

7.8 Individuals who are not required to report and who are not bound by state confidentiality laws are still encouraged to report known or suspected violations of this Policy and may do so through the methods listed in this Policy.

- 7.9 Public awareness events such as “Take Back the Night,” candlelight vigils, protests, “survivor speak outs,” or other forums in which members of the community disclose incidents of violations of this Policy are not considered notice to the University for the purpose of triggering its obligation to investigate.

However, information regarding rights under this Policy will be available to anyone who discloses Sexual Misconduct at one of these types of events.

- 7.10 Reporting to Outside Entities: An individual wishing to make a complaint may also contact the U.S. Department of Education, Office for Civil Rights (OCR), to complain of sex discrimination, including Sexual Misconduct:

Office for Civil Rights
U.S. Department of Education
1999 Bryan Street, Suite 1620
Dallas, Texas 75201
Phone: (214) 661-9600
Fax: (214) 661-9587
Email: OCR.Dallas@ed.gov

Employees may also contact the U.S. Equal Employment Opportunity Commission to complain of sex discrimination, including Sexual Misconduct:

U.S. Equal Employment Opportunity Commission
Houston District Office
1919 Smith Street, 6th Floor
Houston, Texas 77002
Phone: (800) 669-6820
Fax: (713) 651-4987

8. IMMEDIATE ASSISTANCE

- 8.1 Medical Assistance: An individual who experiences any form of Sexual Misconduct is encouraged to seek immediate medical care. Preserving DNA evidence can be key to identifying the perpetrator in a sexual violence case. Victims can undergo a medical exam to preserve physical evidence with or without police involvement. If possible, this should be done immediately. If an immediate medical exam is not possible, individuals who have experienced a sexual assault may have a Sexual Assault Forensic Exam (SAFE) performed by a Sexual Assault Nurse Examiner (SANE) within 120 hours of the incident. With the examinee’s consent, the physical evidence collected during this medical exam can be used in a criminal investigation; however, a person may undergo a SAFE even without contacting, or intending to contact, the police. To undergo a SAFE, please go to the nearest hospital that provides SAFE services. For more

information about the SAFE, see the University of Houston System's webpage dedicated to resources and reporting information related to sexual misconduct.

The cost of the forensic portion of the exam is covered by the law enforcement agency that is investigating the assault or, in cases in which a report will not be made to the police, the Office of the Attorney General. This does not include fees related to medical treatment that are not a part of the SAFE. An individual who experiences any form of sexual, domestic, or dating violence is encouraged to seek immediate medical care because they may be prescribed medications to prevent sexually transmitted infections and/or pregnancy even if the police are not contacted or if a SAFE is not performed.

8.2 Police Assistance: Because the prohibited actions outlined in this Policy may also constitute a criminal act(s), individuals seeking emergency assistance or who want to file a criminal report may contact their University police department or the appropriate local law enforcement agency. In addition to any possible criminal action, the University Police will forward notice of the report to the Title IX Coordinator. Reporting to the police helps maintain future options regarding criminal prosecution. Generally, when the victim reports the incident, a police officer will take a statement from the victim regarding what happened. An adult victim can request that their identity be kept confidential. Anyone wishing to file a report with University police can make a report to their University's Police Department as noted below:

- University of Houston Campus Police Department
<http://www.uh.edu/police>
 713-743-3333
 - University of Houston – Sugar Land
 A campus security station is located in BH 174 and the AMG lobby.
 Security can be reached at the duty desk at 832-842-2929.
- University of Houston - Clear Lake Police Department
<http://www.uhcl.edu/police>
 281-283-2222
 - University of Houston Clear Lake – Pearland
 281-283-2222
- University of Houston - Downtown Police Department
<http://www.uhd.edu/police-department/Pages/default.aspx>
 713-221-8911
 - University of Houston - Downtown Off-campus Locations (UHD @LSC
 Cy-Fair, UHD@LSC Kingwood and Northwest)
 281-290-5911; <https://www.lonestar.edu/campus-police.htm>

- University of Houston – Victoria
<http://www.uhv.edu/police/>
 361-570-4357
 - University of Houston – Katy
 A campus security station is located on the first floor lobby of the UH and UHV – Katy campus. Security can be reached at the duty desk at 832-841-3911.

8.3 Counseling Assistance: A person who has experienced sexual violence is strongly encouraged to seek medical and psychological care even if they do not plan to request a Sexual Assault Forensic Exam (SAFE) or report the assault to the police.

8.4 Complainants will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services available both within the University and in the community.

9. SUPPORTIVE MEASURES, EMERGENCY REMOVAL, & LEAVE DURING AGENCY INVESTIGATION

9.1 Supportive Measures

9.1.1 Once the Title IX Coordinator receives a report of an alleged act of Sexual Misconduct, the Title IX Coordinator will promptly contact the Complainant and Respondent in writing to discuss the availability of Supportive Measures, consider the Complainant’s and Respondent’s wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without filing a Formal Complaint, and explain to the Complainant the process for filing a Formal Complaint.

9.1.2 The University will treat the parties equitably by offering Supportive Measures to Complainants and Respondents.

9.1.3 Supportive Measures are offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent.

9.1.4 The University’s Supportive Measures are designed to restore or preserve equal access to the University’s Education Program or Activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational, living, and working environment, or to deter Sexual Misconduct.

9.1.5 Supportive Measures may include, but are not limited to:

- Counseling for a Complainant or Respondent through a University-affiliated counseling center while the processes outlined in this Policy are ongoing;
- Extensions of deadlines or other course-related adjustments;
- Modifications of work or class schedules;
- Campus escort and transportation services;
- Mutual restrictions on contact between the parties;
- Changes in work or housing locations;
- Leaves of absence; or
- Increased security and monitoring of certain areas of the campus.

9.1.6 The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

9.1.7 The University will honor any order of protection, no-contact order, restraining order, or similar lawful order issued by any criminal, civil, or tribal court.

9.1.8 Failure to adhere to the parameters of any Supportive Measure may be considered a separate violation of this Policy and may result in disciplinary action.

9.2 Emergency Removal & Leave During Agency Investigation

9.2.1 Once the Title IX Coordinator receives a report of an alleged act of Sexual Misconduct, the Title IX Coordinator will undertake an individualized safety and risk analysis to determine whether an immediate threat to the physical health or safety of any student, employee, or other individual arising from the allegations of Sexual Misconduct justifies emergency removal or Leave During Agency Investigation pending further investigation. At the conclusion of the safety and risk analysis, the Title IX Coordinator will make a recommendation for removal to the appropriate office. The appropriate office will provide Respondent with notice and an opportunity to challenge the decision immediately following their removal.

9.2.2 An employee Respondent may be placed on Leave During Agency Investigation, in accordance with the University's policy and procedures

on employee Leave During Agency Investigation during the pendency of a grievance process, as outlined in this Policy.

10. DISMISSALS AND GRIEVANCE PROCEDURES

10.1 Classification of Alleged Sexual Misconduct

10.1.1 Before, during, or after the completion of the investigative report, the Title IX Coordinator will make a determination on the classification of the alleged Sexual Misconduct, in order to determine the appropriate procedures prescribed in this Policy.

10.1.2 For purposes of determining the appropriate grievance procedure, jurisdiction, and dismissal requirements, the Title IX Coordinator will determine whether the Sexual Misconduct is classified as either Title IX Sexual Misconduct or UH System Sexual Misconduct, both as defined in this Policy.

10.2 Title IX Sexual Misconduct

10.2.1 If the Title IX Coordinator determines that the alleged Sexual Misconduct constitutes Title IX Sexual Misconduct, the requirements in this section will apply, including the Title IX Grievance Procedures, jurisdiction, and dismissal requirements. The Title IX Coordinator may dismiss a Formal Complaint from the Title IX Grievance Procedures that does not meet the jurisdictional requirements as described below at any time.

10.2.2 Title IX Dismissals

- A. Permissive Dismissals – A Formal Complaint may be dismissed from the Title IX Grievance Procedures if:
- A party is no longer employed with the University;
 - A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegation therein;
 - Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the allegations contained in the Formal Complaint;

- The Complainant expressly or by action declines to cooperate with the investigation;
- An appropriate resolution or remedy has already been achieved; or
- The University no longer has control over an employee Respondent and, when appropriate, remedies have been offered to the Complainant.

B. Mandatory Dismissals

- A Formal Complaint must be dismissed from the Title IX Grievance Procedures when the conduct alleged would not constitute Title IX Sexual Misconduct as defined in this Policy.
- While the University must dismiss a Formal Complaint from the Title IX Grievance Procedures when the Formal Complaint does not meet the jurisdictional or definition requirements for purposes of Title IX Sexual Misconduct, such a dismissal does not preclude action under another provision of this Policy or the University's codes of conduct.
- The University will simultaneously notify the parties of dismissal of a Formal Complaint from the Title IX Grievance Procedures as well as the reasons for dismissal.
- The parties may appeal a Title IX dismissal through the process described in the Written Appeals section of *Appendix B – Title IX Grievance Procedures*.

10.3 UH System Sexual Misconduct

10.3.1 If the Title IX Coordinator determines that the alleged Sexual Misconduct constitutes UH System Sexual Misconduct, as defined in this Policy, the requirements in this section will apply, including the grievance procedure, jurisdiction, and dismissal requirements.

10.3.2 UH System Sexual Misconduct Dismissals

- A. The University reserves the right to dismiss a Formal Complaint from the UH System Sexual Misconduct Grievance Procedure for

the following non-exclusive reasons:

- The Complainant expressly or by action declines to cooperate with the investigation;
- An appropriate resolution or remedy has already been achieved; or
- The University no longer has control over the Respondent if they are an employee and, when appropriate, remedies have been offered to the Complainant.

10.3.3 If the University decides to not proceed with a Formal Complaint under the UH System Sexual Misconduct Grievance Procedure, the University will notify the Complainant within five (5) business days of the decision explaining the reason(s) for this decision. This notification will also include a statement informing the Complainant of their ability to file a new complaint with additional information and this new complaint will be assessed on its own merits.

11. CONFIDENTIALITY

- 11.1 The University will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Misconduct, any Complainant, any Respondent, and any witnesses, except as may be necessary to conduct an investigation, hearing, or judicial proceeding, or except as permitted by FERPA.
- 11.2 If a party is a student, the student will need to sign a FERPA Release form for the Personal or Hearing Advisor to be present at any meeting or proceeding. The FERPA Release allows staff to speak freely about the student's case when the Personal or Hearing Advisor is present. The student may revoke the FERPA release in writing if they choose to no longer have the individual serve as their Personal or Hearing Advisor or have access to the matter.
- 11.3 The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.
- 11.4 The University will protect the anonymity of all individuals involved in a report or a Formal Complaint by refusing to disclose their identifying information to anyone outside the University to the maximum extent permitted by law.
- 11.5 The University has great respect for the privacy of the parties identified in a report or Formal Complaint. Under state law, however, Responsible Employees

who receive information of alleged Sexual Misconduct must share that information with the Title IX Coordinator. As such, the University may need to act to maintain campus safety and must determine whether to investigate further, regardless of the Complainant's request for confidentiality or request to not investigate a report submitted to the Title IX Coordinator.

- 11.6 In making determinations regarding requests for confidentiality including Complainants' requests to not investigate, dismiss Formal Complaints, and/or to not disclose identifying information to Respondents, the Title IX Coordinator must deliberately weigh the rights, interests, and safety of the Complainant, the Respondent, and the campus community. The University must consider the following non-exclusive factors when determining whether to investigate an alleged incident of Sexual Misconduct:
- The seriousness of the alleged incident;
 - Whether the University has received other reports of alleged Sexual Misconduct by the alleged Respondent;
 - Whether the alleged incident poses a risk of harm to others; and
 - Any other factors the University determines relevant.
- 11.7 Under state law, if the Complainant requests in writing that the University not investigate a report, the University must inform the Complainant of the decision whether or not to investigate.
- 11.8 When a Formal Complaint is signed by the Title IX Coordinator rather than filed by a Complainant, the University is required to send both parties details about the allegations, including the identity of the parties, if known. If the Complainant's identity is unknown, the grievance process under this Policy may proceed if the Title IX Coordinator determines it is necessary to sign a Formal Complaint, even though the written notice of allegations required in this Policy does not include the Complainant's identity.
- 11.9 Community-based programs not affiliated with the University may also be confidential resources and would follow their own policies and procedures regarding reporting duties.
- 11.10 The University will protect the confidentiality of Complainants and other necessary parties while ensuring Clery Act statistical reporting requirements, specifically, such reporting will be done without inclusion of personally identifying information about a Complainant.

12. SELF-HELP

- 12.1 An individual who believes that they are the subject of unlawful Sexual Misconduct may choose to deal with the alleged offender directly through a face-to-face discussion, a personal telephone conversation, e-mail correspondence, or letters. In some cases, this approach may resolve the situation; in others, it may be ineffective or place the individual in an uncomfortable, insecure, or compromised position.
- 12.2 Under no circumstances should an individual feel pressured to address the alleged offender directly or handle the matter alone, and a decision not to confront a person alleged to be discriminatory or harassing will not be treated negatively under this Policy.

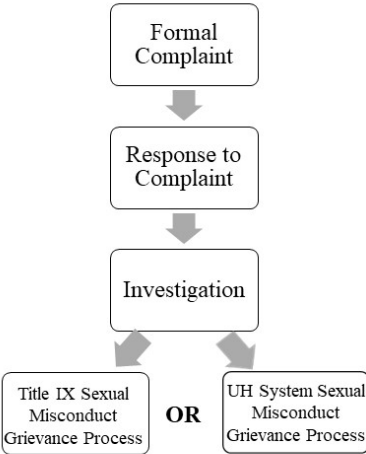
13. PRELIMINARY RESPONSE PROCEDURES

- 13.1 A report of a violation of this Policy does not automatically begin the formal grievance procedures outlined in this Policy. A Complainant who reports an incident of Sexual Misconduct may seek a formal grievance process by filing a Formal Complaint as described in *Section 14* of this Policy.
- 13.2 The University will determine the appropriate preliminary response to each report based on the information available at the time of the report and, whenever possible, with the input of the Complainant.
- 13.3 When the University receives a report regarding an alleged violation of this Policy, it will take reasonable measures to do the following:
- Contact the Complainant and the Respondent to notify them of their rights and options under this Policy;
 - Implement any appropriate Supportive Measures; and
 - Conduct a preliminary investigation, as appropriate.
- 13.4 Anyone who reports Sexual Misconduct will be notified of their right to speak to the appropriate law enforcement agency and file a report for possible criminal prosecution.
- 13.5 The processes outlined in this Policy is separate from any criminal proceeding related to the reported behavior and may occur while criminal proceedings are ongoing.
- 13.6 Proceedings under this Policy will not be dismissed or delayed because criminal prosecution is pending, criminal charges have been dismissed, or the criminal

charges have been reduced.

14. FILING A FORMAL COMPLAINT & INVESTIGATION

14.1 If a Complainant wishes to pursue official University action against a Respondent for alleged Sexual Misconduct, they may follow the steps described in this section to file a Formal Complaint, which will initiate an investigation. At the end of the investigation, the Title IX Coordinator will make a determination on which grievance process (as described in Section 15 and 16 of this Policy) is appropriate based on jurisdictional requirements.



*This graphic explains the formal complaint progress. A Complainant files a formal complaint, the Respondent(s) have an opportunity to provide a written or verbal Response, the Title IX office performs an investigation, and the Title IX office will inform the parties of which grievance process will apply based on jurisdictional requirements.

14.2 Filing a Formal Complaint

14.2.1 A Complainant may file a Formal Complaint alleging Sexual Misconduct with the Title IX Coordinator in person, by mail, by electronic mail, or by the University’s electronic reporting system.

14.2.2 The University does not limit the timeframe for filing a report or Formal Complaint of Sexual Misconduct, although the University’s ability to take any action may be limited because of the passage of time.

14.2.3 Even in the absence of a Formal Complaint, some circumstances may require the Title IX Coordinator to initiate a Formal Complaint in order to protect the University community. If the Title IX Coordinator initiates a Formal Complaint, the Title IX Coordinator is not a Complainant or

otherwise a party. The decision for the Title IX Coordinator to file a Formal Complaint is not taken lightly and will be determined based on various factors including, but not limited to, the type of actions alleged in the report, prior reports received, the potential for repeated behavior, and/or the potential on-going risk to the non-participating Complainant and/or the University community.

14.2.4 If the Title IX office determines that the Formal Complaint does not contain alleged conduct that constitutes Sexual Misconduct as defined in this Policy, the Title IX office will endeavor to determine whether other codes of conduct or University policies might have been implicated by the alleged conduct and refer accordingly.

14.2.5 Once a Formal Complaint is filed, if the Complainant decides that they want to withdraw the Formal Complaint, the University's investigation may still proceed.

14.2.6 The University may consolidate Formal Complaints as to the allegations of Sexual Misconduct against more than one Respondent, or by more than one Complainant against one or more Respondents, where the allegations of Sexual Misconduct arise out of the same facts or circumstances.

14.3 Written Notice to the Parties

14.3.1 After receipt of a Formal Complaint, the Title IX Coordinator will provide written notice to the parties within five (5) business days, which will include, but is not limited to:

- Notice of the University's Title IX Grievance Procedure, if applicable, including information about the Informal Resolution process;
- Notice of the allegations that may constitute Sexual Misconduct;
- Sufficient details, including the identities of the parties involved in the incident, the conduct allegedly constituting Sexual Misconduct, and the date and location of the alleged incident, if known;
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- Notice that the parties may have a Personal Advisor of their choice who may be, but is not required to be, an attorney;

- Notice that the parties may inspect and review evidence, in accordance with applicable policies; and

Notice of any provision of the University's code of conduct or other policy that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

14.4 Response to a Formal Complaint

14.4.1 A Respondent's response to a Formal Complaint is due to the Title IX office within five (5) business days from the date the Title IX office sent it to the Respondent. The Title IX office may grant an extension for good cause.

14.4.2 The response should address and respond to the specific allegations made in the Formal Complaint and can include any other rebuttal information or evidence.

14.4.3 A response may be provided in writing or through an in-person interview with the investigator(s).

14.4.4 While a Respondent is not required to provide a response to the Formal Complaint or answer questions related to the investigation, this will not stop the Formal Complaint process. Failure to acknowledge receipt of the Formal Complaint may be considered a violation of University policy and could result in additional action.

14.5 Informal Resolution (Optional)

14.5.1 If a Formal Complaint alleges a violation of this Policy, the Title IX Coordinator may choose to offer the parties an informal process that resolves the Formal Complaint without completing the grievance process. The option to informally resolve a Formal Complaint depends on whether the University determines that informal resolution may be appropriate and whether both parties voluntarily agree to attempt informal resolution.

14.5.2 If informal resolution is offered by the Title IX Coordinator, the parties are not required to accept this process. If the parties choose to accept the informal resolution process, they must provide their written consent to the Title IX Coordinator.

14.5.3 The informal resolution offered by the Title IX Coordinator may encompass a broad range of conflict resolution strategies, including, but not limited to:

- Alcohol education classes;

- Regular meetings with an appropriate University official(s);
- Permanent extension of a mutual no contact directive;
- Restriction from participation in student organizations;
- University-led training sessions; and
- Counseling sessions.

14.5.4 Any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to a Formal Complaint at any time prior to agreeing to a resolution.

14.5.5 If an informal resolution is accepted by the parties in writing, the Title IX Coordinator will provide the parties written notice of the following:

- The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming the grievance process with respect to a Formal Complaint arising from the same allegations;
- At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint; and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

14.5.6 Any final resolution pursuant to the informal resolution process will be documented and kept for seven (7) years as required by law. However, no recording of the informal resolution process will be made and any statements made during the informal resolution process may not be used for or against either party. Failure to comply with an informal resolution agreement may result in disciplinary action.

14.5.7 Informal resolution may **not** be used to resolve Sexual Misconduct allegations where a University employee is alleged to have engaged in Sexual Misconduct against a student. Under certain circumstances, a student may be considered an employee.

14.6 Investigation

- 14.6.1 Absent extenuating circumstances, a Sexual Misconduct investigation will begin upon receipt of a Formal Complaint of alleged Sexual Misconduct. A preliminary investigation may begin prior to receiving a response from a Respondent.
- 14.6.2 Title IX investigator(s) will attempt to gather evidence and interview the Complainant, the Respondent(s), and any witnesses, including those identified by the Complainant and Respondent, as appropriate.
- 14.6.3 Both Complainant and Respondent will be provided equal opportunity to present witnesses and other inculpatory and exculpatory evidence.
- 14.6.4 Both Complainant and Respondent will be provided equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source.

14.7 Inspection of Evidence and Investigative Report

- 14.7.1 Prior to the completion of the investigative report, the Title IX investigator(s) will send to each party and their Advisor, if any, a draft copy of the investigative report and all evidence obtained as part of the investigation, including all inculpatory or exculpatory evidence.
- 14.7.2 The parties will be given ten (10) business days to review the draft report and evidence and provide a written response before the investigative report becomes final.
- 14.7.3 The Title IX investigator(s) will finalize the investigative report after considering the responses from the parties and will provide a copy to the parties and their Personal Advisors, if any, at least ten (10) business days prior to the hearing.

15. TITLE IX SEXUAL MISCONDUCT GRIEVANCE PROCEDURE

- 15.1 If the alleged Sexual Misconduct is found to be considered Title IX Sexual Misconduct, the Title IX Grievance Procedure, described in *Appendix B* of this Policy, will apply.

16. UH SYSTEM SEXUAL MISCONDUCT GRIEVANCE PROCEDURE

- 16.1 If the alleged Sexual Misconduct is found to be considered UH System Sexual Misconduct, the UH System Sexual Misconduct Grievance Procedure, described in *Appendix C* of this Policy, will apply.

17. RETALIATION PROHIBITED

- 17.1 The University takes reports of Sexual Misconduct very seriously and will not tolerate retaliation against those who in good faith make such reports or participate in the investigation or adjudication process.
- 17.2 No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any rights or privilege secured in this Policy or because the individual has made a report or Formal Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy.
- 17.3 Any person who believes that they have been subjected to retaliation should immediately report this concern to the Title IX Coordinator.
- 17.4 If an individual makes a materially false statement in bad faith during the course of a grievance procedure under this policy, this conduct may constitute a violation through a separate University policy. A finding through a separate policy does not constitute retaliation prohibited in this section. However, a determination of responsibility under the Sexual Misconduct, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

18. IMMUNITY

- 18.1 To encourage reporting, the University will not take any disciplinary action against a student enrolled at the University who in good faith reports being the victim of, or a witness to, an incident of Sexual Misconduct for a violation under the University's Student Code of Conduct for conduct by the student occurring at or near the time of the incident, regardless of the location at which the incident occurred or the outcome of the University's disciplinary process regarding the incident, if any. The University may investigate to determine whether a report of an incident of Sexual Misconduct was made in good faith. A determination that a student is entitled to amnesty is final and may not be revoked.
- 18.2 A person employed by or enrolled at the University acting in good faith who reports or assists in the investigation of a report of an incident of alleged Sexual Misconduct, or who testifies or otherwise participates in the Formal Complaint process, will not be subjected to any disciplinary action by the University for any violation by the person of the University's code of conduct reasonably related to the incident for which suspension or expulsion from the institution is not a possible punishment. Decisions regarding immunity are made by the Title IX Coordinator in conjunction with the appropriate sanctioning body.
- 18.3 Immunity, as described in this section, does not apply to individuals who participate or assist in the reported alleged incident.

19. ALLEGATIONS INVOLVING UNIVERSITY-AFFILIATED ORGANIZATIONS

- 19.1 If a report is made alleging that a University-Affiliated organization has violated this Policy, the Title IX Coordinator will make a referral to the appropriate administrative department and/or adjudicative body over that organization to ensure a timely, equitable process to determine if an organization violated relevant University policies.
- 19.2 If a report is made involving an organization, The Title IX Coordinator will seek to identify any individuals who may be involved. The Title IX Coordinator will, in collaboration with the Complainant whenever possible, determine whether a Formal Complaint under this Policy will be filed against any identified individuals.
- 19.3 The Title IX Coordinator will work in partnership with the appropriate adjudicative body should there be concurrent investigations involving individuals and organizations, including, but not limited to, sharing information with appropriate University administrators who have a legitimate need to know.

20. NON-PARTICIPATING COMPLAINANTS

- 20.1 Non-participating complainants, individuals who decline to serve as a Complainant as per *Section 14*, will maintain certain rights per this Policy.
- 20.2 When the Title IX Coordinator pursues a Formal Complaint on behalf of the University, it will work with the non-participating complainants to the extent they are willing and/or able to participate.
- 20.3 Non-participating complainants receive the same notifications as the Complainant and Respondent as outlined in *Appendix B* and *Appendix C* of this Policy, unless they request otherwise.
- 20.4 Non-participating complainants always maintain the right to reasonable Supportive Measures as outlined in Section 9 of this Policy.
- 20.5 Non-participating complainants do not have appeal rights as per this Policy.

21. ADDITIONAL INTERVENTIONS

- 21.1 When a report is received alleging a violation of this Policy, the University will take appropriate steps to assess whether additional actions, beyond a formal investigation and possible disciplinary sanctions, are appropriate, regardless of whether a Formal Complaint is filed or a finding of violation made.
- 21.2 Actions may respond to the specific needs of impacted persons and/or may address the needs of the University community to respond to immediate and long-

term concerns regarding personal safety, academic success, and emotional well-being.

- 21.3 Actions may include extending Supportive Measures provided to impacted persons such as those listed in Section 9 or new actions taken to respond to immediate and long-term concerns regarding personal safety, academic success, and emotional well-being.
- 21.4 Actions to address the needs of the University community may include, but are not limited to, training (both targeted training and campus-wide programs), campus safety assessments, campus climate surveys, and evaluation of policies and procedures.

22. ADMINISTRATIVE REPORTING

- 22.1 Not less than once every three months, the Title IX Coordinator of the University shall submit to the University's chief executive officer a written report on the reports received for the institution's reporting period. The report shall include the following information: the investigation of reports; the disposition, if any, of any disciplinary processes arising from reports; and the reports for which the institution determined not to initiate a disciplinary process, if any.

- 22.1.1 The Title IX Coordinator will immediately report to the University's chief executive officer any incident in which the Title IX Coordinator has cause to believe that the safety of any person is in imminent danger as a result of the incident.

- 22.2 At least once annually during either the fall or spring semester the chief executive officer of the University shall submit to the University's Board of Regents and post on the University's website a report concerning the reports received from the Title IX Coordinator.

23. COMPLIANCE

- 23.1 The chief executive officer of the University shall annually certify in writing to the Coordinating Board, in October of each year, that the institution is in substantial compliance with Texas Education Code Subchapter E-2 (Sections 51.251-51.260).

24. TRAINING

- 24.1 Investigator(s) will receive training at least annually on issues related to Sexual Misconduct and how to conduct the processes outlined in this Policy while being both trauma-informed and impartial, while protecting the safety of those involved and promoting accountability.

- 24.2 Members of the University’s Hearing Board and Hearing Officers will receive training at least annually on issues related to Sexual Misconduct. These individuals will also receive training regarding the role of the Title IX office to enforce this Policy, best practices for hearings and hearing panelists, and their role in ensuring and promoting safety, due process, and accountability.
- 24.3 The University will provide training for all incoming students and new employees that increase their knowledge about this Policy, their rights, and resources, as well as strategies to prevent violence, promote safety, and reduce perpetration. Employees will receive initial mandatory training within thirty (30) days of their hire date and supplemental training every two (2) years.
- 24.4 The University will provide training for Title IX Coordinators, investigators, Hearing Officers, and any person designated by the University to facilitate an informal resolution process as required by Title IX.

25. REVIEW AND RESPONSIBILITY

Responsible Party: Vice Chancellor for Legal Affairs and General Counsel

Review: Every two years

26. APPROVAL

Approved: Dona Cornell
Vice Chancellor for Legal Affairs and General Counsel

Renu Khator
Chancellor

Date: August 13, 2020

APPENDIX A – Definitions

This chart provides clarity on the definitions of acts which constitute Sexual Misconduct under Title IX and UH System Policy. ***Please note, for Title IX Sexual Misconduct the alleged conduct must meet the jurisdictional requirements described in Section 4.4 – Jurisdiction. In other words, the conduct alleged must occur in the United States, on campus or at a University affiliated building or event, while the Complainant is attempting to participate in a University program.**

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
<i>Dating Violence</i>	<p>*As defined in 34 U.S.C. 12291(a)(10). Dating Violence means violence committed by a person:</p> <ul style="list-style-type: none"> • Who is or has been in a social relationship of a romantic or intimate nature with the victim; and • Where the existence of such relationship shall be determined based on a consideration of factors such as the length of relationship, type of relationship, and frequency of interaction between the persons involved in the relationship. 	<p>As defined in 34 U.S.C. 12291(a)(10). Dating Violence means violence committed by a person:</p> <ul style="list-style-type: none"> • Who is or has been in a social relationship of a romantic or intimate nature with the victim; and • Where the existence of such relationship shall be determined based on a consideration of factors such as the length of relationship, type of relationship, and frequency of interaction between the persons involved in the relationship.
<i>Domestic Violence</i>	<p>*As defined in 34 U.S.C. 12291(a)(8). Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim:</p> <ul style="list-style-type: none"> • By a person with whom the victim shares a child in common; • By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; • By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the of the State of Texas http://www.statutes.legis.state.tx.us/SOTWDOcs/CR/htm/CR.5.htm; or • By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction. 	<p>As defined in 34 U.S.C. 12291(a)(8). Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim:</p> <ul style="list-style-type: none"> • By a person with whom the victim shares a child in common; • By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; • By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the of the State of Texas http://www.statutes.legis.state.tx.us/SOTWDOcs/CR/htm/CR.5.htm; or • By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
<i>Non-Consensual Sexual Touching</i>	<p>*Please see the definition of Sexual Assault and/or Sexual Harassment below.</p>	<p>A form of sexual harassment that consists of any intentional touching in a sexual manner, however slight or momentary, or</p>

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
		the use of an object to touch another in a sexual manner. Examples include, but are not limited to: <ul style="list-style-type: none"> • Unwanted touching of a sexual nature; or • Use of force or intimidation to make someone else engage in non-consensual sexual touching.
<i>Quid Pro Quo</i>	An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual’s participation in unwelcome sexual conduct.	Please see definition of Sexual Harassment below.
<i>Sexual Assault</i>	<p>*As defined in 20 U.S.C. 1092(f)(6)(A)(v). Sexual Assault means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.</p> <p>Forcible Sex Offenses:</p> <ul style="list-style-type: none"> • Rape is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. • Sodomy is oral or anal sexual intercourse with another person without the consent of the victim. • Sexual assault with an object is the penetration, no matter how slight, of the genital or anal opening of the body of another person without the consent of the victim. An object is anything used by the offender other than the offender’s genitalia. • Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity. <p>Non Forcible Sex Offenses:</p> <ul style="list-style-type: none"> • Incest is sexual intercourse between persons who are related to each 	Sexual intercourse that occurs without consent. Examples include, but are not limited to, the following: <ul style="list-style-type: none"> • Penetration, however slight, of an orifice (anal, vaginal, oral) with the vulva, anus, or mouth, by a penis, finger, or other object; • Other acts of oral sex or anal stimulation; or • Knowingly exposing a person to and/or transmitting a sexually-transmitted infection or HIV/AIDS to another person.

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
	<p>other within the degrees wherein marriage is prohibited by law.</p> <ul style="list-style-type: none"> • Statutory Rape is sexual intercourse with a person who is under the statutory age of consent. 	
<i>Sexual Exploitation</i>	<p>*Sexual Exploitation as defined under UH System Sexual Misconduct that constitutes sexual harassment so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s Education Program or Activity.</p>	<p>Sexual Exploitation is a form of sexual harassment that occurs when a party takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other Sexual Misconduct offenses. Examples can include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Prostituting or sex trafficking another; • Non-consensual recording, photographing, or transmitting intimate or sexual utterances, sounds, or images electronically or by other means without the knowledge and consent of all parties involved; • Voyeurism or watching or recording someone when that person is in a place where they would have a reasonable expectation of privacy; • Going beyond the boundaries of consent (such as engaging in actions that were not consented to during an otherwise consensual encounter); or • Distributing intimate or sexual images about another person without that person’s consent, even if the images were obtained consensually.
<i>Sexual Harassment</i>	<p>*Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s Education Program or Activity.</p>	<p>Broadly speaking, Sexual Harassment is subjecting an individual on the basis of her or his membership in a Protected Class to unlawful severe, pervasive, or persistent treatment that constitutes:</p> <ul style="list-style-type: none"> • Humiliating, abusive, or threatening conduct or behavior

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
		<p>that denigrates or shows hostility or aversion toward an individual or group;</p> <ul style="list-style-type: none"> • An intimidating, hostile or abusive learning or living environment, or an environment that alters the conditions of learning or living; or • An unreasonable interference with an individual’s academic performance. <p>In the employment setting, Sexual Harassment includes an unwelcome sexual advance, a request for sexual favor, or any other verbal or physical conduct of a sexual nature if:</p> <ul style="list-style-type: none"> • Submission to the advance, request, or conduct is made a term or condition of an individual’s employment, either explicitly or implicitly; • Submission to or rejection of the advance, request, or conduct by an individual is used as the basis for a decision affecting the individual’s employment; • The advance, request, or conduct has the purpose or effect of unreasonably interfering with an individual’s work performance; or • The advance, request, or conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment. <p>Examples that could satisfy this legal standard include, but are not limited to: epithets or slurs, negative stereotyping, threatening, intimidating or hostile acts, denigrating jokes and display or circulation (including through e-mail) of written or graphic material in the learning, living, or working environment.</p>
<p><i>Sexual Intimidation</i></p>	<p>*Sexual Intimidation as defined under UH System Sexual Misconduct that constitutes sexual harassment so severe, pervasive, and objectively offensive that it effectively</p>	<p>Sexual Intimidation is a form of sexual harassment that involves threatening another with behavior of a sexual nature. Examples of this include, but are not</p>

Definition	Title IX Sexual Misconduct	UH System Sexual Misconduct
	denies a person equal access to the University’s Education Program or Activity.	limited to, engaging in indecent exposure (aka “flashing”), or transmitting or displaying a nude image where the action was unsolicited and a reasonable person would feel threatened or intimidated.
Stalking	<p>*As defined in in 34 U.S.C. 12291(a)(30). Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:</p> <ul style="list-style-type: none"> • Fear for safety or the safety of others; or • Suffer substantial emotional distress. 	<p>Stalking, including cyber stalking, is engaging in a course of conduct directed at a specific person that would cause a reasonable person to: fear for their safety and/or the safety of others; or suffer substantial emotional distress.</p> <p>This Policy will apply to acts of Stalking that:</p> <ul style="list-style-type: none"> • Occur between people who currently have or have had a romantic or sexual relationship; or • Occur because of the Respondent’s desire to have a romantic or sexual relationship with the Complainant <p>A “course of conduct” is a pattern of behavior composed of two or more acts, whether directly by a Respondent or through third parties, over a period of time, however short, that evidence a continuity of purpose.</p> <p>“Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.</p> <p>A “reasonable person” means a reasonable person in the Complainant’s circumstances.</p> <p>The definition of Stalking as used in this Policy may constitute criminal stalking in Texas. Relevant state law can be found at http://www.statutes.legis.state.tx.us/SOTW Docs/PE/htm/PE.42.htm</p>

APPENDIX B – Title IX Grievance Procedures

1. TITLE IX INVESTIGATIVE REPORT

- 1.1 Upon completion of the investigation report by a Title IX investigator and a determination that the alleged Sexual Misconduct is considered Title IX Sexual Misconduct, the University will hold a hearing during which both parties' Hearing Advisors will have the opportunity to present relevant evidence and ask questions of the parties and witnesses.

2. PREPARING FOR A HEARING

- 2.1 Absent extenuating circumstances, the Title IX Coordinator will schedule a hearing within fifteen (15) business days from the conclusion of the investigation.
- 2.2 Once the hearing is scheduled, requests to reschedule the hearing must be submitted in writing to the Title IX Coordinator and will be considered by the Hearing Officer.
- 2.3 The Complainant and Respondent(s) will be notified of the identity of the Hearing Officer for their hearing. Within five (5) business days of this notification, the Complainant and Respondent(s) have the opportunity to object in writing to the Hearing Officer for cause. The Title IX Coordinator, in consultation with the Hearing Officer, will consider any objection and replace the Hearing Officer if appropriate. In the event that the Hearing Officer recuses themselves, an alternative Hearing Officer will be assigned.
- 2.4 No later than five (5) business days prior to the hearing, all materials that will be used at the hearing must be submitted to the Title IX Coordinator. The Title IX Coordinator will simultaneously make this material available for inspection or provide the materials to both parties as well as the Hearing Officer. The materials must include:
 - All documents and other tangible evidence that will be used as evidence during the hearing.
 - The names of any witnesses and a brief summary concerning the subject matter of the witness' expected testimony.
 - The name of any advisor to be in attendance at the hearing and whether that person is an attorney. Only one Personal Advisor and one Hearing Advisor per party is allowed to attend.

- 2.5 No witness, document, or tangible evidence will be permitted at the hearing unless such information was timely submitted.
- 2.6 It is the responsibility of the party wanting to present a witness to secure that witness.

3. TITLE IX HEARING

3.1 Roles and Responsibilities

3.1.1 Designated Representative

- A. A designated representative may be present at a hearing to serve as a resource to the Hearing Officer for sanctioning purposes in the case of a finding.

3.1.2 Hearing Advisor

- A. A Hearing Advisor is responsible for advising and acting on behalf of a named party as to presentation of witnesses. Each party may have one (1) Hearing Advisor.
- B. A Hearing Advisor may present evidence, question witnesses, and will conduct cross examination of the parties and witnesses. Each party will present their own opening and closing statements, which will be limited to fifteen (15) minutes each.
- C. Hearing Advisors shall not directly address the opposing Hearing Advisor or the opposing party outside of cross-examination.
- D. Hearing Advisors and parties shall not cause unreasonable delays by failing to schedule or appear for a meeting as requested by a Hearing Officer.
- E. Hearing Advisors must adhere to the rules of decorum.

3.1.3 Hearing Officer

- A. The Hearing Officer may question any individual at any time during the hearing.

- B. The Hearing Officer may impose reasonable time limits on any stage of the hearing.
- C. The Hearing Officer may determine the relevance of, and place restrictions on, any witness testimony or questions or information presented. The Hearing Officer has the responsibility to determine the relevancy of questions and explain in real time any decision not to permit a question to be asked.
- D. The Hearing Officer will make determinations on admissibility.
- E. The Hearing Officer has the authority to dismiss a Hearing Advisor who, in the Hearing Officer's judgment, is badgering or harassing a witness or party. Should the Hearing Officer dismiss a party's Hearing Advisor, the hearing shall be suspended until that party is assigned or obtains a new Hearing Advisor.
- F. The Hearing Officer has the authority to request the attendance of a witness who was not designated by the parties if the Hearing Officer determines the witness may have relevant information.
- G. The role of the Hearing Officer is to determine whether or not there is a finding of a violation of the University's Sexual Misconduct Policy. The finding(s) will be determined using a preponderance of the evidence standard; that is, whether it is more likely than not that a Respondent violated this Policy.

3.1.4 Parties

- A. Complainants and Respondents are precluded from conducting cross-examination personally. The only method for conducting cross-examination is by a party's Hearing Advisor.
- B. Parties shall not address each other during the hearing.
- C. Parties must adhere to the rules of decorum.

3.1.5 Witnesses

- A. Parties are responsible for requesting their witnesses to attend the hearing and securing their witness' attendance. The University cannot compel a witness to attend.

- B. Witnesses must have observed the acts in question or have information relevant to the incident and cannot be participating solely to speak about an individual's character. The Hearing Officer will determine whether to allow a witness to speak at the hearing.
 - C. Witnesses must adhere to the rules of decorum.
 - D. Witnesses may be present in a hearing only during their testimony.
- 3.2 Decorum – During the hearing, all participants are expected to adhere to the following rules of behavior and decorum:
- 3.2.1 All participants should refrain from making disparaging personal remarks or displays of hostility toward opposing parties or advisors.
 - 3.2.2 All participants should refrain from making gestures, facial expressions, audible comments, or the like, as manifestations of approval or disapproval during the testimony of witnesses or a party, or at any other time.
 - 3.2.3 All participants should refrain from interrupting or talking over one another.
 - 3.2.4 All participants shall not engage in conduct that disrupts the orderly operation of the hearing.
 - 3.2.5 Hearing Advisors and the parties shall refrain from making any comments after the Hearing Officer has issued any determination about relevance, admissibility, or other matter.
- 3.3 Hearing Process
- 3.3.1 The hearing will be held in accordance with the process set forth in this Policy.
 - 3.3.2 Standard of Evidence – In all cases before a Hearing Officer, the standard of proof is a preponderance of evidence. A finding of responsibility by a preponderance of the evidence means that it is more likely than not, based on all the reasonable evidence presented, that the Respondent violated this Policy. The burden of proof is on the University. By law, it is presumed that the Respondent is not responsible for the alleged conduct unless a

determination regarding responsibility is made at the conclusion of the grievance process.

3.3.3 The general course of the hearing procedure will be as follows, subject to the discretion of the Hearing Officer:

- A. The Hearing Officer will convene the hearing, introduce the individuals present, give a brief description of the process, invite questions about the process, and allow the parties the opportunity to present a brief opening statement.
- B. The Complainant or the Hearing Advisor for Complainant shall present evidence (including calling and questioning their own witnesses) to the Hearing Officer.
- C. The Hearing Advisor for the Respondent shall have the opportunity to conduct cross-examination after the Hearing Advisor for the Complainant or the Complainant has completed questioning each of their own witnesses.
- D. After all the Complainant's witnesses have been examined by both sides, the Respondent or the Hearing Advisor for the Respondent shall have the same opportunity to present their evidence and their own witnesses.
- E. The Hearing Advisor for the Complainant shall have the opportunity to conduct cross-examination after the Hearing Advisor for the Respondent or the Respondent has completed questioning each of their own witnesses.
- F. After both parties have presented their witnesses, the Title IX representative may provide testimony and documentation regarding their investigation to the Hearing Officer. The Title IX representative may be questioned by the Hearing Advisors or Hearing Officer.
- G. The Hearing Officer will allow the parties the opportunity to present a brief closing statement before concluding the hearing.

3.3.4 At the request of either party, the University will provide the parties separate rooms and use technology so that the Hearing Officer and parties may simultaneously see and hear the questions. The hearing may also take

place virtually.

- 3.3.5 An audio and/or video recording of the hearing will be kept for the use of the Hearing Officer and for any appeal. The parties and their Hearing Advisors may request to review the recording.

3.4 Evidence

3.4.1 Evidence that is not relevant or admissible:

- A. Information protected by a legally recognized privilege.
- B. Evidence about a Complainant's prior sexual history cannot be used to prove character or reputation and may only be allowed to prove that someone other than the Respondent committed the alleged conduct or if offered to prove consent.
- C. Any party's medical, psychological, and similar records unless the party has given voluntary written consent or presents the records themselves.
- D. If a party or witness does not submit to cross-examination at the hearing, the Hearing Officer must not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness' absence from the hearing or refusal to answer cross-examination or other questions.
- E. Hearsay exceptions such as statements against a party's interest or death or disability of a party or witness are not recognized in Title IX hearings if the party or witness does not submit to cross-examination at the hearing.
- F. Similarly, police reports, SANE reports, medical reports, and other documents and records may not be relied on to the extent they contain the statements of a party or witness who has not submitted to cross-examination.

3.4.2 Evidentiary Exceptions

- A. Statements that have not been subject to cross examination at a hearing may be submitted in the following circumstances:
 - 1. If the evidence involves intertwined statements of both parties (e.g., a text message exchange or e-mail thread) and one party

refuses to submit to cross-examination and the other does submit, the statements of one party cannot be relied on but the statements of the other party may be relied on.

2. Where a Complainant refuses to answer cross-examination questions, but video or other evidence exists showing the underlying incident, the Hearing Officer may still consider the available evidence and make a determination.

3.5 Finding(s) and Written Determination

3.5.1 The Written Determination will contain both the finding(s) and the sanctions or remedies, if applicable, and will be provided to the parties simultaneously.

3.5.2 Sanctions – The sanctions for a finding of a violation of the Sexual Misconduct Policy will be commensurate with the offense and may include, but are not limited to, the following:

- Probation (including disciplinary probation)
- Temporary or permanent ban from campus locations (such as residence hall communities)
- Educational programs such as state-certified batterer’s intervention
- Ban from participating in campus organizations or activities
- Disqualification from employment or student leadership positions
- Withholding of transcripts, grades, diploma, or degree
- Partial or full criminal trespass
- Suspension from employment and/or enrollment
- Revocation of admission
- Termination of employment
- Expulsion

3.5.3 If a student is issued a sanction that makes them ineligible to reenroll in the University, the University will include on the student’s transcript a

notation stating that the student is ineligible to reenroll in the University for a reason other than an academic or financial reason.

On the student's request, the University may remove the notation from a student's transcript if the student is eligible to reenroll in the University or the University determines that good cause exists to remove the notation.

- 3.5.4 In accordance with Texas law, the University must terminate an employee who is found to have knowingly failed to make a report of Sexual Misconduct when the Responsible Employee was required to do so or knowingly made a false report of Sexual Misconduct with intent to harm or deceive. Knowingly failing to make a report and knowingly making a false report are criminal offenses under Texas law.
- 3.5.5 Remedies – Regardless of the finding(s), and in addition to sanctions that may be imposed pursuant to the appropriate disciplinary policy, the University will take appropriate action(s) to resolve Formal Complaints of Sexual Misconduct, prevent any recurrence and, as appropriate, remedy any effects. These actions may include, but are not limited to the following:
- Ensuring the Complainant and Respondent do not share classes, working environments, or extracurricular activities;
 - Making modifications to the on-campus living arrangements of a Respondent or Complainant (if the Complainant requests to be moved);
 - Providing comprehensive services including medical, counseling, and academic support services such as tutoring;
 - Determining whether the Sexual Misconduct adversely affected the Complainant's University standing and providing a remedy for same;
 - In conjunction with University leaders, conducting a University climate check to assess the effectiveness of efforts to ensure that the University is free from Sexual Misconduct, and using that information to inform future proactive steps that the University will take; and
 - Providing targeted group training.
 - These remedies are separate from, and in addition to, any Supportive Measures that may have been provided before the end of the University's investigation. If the Complainant did not take advantage of a specific service (e.g., counseling) when offered as a Supportive

Measure, the Complainant should still be offered, and is still entitled to, appropriate final remedies that may include services the Complainant declined as a Supportive Measure.

3.5.6 Written Determination – The Hearing Officer will provide a Written Determination of responsibility and sanction(s), if applicable, simultaneously to the Title IX Coordinator and the parties. The Written Determination will include the following statements from the Hearing Officer:

- Identification of the allegations at issue;
- Description of the procedural steps taken throughout the case including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Sexual Misconduct Policy;
- A statement and rationale as to the determination for each allegation; and
- A statement of any disciplinary sanctions imposed on the Respondent and whether any remedies will be provided to the Complainant.
- The Written Determination will also include a description of the procedures and permissible grounds for appeal.

4. APPEAL

4.1 The Complainant and the Respondent(s) both have the right to appeal to the appropriate administrator a Title IX dismissal or Written Determination by submitting their written appeal to the Title IX Coordinator within five (5) business days from the date they receive the Title IX dismissal or Written Determination. The appealing party may appeal the dismissal, finding, sanction, or remedy. The non-appealing party will be notified of the appeal and be permitted to submit a written statement in response within five (5) business days of receiving notice of the appeal.

4.2 Grounds for Appeal – The sole grounds for appeal are:

4.2.1 Procedural irregularity that affected the outcome of the matter;

- 4.2.2 The weight of the evidence does not support or is contrary to the Hearing Officer's determination;
- 4.2.3 New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could significantly affect the outcome of the matter;
- 4.2.4 The Title IX Coordinator, investigator(s), Hearing Officer, or designated representative had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter;
- 4.2.5 Parties may appeal erroneous relevance determinations during the hearing if they significantly affected the outcome; and
- 4.2.6 The sanctions are not commensurate with the violation(s) found.
- 4.3 The role of the appropriate administrator is to accept, reject, or remand the Title IX dismissal or Written Determination.
- 4.4 A Written Determination will become final upon the earlier of when:
 - The parties are notified of the appropriate administrator's decision on the appeal; or
 - The time to file an appeal has passed with neither party appealing.
- 4.5 The appropriate administrator will review the record on appeal which may include the investigative file, hearing recording, and appeal documentation from the parties only, and will render a written decision simultaneously to the Title IX Coordinator and the parties within fifteen (15) business days from the date that any response to the appeal is filed, with extensions for good cause allowed.
- 4.6 If the party's appeal includes an appeal of the sanction(s) determined by the Hearing Officer, the appropriate administrator will refer the appeal for further process as follows:
 - 4.6.1 Any appeal to the sanction against a faculty member must be addressed through the University's faculty handbook/manual policies and procedures related to faculty grievances;
 - 4.6.2 Any appeal to the sanction against a non-faculty University employee must be addressed through the University's policies and procedures related to employee grievances; and

- 4.6.3 Any appeal to the sanction against a student must be addressed through the final appeal process in the University's Student Code of Conduct or its equivalent.

- 4.7 If the appropriate administrator extends the fifteen (15) day deadline, they must provide a written explanation to the Title IX Coordinator and the parties in writing by that deadline and every ten (10) business days thereafter.

APPENDIX C – UH System Sexual Misconduct Grievance Procedures**1. TITLE IX INVESTIGATOR FINDING**

- 1.1 At the conclusion of an investigation of a Formal Complaint and a determination that the alleged Sexual Misconduct is considered UH System Sexual Misconduct, as defined in this Policy, the investigative report will contain the Title IX investigator's finding(s) and recommendation. The Complainant and Respondent(s) will have the opportunity, but are not required, to respond to the investigative report in writing in advance of the Title IX investigator's finding. The Complainant and Respondent(s) should be provided updates on the progress of the investigation and issuance of the report.
- 1.2 The finding(s) will be determined using a preponderance of the evidence standard; that is, whether it is more likely than not that a Respondent violated this Policy.
- 1.3 If it is determined that this Policy was violated, appropriate university action will be recommended in an effort to eliminate Sexual Misconduct, prevent its recurrence, and address its effects.
- 1.4 Even if it is determined that this Policy was not violated, a recommendation may be made that a Respondent undertake educational initiatives and/or trainings.
- 1.5 The Complainant and the Respondent(s) will be simultaneously notified in writing of the finding(s) and appeal rights under this Policy.
- 1.6 At any time after a finding has been made that a Respondent has violated the Policy, the University may implement an interim sanction against the Respondent while the Formal Complaint is being further adjudicated.
- 1.7 Once findings have been made, any party to the Formal Complaint may request to meet with the investigator(s) to discuss the investigation and finding(s), and/or to inspect the investigative file.

2. NEW INFORMATION

- 2.1 If a party has new information they believe would have significantly impacted the finding(s) (e.g., witness testimony, documents, or other tangible evidence), they may submit that information to the Title IX Coordinator.
- 2.2 If the Title IX Coordinator determines that the submitted information should be reviewed, and the information was not available for the party to present during the investigation, the case may be re-opened.

- 2.3 The Title IX Coordinator will inform the parties of any new information. The parties will have the opportunity to respond to this information, and the Title IX Coordinator will consider the response(s) in deciding whether to reopen the investigation.
- 2.4 If the Title IX Coordinator decides to reopen the investigation, the process will resume at *Section 14.6 – Investigation* in the Policy.

3. GROUNDS FOR HEARING FOLLOWING A TITLE IX INVESTIGATOR FINDING

- 3.1 A hearing request to challenge the Title IX investigator’s finding(s) must be submitted in writing to the Title IX Coordinator within five (5) business days of receiving the finding(s).
- 3.2 The Complainant and the Respondent(s) both have the right to request a hearing to challenge a finding for any error or procedural defect occurring during the investigation that could have significantly impacted the finding. The individual requesting a hearing will be referred to as the moving party.
- 3.3 A hearing is not a new investigation of the Formal Complaint.
- 3.4 A non-moving party does not have to participate.
- 3.5 If a hearing request is filed in accordance with this Section, the hearing request will automatically be presented to the University’s Hearing Board (“Board”) by the Title IX Coordinator.
- 3.6 The moving party may withdraw a hearing request in writing to the Title IX Coordinator prior to the scheduled start of the hearing. A withdrawn request will conclude the matter.

4. COMPOSITION OF THE BOARD

- 4.1 Members of the Board are selected from recommendations from the University’s Faculty Senate, Staff Council, and Student Affairs departments/offices, who shall each recommend at least five (5) individuals to the University’s President. The President shall then select a Board of eight (8) with representation from each group recommended. Except for the first Board, members shall serve staggered terms of three (3) years.
- 4.2 If a conflict of interest arises for any of the Board members, the Title IX Coordinator will make a recommendation to the Board Chair to reduce or eliminate the conflict of interest.
- 4.3 Upon the Board’s receipt of the hearing request, the Title IX Coordinator will take a poll to identify four (4) members to attend the hearing and compose the Hearing

Panel (three (3) members of the Hearing Panel will serve as voting members and one (1) will serve as an alternate, non-voting member).

5. RESPONSIBILITIES OF THE HEARING PANEL/NON-AFFILIATED HEARING OFFICER

- 5.1 If the hearing request concerns Sexual Assault, the moving party may waive their right to a hearing before the Hearing Panel and have their challenge heard by an individual hearing officer not affiliated with the University (“Non-affiliated Hearing Officer”). To waive their right to a Hearing Panel, the moving party must submit written notice to the Title IX Coordinator within five (5) business days of receiving the Title IX investigator’s finding(s).
- 5.2 The Hearing Panel/Non-affiliated Hearing Officer will make decisions using a preponderance of the evidence standard.
- 5.3 The role of the Hearing Panel/Non-affiliated Hearing Officer is to recommend that the appropriate administrator accept, remand, or reject the Title IX investigator’s finding(s).
- 5.4 The Hearing Panel/Non-affiliated Hearing Officer can only recommend remanding the Title IX investigator’s finding(s) if:
- An error or procedural defect occurred during the investigation that could have significantly impacted its finding(s); or
 - Further investigation is warranted for any other material reason.
- 5.5 The Hearing Panel/Non-affiliated Hearing Officer can only recommend rejecting the Title IX investigator’s finding(s) if:
- The weight of the evidence does not support or is contrary to the Title IX investigator’s finding(s); or
 - An error or procedural defect that significantly impacted the finding(s) is discovered and the error cannot be remedied.
- 5.6 While the Hearing Panel/Non-affiliated Hearing Officer will have the opportunity to review any evidence presented at the hearing, their role is not to reinvestigate the original Formal Complaint or to review allegations that would otherwise constitute a new Formal Complaint under this Policy or any other University policy.

6. RESPONSIBILITIES OF THE PERSONAL ADVISOR

- 6.1 Parties may elect to bring a Personal Advisor for any hearing related to the UH System Sexual Misconduct Grievance Procedure.
- 6.2 An advisor will not be permitted to speak on behalf of the advisee, make an oral presentation, including an opening or closing argument, be a witness, or question witnesses, the Title IX representative, or the Panel during the hearing. A Personal Advisor may respond to a direct question from the investigator during a meeting or the Hearing Panel/Non-affiliated Hearing Officer during a hearing.
- 6.3 A Personal Advisor is subject to the same confidentiality expectations applicable to others in attendance. Accommodations, including scheduling of interviews or hearings, will not be made for any advisors if they unduly delay the process.

7. PREPARING FOR A HEARING

- 7.1. Absent extenuating circumstances, the Title IX Coordinator will schedule a hearing to be held within fifteen (15) business days from the filing of the request.
- 7.2. Once the hearing is scheduled, requests to reschedule the hearing must be submitted in writing to the Title IX Coordinator and will be considered by the Hearing Panel/Non-affiliated Hearing Officer and the Title IX Coordinator.
- 7.3. The Complainant and Respondent(s) will be notified of the composition of the Hearing Panel or the identity of the Non-affiliated Hearing Officer for their hearing. Within five (5) business days of this notification, the Complainant and Respondent(s) have the opportunity to object in writing to a panel member or the Non-affiliated Hearing Officer for cause. The Title IX Coordinator, in consultation with the members of the Hearing Panel or Non-affiliated Hearing Officer, will consider any objection and replace the panel member or the Non-affiliated Hearing Officer if appropriate.
- 7.4. Both parties may bring one (1) Personal Advisor of their choosing, consistent with *Section 3.14 – Personal Advisor* of this Policy. This advisor may be an attorney provided at the party's expense.
- 7.5. No later than five (5) business days prior to the hearing, all materials that will be used at the hearing must be submitted to the Title IX Coordinator, who will forward the materials to the Hearing Panel/Non-affiliated Hearing Officer and will simultaneously make available for inspection or provide the materials to both parties. The materials must include:
 - All documents and other tangible evidence that will be used as evidence during the hearing;

- The names of any witnesses and a brief summary concerning the subject matter of the witness' expected testimony; and
 - The name of any Personal Advisor to be in attendance at the hearing and whether that person is an attorney.
- 7.6 No advisor, witness, document, or tangible evidence will be permitted at the hearing unless such information was timely submitted.
- 7.7 No new information as defined by Section 2 of these procedures will be presented to the Hearing Panel/Non-affiliated Hearing Officer before or during the hearing.
- 7.8 It is the responsibility of the party wanting to present a witness to secure that witness.

8. HEARING PROCESS

- 8.1 Prior to the beginning of a hearing, the Hearing Panel members will select a Chairperson for the hearing.
- 8.2 The general course of the hearing procedure will be as follows, subject to the discretion of the Panel Chairperson/Non-affiliated Hearing Officer:
- 8.2.1 The Panel Chairperson/Non-affiliated Hearing Officer will convene the hearing, introduce the individuals present, give a brief description of the process, invite questions about the process, and allow the parties the opportunity to present a brief opening statement;
 - 8.2.2 The moving party shall present their evidence, including calling and questioning their own witnesses, to the Hearing Panel/Non-affiliated Hearing Officer. If the other party participates, they shall have the same opportunity to present their evidence and witnesses;
 - 8.2.3 The Title IX investigator shall present their documentation related to the finding(s) to the Hearing Panel/Non-affiliated Hearing Officer; and
 - 8.2.4 The Panel Chairperson/Non-affiliated Hearing Officer will allow the parties the opportunity to present a brief closing statement before concluding the hearing.
- 8.3 During the hearing, the Panel Chairperson/Non-affiliated Hearing Officer may impose reasonable time limits on any stage of the hearing.
- 8.4 The Panel Chairperson/Non-affiliated Hearing Officer may also determine the relevance of, and place restrictions on, any witness or information presented.

- 8.5 The Hearing Panel/Non-affiliated Hearing Officer may question any individual at any time during the hearing.
 - 8.6 The parties may question their own witnesses, but they cannot directly question each other or any other party's witnesses.
 - 8.7 The parties may request that the Panel Chairperson/Non-affiliated Hearing Officer ask questions of another party or their witnesses by submitting proposed questions to the Panel Chairperson in writing either prior to, or during, the hearing.
 - 8.8 The Panel Chairperson/Non-affiliated Hearing Officer may determine which questions are relevant, and the Panel Chairperson/Non-affiliated Hearing Officer has the discretion to revise a question or to decline to ask the question.
 - 8.9 An audio recording of the hearing will be kept for the use of the Hearing Panel/Non-affiliated Hearing Officer and for any appeal.
 - 8.10 In cases where a moving party refuses to participate in the hearing, the Hearing Panel/Non-affiliated Hearing Officer will convene and make a decision based on the evidence and testimony available to the Hearing Panel/Non-affiliated Hearing Officer.
 - 8.11 This hearing process is an internal University process and not a formal courtroom process in which rules of evidence and courtroom procedures apply.
 - 8.12 Personal Advisors may attend the hearing and sit with their advisee during the hearing, communicate quietly orally and/or in writing with their advisee during the hearing, and may respond to a direct question from the Hearing Panel/Non-affiliated Hearing Officer.
 - 8.13 An advisor will not be permitted to speak on behalf of their advisee, make an oral presentation, including an opening or closing argument, or to question witnesses, the Title IX investigator, or the Hearing Panel/Non-affiliated Hearing Officer during the hearing.
 - 8.14 If the Hearing Panel/Non-affiliated Hearing Officer determines it is necessary or advisable, alternative testimony options will be available such as allowing a witness to appear via other virtual means (e.g., via telephone or video conference).
9. HEARING PANEL/NON-AFFILIATED HEARING OFFICER DECISION
- 9.1 If a Hearing Panel is utilized:

- After the hearing has concluded, the three voting members of the Panel will deliberate in private.
 - The Hearing Panel's decision as described in *Section 5.3* of these procedures will be by majority vote.
- 9.2 If a Non-affiliated Hearing Officer is utilized, they will make their decision alone.
- 9.3 The Hearing Panel/Non-affiliated Hearing Officer will communicate its decision by completing the hearing decision form and forwarding it to the Title IX Coordinator within three (3) business days of the hearing. If the decision is to remand the case to the Title IX office to correct an investigative error(s), the Hearing Panel/Non-affiliated Hearing Officer will indicate the error(s) to be corrected.
- 9.4 The Title IX Coordinator will provide a copy of the decision simultaneously to all parties involved in the Formal Complaint.
- 9.5 If the case is remanded to the Title IX office to correct an investigative error, a Title IX investigator will investigate and submit an Amended Notice of Finding(s) which includes the actions taken to correct the investigative error to the same Hearing Panel/Non-affiliated Hearing Officer for review. The parties will have five (5) business days to respond to the amended investigative report before it becomes final. Once the hearing is scheduled, the process will restart at *Section 5* of these procedures.
- 9.6 At the second hearing, testimony will begin with the Title IX investigator's presentation, and all parties will be given the opportunity to respond to the new information provided by the Title IX investigator, ask questions of the Title IX investigator, and present any relevant witnesses and/or information.
- 9.7 If the Hearing Panel/Non-affiliated Hearing Officer accepts or rejects The Title IX investigator's finding(s), any party or the Title IX office may appeal the decision of the Hearing Panel/Non-affiliated Hearing Officer to the appropriate administrator.
- 9.8 Any appeal must be filed in writing within five (5) business days of the Hearing Panel/Non-affiliated Hearing Officer's decision. If no appeal is filed by the deadline, the Hearing Panel/Non-affiliated Hearing Officer's recommendation(s) become final.

10. APPEAL

- 10.1 The role of the appropriate administrator is to accept, reject, or remand the Hearing Panel/Non-affiliated Hearing Officer's recommendation(s).

- 10.2 The appropriate administrator can remand the case back to the Title IX office if they find:
- An error or procedural defect occurred during the investigation that could have significantly impacted the Title IX investigator’s finding(s); or
 - Further investigation is warranted for any other material reason.
- 10.3 The appropriate administrator can reject the Title IX investigator’s finding(s) if they find:
- The weight of the evidence does not support or is contrary to the Title IX investigator’s finding(s); or
 - An error or procedural defect that significantly impacted the finding(s) is discovered and the error cannot be remedied.
- 10.4 The appropriate administrator can remand the case back to the Hearing Panel/Non-affiliated Hearing Officer if they find an error or procedural defect occurred during the hearing that could have significantly impacted the Hearing Panel/Non-affiliated Hearing Officer’s recommendation(s), or which caused harm to either party.
- 10.5 If the appropriate administrator accepts or rejects the Hearing Panel/Nonaffiliated Hearing Officer’s recommendation(s), the decision becomes final.
- 10.6 The appropriate administrator will review the record on appeal which may include the case file, appeal documentation, and hearing recording only, and will render a decision within fifteen (15) business days from the date that the appeal is filed, with extensions for good cause allowed.
- 10.7 If the appropriate administrator extends the fifteen (15) day deadline, they must provide an explanation to the parties and the Title IX Coordinator in writing by that deadline and every ten (10) business days thereafter.

11. SANCTIONS AND REMEDIES

- 11.1 If there is a finding of a violation of this Policy, and any appeal of the finding has been exhausted, appropriate university action will be taken, and any sanction imposed on the Respondent(s) will be determined by and implemented by the appropriate administrator after consultation with the Title IX Coordinator.
- 11.2 If there is a finding of a violation of this Policy against a faculty member, any sanctions imposed on the faculty member will be determined and implemented by the appropriate administrator after consultation with the Title IX Coordinator and

consistent with the University's faculty handbook/manual.

- 11.3 If there is a finding of a violation of this Policy against a non-faculty University employee, any sanction imposed on the employee will be determined and implemented by the appropriate administrator after consultation with the Title IX Coordinator and consistent with the University's policies and procedures related to employee discipline.
- 11.4 If there is a finding of a violation of this Policy against a student, any sanction imposed on the student will be determined and imposed by the Dean of Students Office or its equivalent after consultation with the Title IX Coordinator and consistent with the University's policies and procedures related to student discipline.
- 11.5 The sanctions for committing an act of UH System Sexual Misconduct will be commensurate with the offense and may include, but are not limited to, the following:
- Probation (including disciplinary probation)
 - Temporary or permanent ban from campus locations (such as residence hall communities)
 - Educational programs such as state-certified batterer's intervention
 - Ban from participating in campus organizations or activities
 - Disqualification from employment or student leadership positions
 - Withholding of transcripts, grades, diploma, or degree
 - Partial or full criminal trespass
 - Suspension from employment and/or enrollment
 - Revocation of admission
 - Termination of employment
 - For faculty members, the recommendation for termination of employment and/or revocation of tenure will be referred to the Provost's Office for handling in accordance with the policies and procedures pertaining to the dismissal of faculty members.
 - Expulsion

- 11.6 If a student is issued a sanction that makes them ineligible to reenroll in the University, the University will include on the student's transcript a notation stating that the student is ineligible to reenroll in the University for a reason other than an academic or financial reason.
- 11.7 On the student's request, the University may remove the notation if the student is eligible to reenroll in the University or the University determines that good cause exists to remove the notation.
- 11.8 In accordance with Texas law, the University must terminate an employee who is found to have knowingly failed to make a report of Sexual Misconduct when the Responsible Employee was required to do so or knowingly made a false report of Sexual Misconduct with intent to harm or deceive. Knowingly failing to make a report and knowingly making a false report are criminal offenses under Texas law.
- 11.9 If a party is dissatisfied with a sanction determined by the appropriate administrator, they may appeal the sanction as follows:
- Any appeal to the sanction against a faculty member must be addressed through the university's faculty handbook/manual;
 - Any appeal to the sanction against a non-faculty University employee must be addressed through the university's policies and procedures related to employee grievances; and
 - Any appeal to the sanction against a student must be addressed through the appeal process in the university's Student Code of Conduct or its equivalent.
 - Ensuring the Complainant and Respondent do not share classes, working environments, or extracurricular activities;
 - Making modifications to the on-campus living arrangements of a Respondent or Complainant (if the Complainant requests to be moved);
 - Providing comprehensive, holistic victim services including medical, counseling, and academic support services such as tutoring;
 - Determining whether the Sexual Misconduct adversely affected the Complainant's University standing;
 - In conjunction with University leaders, conducting a University climate check to assess the effectiveness of efforts to ensure that the University is free from Sexual Misconduct, and using that information to inform future proactive steps that the University will take; or

- Providing targeted group training.

11.10 These remedies are separate from, and in addition to, any Supportive Measures that may have been provided before the end of the University's investigation. If the Complainant did not take advantage of a specific service (e.g., counseling) when offered as a Supportive Measure, the Complainant should still be offered, and is still entitled to, appropriate final remedies that may include services the Complainant declined as a Supportive Measures.

12. NOTIFICATION OF OUTCOMES

12.1 The Title IX Coordinator will simultaneously notify the Complainant and the Respondent(s) in writing of the outcome of the following stages of the process:

- The initial finding(s), including a rationale;
- The procedures to appeal a finding;
- The outcome of any appeal, including any changes to the finding(s);
- Any interim sanctions imposed;
- Any changes to interim sanctions;
- The final outcome of the Formal Complaint;
- Any imposed sanctions, including a rationale;
- When the outcome is final; and
- Changes to sanctions related to the party once the outcome is finalized.
- These notifications may be combined if they occur at the same time.

12.2 The University will provide information regarding remedies available such as those discussed in Section 8 Immediate Assistance above. If a hostile environment was found to exist, the University will notify the Complainant of any additional steps the University has taken to eliminate the hostile environment and to prevent recurrence.

12.3 On request by another postsecondary educational institution, the University will provide to the requesting institution information relating to a determination that a University student violated the Sexual Misconduct Policy.

University of Houston System Family Leave Pool Program Overview of Policies

The UHS Board of Regents hereby establishes a program allowing employees “to voluntarily transfer sick or vacation leave earned by the employee to a family leave pool.” The Board of Regents makes the following provisions in establishing the Family Leave Pool:

1. Each university within the University of Houston System shall have a separate Family Leave Pool. The Chief Human Resources Officer or designee at each university is appointed as the administrator for the program at their university.
2. All requirements and procedures listed in Texas Government Code Chapter 661, Subchapter A-1 – *Texas State Employee Family Leave Pool* shall be followed and are hereby adopted.
3. University employees may contribute to the family leave pool one or more days of the employee’s accrued sick or vacation leave.
4. Eligible university employees may apply to the pool administrator for permission to withdraw time from the family leave pool. University employees employed for one-half or more of the standard workload for a definite period of four and one half months or more during an academic year are eligible to participate.
5. An employee is eligible to use time contributed to the family leave pool of the university that employs the employee, if the employee has exhausted their eligible compensatory, discretionary, sick, and vacation leave because of:
 - (1) the birth of a child;
 - (2) the placement of a foster child or adoption of a child under 18 years of age;
 - (3) the placement of any person 18 years of age or older requiring guardianship;
 - (4) a serious illness to an immediate family member or the employee, including a pandemic-related illness;
 - (5) an extenuating circumstance created by an ongoing pandemic, including providing essential care to a family member; or
 - (6) a previous donation of time to the pool.
6. An employee may not withdraw time from the family leave pool in an amount that exceeds the lesser of: (a) one-third of the total time in the pool; or (b) 90 days.
7. An employee may receive a maximum of 90 working days from the Family Leave Pool.
8. Authority is delegated to the Chancellor and the Senior Vice Chancellor for Administration and Finance or designee(s) to adopt additional policies and prescribe procedures relating to the operation of the pool consistent with HB 2063 of the 87th Texas Legislature (2021) (Texas Government Code Chapter 661, Subchapter A-1 – *Texas State Employee Family Leave Pool*) and with these provisions adopted by the UHS Board of Regents.

AN ACT

relating to the establishment of a state employee family leave pool.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 661, Government Code, is amended by adding Subchapter A-1 to read as follows:

SUBCHAPTER A-1. STATE EMPLOYEE FAMILY LEAVE POOL

Sec. 661.021. PURPOSE. The purpose of the state employee family leave program is to:

(1) provide eligible state employees more flexibility in:

(A) bonding with and caring for children during a child's first year following birth, adoption, or foster placement; and

(B) caring for a seriously ill family member or the employee, including pandemic-related illnesses or complications caused by a pandemic; and

(2) allow employees to apply for leave time under the family leave pool.

Sec. 661.022. GUIDELINES. (a) The governing body of a state agency shall, through the establishment of a program, allow an agency employee to voluntarily transfer sick or vacation leave earned by the employee to a family leave pool.

(b) The executive head of the state agency or another individual appointed by the governing body shall administer the family leave pool.

(c) The governing body of the state agency shall adopt rules and prescribe procedures relating to the operation of the agency family leave pool.

Sec. 661.023. CONTRIBUTION TO FAMILY LEAVE POOL. (a) A state employee may contribute to the family leave pool one or more days of the employee's accrued sick or vacation leave.

(b) The pool administrator shall credit the family leave pool with the amount of time contributed by a state employee and deduct a corresponding amount of time from the employee's earned sick or vacation leave as if the employee had used the time for personal purposes.

(c) A retiring state employee may designate the number of the retiring employee's accrued sick or vacation leave hours to be used for retirement credit and the number of the retiring employee's accrued sick or vacation leave hours to be donated on

retirement to the sick or family leave pool.

Sec. 661.024. USE OF TIME IN POOL. (a) A state employee is eligible to use time contributed to the family leave pool of the state agency that employs the employee if the employee has exhausted the employee's eligible compensatory, discretionary, sick, and vacation leave because of:

(1) the birth of a child;

(2) the placement of a foster child or adoption of a child under 18 years of age;

(3) the placement of any person 18 years of age or older requiring guardianship;

(4) a serious illness to an immediate family member or the employee, including a pandemic-related illness;

(5) an extenuating circumstance created by an ongoing pandemic, including providing essential care to a family member;

or

(6) a previous donation of time to the pool.

(b) A state employee who applies to use time under Subsection (a) to care for another person must submit and be listed on the other person's birth certificate, birth facts, or adoption or foster paperwork for a child under 18 years of age, including being listed as the mother, father, adoptive parent, foster parent, or

partner of the child's mother, adoptive parent, or foster parent, or provide documentation that the employee is the guardian of a person who is 18 years of age or older and requiring guardianship.

Sec. 661.025. WITHDRAWAL OF TIME FROM POOL. (a) A state employee may apply to the pool administrator for permission to withdraw time from the family leave pool.

(b) If the state employee is seeking permission to withdraw time because of a serious illness, including a pandemic-related illness, of an immediate family member or the employee and does not qualify for or has exhausted time available in the sick leave pool, the employee must provide the pool administrator with a written statement from the licensed practitioner who is treating the employee or the employee's immediate family member.

(c) If the state employee is seeking permission to withdraw time because of an extenuating circumstance created by an ongoing pandemic, including providing essential care to a family member, the employee must provide any applicable documentation, including an essential caregiver designation, proof of closure of a school or daycare, or other appropriate documentation.

(d) If the pool administrator determines the state employee is eligible, the administrator shall:

(1) approve the transfer of time from the pool to the

employee; and

(2) credit the time to the employee.

Sec. 661.026. LIMITATION ON WITHDRAWALS. (a) A state employee may not withdraw time from the family leave pool in an amount that exceeds the lesser of:

(1) one-third of the total time in the pool; or

(2) 90 days.

(b) Subject to Subsection (a), the pool administrator shall determine the amount of time that an employee may withdraw from the pool.

Sec. 661.027. EQUAL TREATMENT. A state employee absent while using time withdrawn from the family leave pool may use the time as sick leave earned by the employee. The employee shall be treated for all purposes as if the employee is absent on earned sick leave.

Sec. 661.028. NO ENTITLEMENT TO ESTATE. The estate of a deceased state employee is not entitled to payment for unused time withdrawn by the employee from the family leave pool.

SECTION 2. This Act takes effect September 1, 2021.

President of the Senate

Speaker of the House

I certify that H.B. No. 2063 was passed by the House on May 5, 2021, by the following vote: Yeas 135, Nays 10, 1 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 2063 was passed by the Senate on May 27, 2021, by the following vote: Yeas 31, Nays 0.

Secretary of the Senate

APPROVED: _____

Date

Governor

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval of Proposed Calendar of Dates for the FY2021-FY2022 and FY2022-FY2023 UH System Board of Regents Committee/Board Meetings

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Board approval is requested for the proposed calendar of dates for the UH System Board of Regents committee/board meetings for FY2021-FY2022 and FY2022-FY2023 academic years.

The proposed calendar has the following committees scheduled to meet on Thursday, followed by the Board of Regents meeting later that day as follows:

- (a) Academic and Student Success Committee
- (b) Audit and Compliance Committee
- (c) Endowment Management Committee
- (d) Facilities, Construction and Master Planning Committee
- (e) Finance and Administration Committee⁷

The proposed committee/board meetings will be held in the months of November, February, May, and August; and a tentative Board Retreat will be scheduled. Special called committee/board meetings are scheduled as needed.

SUPPORTING DOCUMENTATION: Proposed Calendar of Committee/Board Meetings for FY2021-FY2022 and FY2022-FY2023

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renu Khator
CHANCELLOR

Renu Khator

8/19/2021
DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS FY2021-2022 CALENDAR**

LIST OF APPROVED MEETING DATES

COMMITTEE MEETING DATES – December 2, 2021

Thursday, December 2, 2021 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – February 24, 2022

Thursday – February 24, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – May 19, 2022

Thursday – May 19, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – August 25, 2022

Thursday – August 25, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

**** ALL DATES AND TIMES ARE SUBJECT TO CHANGE ****

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS FY2022-2023 CALENDAR**

LIST OF APPROVED MEETING DATES

COMMITTEE MEETING DATES –December 1, 2022

Thursday, December 1, 2022 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – February 23, 2023

Thursday –February 23, 2023 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – May 18, 2023

Thursday – May 18, 2023 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

COMMITTEE MEETING DATES – August 24, 2023

Thursday – August 24, 2023 – Hilton UH Hotel, Conrad Hilton Ballroom

- 9:00 a.m. – 10:00 a.m. – Endowment Management Committee
- 10:00 a.m. – 11:00 a.m. – Audit and Compliance Committee
- 11:00 a.m. – 11:45 p.m. – Academic and Student Success Committee
- 12:45 p.m. – 1:45 p.m. – Facilities, Construction and Master Planning Committee
- 1:45 p.m. – 2:45 p.m. – Finance and Administration Committee

- 3:00 p.m. – 5:00 p.m. – Board of Regents Meeting

**** ALL DATES AND TIMES ARE SUBJECT TO CHANGE ****

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS AGENDA**

ITEM: Approval of the Current UH System Board of Regents Planner for FY2021-FY2022

DATE PREVIOUSLY SUBMITTED:

SUMMARY:

Approval is requested for the updated Board of Regents Planner for FY2022 which sets forth items that require action by the Board or reports from management to address the provisions of the Statutes, Board Bylaws and Policies, or other requests of the Board. The planner schedules the action or report and designates the administrative responsibility for each item. The planner is presented each August for approval by the Board. The Board of Regents office is responsible for assuring the items are presented to the Board at the appropriate meetings.

SUPPORTING DOCUMENTATION: FY2021-FY2022 UH System Board of Regents Planner

FISCAL NOTE: None

**RECOMMENDATION/
ACTION REQUESTED:** Approval

COMPONENT: University of Houston System

Renukhatav
CHANCELLOR

Renu Khator

8/19/2021
DATE

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – FY2022**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Policies						
01.03	Review of all Board Policies	X		Every Six Years – Next approval - August 2023	August	Board Office General Counsel
11.01	Pre-Litigation and Litigation Status Reports		X	Each Meeting	Each Meeting	General Counsel
21.01.1A F&A Committee Charter	Operating Budgets and Organization Plans for the System administration and each component university	X		Annually	May – even years August - odd years	Finance & Administration
21.01.2	System Performance for each campus (Progress Cards)		X	Annually	May	Academic & Student Success Finance & Administration
21.02	Awarding of Honorary Degrees	X		Annually	November	Academic & Student Success
22.01	Intercollegiate Athletics that includes academic achievement of student athletes, compliance with NCAA rules, and financial status of the program		X	Annually	August	Vice President for Intercollegiate Athletics
32.06 #27 on Audit & Compliance Checklist	Report on Compliance of Private Support Organizations and Foundations		X	Annually	May	Audit and Compliance
41.01.3A	Long-Range Audit Plan and Annual Audit Plan	X		Annually	August	Chief Audit Executive
53.01	The UHSPAC Committee shall be appointed by the Board	X		Annually	August	Facilities, Cons. & Master Planning

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER – 2022**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Policies (cont'd)						
55.01.4	Annual Procurement Report of Professional Services and Construction, Equipment and Goods and Services Contracts		X	Annually	November	Chief Audit Executive
55.05	Write-offs of Accounts and Notes Receivables	X		Annually	February	Finance and Administration
56.03.1	Annual Review and Approval of all Tuition and Fee Charges as allowed by law – UH System	X		Annually	February	Academic & Student Success Finance and Administration
56.03.3	Annual Review and Approval of all charges and fees beyond those listed under 56.03.1	X		Annually	February	Academic & Student Success Finance and Administration
	Review of Race and Ethnicity in Law School Admissions	X		Every 5 years; Next review in February 2024	February	Academic & Student Success
Sec IX	Annual Review and Approval of UHS Investment Policy for Non-Endowed Funds	X		Annually	February	Endowment Management
Bylaws						
1.5.1	Statement of Board Expectations signed by each Board member	X		Annually	August	Board Office
1.5.2	Conflict of Interest Certification Statement signed by each Board member.	X		Annually	August	Board Office

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2022**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Bylaws (cont'd)						
1.5.3	Regental Disclosure Statement signed by each Board member	X		Annually	August	Board Office
5.1.1.(b)	Review Performance of Chief Audit Executive	X		Annually	May	Audit & Compliance Committee
5.1.1.(b)	Review Performance of the Chancellor	X		Annually	August	Board
5.1.1.(b)	Review Performance Reports of Executive Officers by the Chancellor	X		Annually	November	Board
5.2.1	Review Committee Charters annually for each Standing Committee	X		Annually by Committee; Next approval 2027 or before if needed	November	Each Standing Committee
Statutes						
TX Gov. Code 2102.011	Chief Audit Executive meets with the board privately exclusive of management		X	As Needed	As Needed	Chief Audit Executive
TX Gov. Code 411.2031	Review Report to the Legislature on the Campus Carry Policy and its implementation at each component university.	X		Every 2 years; Next approval 2022	August	Board
TX Gov. Code 662.011	Annual Approval of UH System Holiday Schedule	X		Annually	February	Finance and Administration
TX Ed. Code 51.217	Review Safety and Security Audit Report of System's Facilities		X	Every 3 years; Next approval 2022	February	Chief Audit Executive

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2022**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Statutes (cont'd)						
TX Ed. Code 51.402	Annual Report Required on Faculty Workload		X	Annually	August	Academic & Student Success
TX Ed. Code 51.9363	Review and Approve changes to SAM 01.D.08, Sexual Misconduct Policy (Title IX)	X		Every 2 years; Next approval 2022	February	Academic & Student Success
TX Ed. Code 61.05821	Annual Report Required on Condition of Buildings and Facilities		X	Annually	November	Facilities, Const. & Master Planning
SAMS						
01.D.08	Sexual Misconduct Policy	X		Every 2 years; next approval 2023	November	Board
Other Criteria						
SACS Criteria 13.2 – F&A Committee Charter	Report on Budget to Actuals pertaining to Operating and Budget Plans of the System administration and each component university.		X	Annually	November	Finance & Administration
SACS Criteria 4.2a	Review and Approve UH System Mission Statements	X		Every 2 years; Next approval 2022	February	Academic & Student Success
SACS Criteria 4.2g	Board Self-Evaluation		X	Every 2 years; Due 2022	TBD Board Retreat	Board
Reports						

**UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS PLANNER - 2022**

Criteria	Subject	Action	Report	Frequency	Due Date	Area of Responsibility
Reports (cont'd)						
	Annual Approval of Faculty Promotion in Academic Ranks	X		Annually	May	Academic & Student Success
	Annual Approval of Faculty Emeriti Appointments	X		Annually	May	Academic & Student Success
	Annual Review and Approval of UHS Endowment Fund Statement of Investment Objectives & Policies	X		Annually	February	Endowment Management
	Annual Review and Approval of UH and UHCL Master Plans	X		Annually	May	Facilities, Cons. & Master Planning
	Review and Approve Board of Regents Planner	X		Annually	August	Board
	Review and Approve Board of Regents Calendar	X		Annually	August	Board
	Incidents of Sexual Harassment, Sexual Assault, Dating Violence, and Stalking – Senate Bill 212 – Title IX		X	Annually	August	Board
	Annual Review and Approval of UHD and UHV Master Plans	X		Annually	November	Facilities, Cons. & Master Planning
	Low Producing Programs Report for UHS		X	Annually	November	Academic & Student Success