



**ALABAMA STATE UNIVERSITY BOARD OF TRUSTEES MEETING
ASU ACADOME BOARD ROOM
MAY 8, 2009
9:00 A.M.**

MINUTES

I. CALL TO ORDER

The meeting of the Alabama State University Board of Trustees was called to order by Chairman Dean at 9:20 a.m. in the ASU Acadome Board Room.

II. INVOCATION

Mr. Henry Davis, Chief of ASU's Department of Public Safety, gave the invocation.

III. ESTABLISHMENT OF QUORUM

Upon roll call, President William Harris affirmed a quorum. Trustees present: Elton Dean, Oscar Crawley, Buford Crutcher, Taylor Hodge, Alfred Seawright, and Marvin Wiggins. Trustees absent: Bobby Junkins, Lawrence Lemak, Thomas Figures, and Herbert Young.

IV. ADOPTION OF AGENDA

Trustee Crawley moved, seconded by Trustee Hodge, to adopt the agenda. The motion passed by unanimous vote.

V. ADOPTION OF MINUTES

Trustee Hodge moved to adopt the minutes of the February 6, 2009 meeting. Trustee Wiggins seconded the motion and it passed by unanimous vote.

VI. PRESIDENT'S REPORT

President Harris stated that most of his report will be presented during Committee Reports, as the various items and data were thoroughly discussed at the Committee meetings of the Board which were held on April 23, 2009.

President Harris introduced the 2009-2010 student government leaders. They are Stanley Giles, SGA President; Amani Greer, Vice President; Jereme Simmons, Secretary; Kristopher Stovall, Treasurer; and, Priyanka Banks, Miss ASU.

President Harris explained that over the past two years, the Board has been involved in a process to revise the Board *Bylaws*. He said that the document has been compiled representing all the changes that have occurred over the two year period and is now being presented for action by the Board.

Trustee Wiggins moved to adopt the revised Board of Trustees *Bylaws*. Trustee Crawley seconded the motion, and it passed unanimously.

*Alabama State University Board of Trustees
Minutes
May 8, 2009*

VII. COMMITTEE REPORTS

A. ACADEMIC AFFAIRS COMMITTEE

Trustee Hodge, Chair of the Academic Affairs Committee, reported that the Committee met on April 23, 2009, and voted to advance four resolutions to the full Board for approval as enumerated below.

- 1. Approval of Attendance Policy**
- 2. Approval of Admissions Criteria**
- 3. Approval of Faculty Handbook**
- 4. Approval of Intellectual Property Policy**

Trustee Wiggins moved, seconded by Trustee Crutcher, to omnibus all four resolutions for voting purposes. The motion passed without objections.

After the vote, Trustee Hodge moved to collectively adopt the Resolution on the Attendance Policy, the Resolution on the Admissions Criteria, the Resolution on the Faculty Handbook and the Resolution on Intellectual Property. The motion passed by unanimous vote.

B. ATHLETICS COMMITTEE

Trustee Crawley reported that the Athletics Committee met and there are no action items at this time.

C. FINANCE COMMITTEE

In the absence of Trustee Young, President Harris presented the Resolutions from the Finance Committee that were approved for forwarding to the full Board for adoption.

- 1. Approval of Bond Issue Resolution Authorizing the university to Issue Bonds to Finance Various Capital Improvements on the Campus.**

Trustee Wiggins moved to adopt the Bond Issue Resolution; Trustee Hodge seconded the motion. The vote was unanimous.

- 2. Approval of Resolution To Increase the Equipment Capitalization Threshold**

Trustee Crawley moved, seconded by Trustee Hodge, to approve the Resolution on Equipment Capitalization. The motion carried by unanimous vote.

- 3. Approval of Resolution Appointing an Investment Advisor for the University**

Trustee Crutcher moved to accept the Resolution appointing an investment advisor. It was properly seconded by Trustee Wiggins and unanimously approved.

- 4. Approval of the Purchase and Implementation of ERP**

Trustee Wiggins moved, seconded by Trustee Wiggins, to approve the purchase and implementation of the ERP. The motion carried by unanimous vote.

D. PROPERTY COMMITTEE

Trustee Crutcher reported that the Property Committee convened on April 23, 2009, and is presenting the University Master Plan for full Board approval.

1. Approval of the University Master Plan

Trustee Wiggins moved to approve the University Master Plan. Upon properly being seconded, the motion passed by unanimous vote.

E. STUDENT AFFAIRS COMMITTEE

Trustee Wiggins, Chair of the Student Affairs Committee, stated that the Committee met on April 23, 2009. There is one Resolution on the University's Tuberculosis policy being submitted for Board approval.

Trustee Crutcher moved, seconded by Trustee Hodge to approve the Tuberculosis policy. There were no objections to the motion.

VIII. EXECUTIVE SESSION

There was no Executive Session.

IX. REPORT FROM EXECUTIVE SESSION

There was no Executive Session.

X. APPROVAL OF PERSONNEL BOARD REPORT

Dr. Harris asked the Board to ratify the Personnel Board Report. Trustee Crawley moved to ratify the Report; Trustee Hodge seconded the motion.

Dr. Harris asked that the positions of Vice President for Human Resources and Vice President for Marketing be included in the vote.

Trustee Dean called for the vote, to include the President's recommendation. The motion passed by majority vote. Trustee Wiggins objected to the hiring of Mrs. Lamar for Vice President for Marketing.

President Harris asked Executive Vice President Knight to introduce the Vice President for Human Resources, Mrs. Carmen Douglas, and Vice President for Marketing, Mrs. Danielle Kennedy Lamar. Mrs. Douglas addressed the Board stating that she was pleased to be at Alabama State University, and that she is looking forward to working with everyone. Mrs. Lamar was not present.

XI. APPROVAL OF FACULTY TENURE AND PROMOTION RECOMMENDATIONS

Dr. Harris recommended that the University's candidates for faculty tenure and promotion be approved by the Board. The University's recommendations were unanimously approved.

XII. FACULTY SENATE REPORT

Dr. Derryn Moten stated that on behalf of the Faculty Senate, he wanted to commend the Board and Administration for their work to get the Faculty Handbook approved. He also commended the Board and Administration for the upcoming dedication of the Life Sciences Building and the Ralph D. Abernathy Education Building.

XIII. STUDENT GOVERNMENT REPORT

Mr. Bryan Weaver, SGA President, discussed the various projects that were accomplished under his administration. He also distributed his last report. He thanked

the Board and Administration for helping to make his tenure as SGA President a success.

XIV. NON-ACADEMIC STAFF REPORT

Mr. David McAdory, President of the Non-Academic Staff Council, reported that the Staff Council will host the annual Staff Interaction Day on May 15, 2009.

XV. ELECTION OF BOARD OFFICERS

Chairman Dean asked Attorney Kenneth Thomas, University Counsel, to preside over the election of officers.

Attorney Thomas called for the motion on nominees for officers. Trustee Crutcher moved, seconded by Trustee Wiggins, to maintain the current slate of Board officers. Upon unanimous vote, Trustee Elton Dean was elected Chairman and Trustee Oscar Crawley was elected Vice Chairman of the Alabama State University Board of Trustees for two year terms.

XVI. OTHER BUSINESS

There was no other business to come before the Board.

XVII. ADJOURNMENT

Chairman Dean called for a motion to recess the meeting at 10:10 a.m. Trustee Wiggins moved, seconded by Trustee Crutcher, to recess the meeting and reconvene at the call of the Chair. The motion was agreed to by unanimous vote.



Elton N. Dean, Sr., Chairman
Alabama State University Board
of Trustees



William H. Harris, President and
Secretary to the Board

7/25/09
Date

ALABAMA STATE UNIVERSITY
Board of Trustees
Approval of Intellectual Property Policy

WHEREAS, Alabama State University supports the development of its research program through providing a proactive program for the application and commercial development of intellectual property through patents, copyrights, licenses, and related programs; and

WHEREAS, Alabama State University encourages the creation of copyrightable and patentable works by its faculty, instructors, and graduate assistants; and

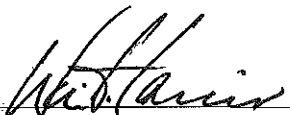
WHEREAS, the University engaged the services of counsel to advise on development of an intellectual property policy; and

WHEREAS, Counsel presented the policy to the Academic Affairs Committee of the Board of Trustees at its April 23, 2009 meeting; and

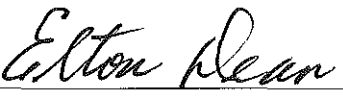
WHEREAS, the Academic Affairs Committee of the Board of Trustees voted unanimously to forward the policy statement to the full Board for approval.

NOW, THEREFORE, BE IT RESOLVED THAT, the Alabama State University Board of Trustees adopts the intellectual property policy as penned by counsel and appended hereto.

Executed this 8th day of May, 2009.



William H. Harris 8 May 09 Date
President of Alabama State University
Secretary to the Board of Trustees



Elton Dean 5/8/09 Date
Chair, Alabama State University Board of Trustees

ALABAMA STATE UNIVERSITY
Board of Trustees
Resolution to Adopt a New Admissions Policy

WHEREAS, Alabama State University's education mission has begun to clearly move in a new and transformative direction; and

WHEREAS, the proposed changes in admission standards have been discussed with faculty, administrators, the Admissions Director, the Academic Council of Deans and Directors, and students; and

WHEREAS, the "sliding scale" is the chosen option for the new admissions criteria, allowing flexibility in making admissions decisions; and

WHEREAS, Alabama State University wants to introduce selective admissions criteria to recruit, enroll, and retain students who are more likely to complete an academic curriculum to an earned degree, thus increasing graduation rates; and


WHEREAS, the Academic Affairs Committee of the Board of Trustees met on April 23, 2009 and voted unanimously to forward the proposed new admissions criteria to the full Board for approval;

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Trustees of Alabama State University hereby implements the new admissions criteria (sliding scale) effective Spring 2010.

Executed this 8th day of May, 2009.



William H. Harris 8 May 09 Date
President of Alabama State University
Secretary to the Board of Trustees



Elton Dean 5/8/09 Date
Chair, Alabama State University
Board of Trustees

ALABAMA STATE UNIVERSITY
RESOLUTION
TUBERCULOSIS EVALUATION POLICY

WHEREAS, Alabama Health Authorities require all first time students (undergraduates, graduates, transfers and international) planning to attend Alabama State University to provide proof of evaluation for Tuberculosis prior to admission to the University; and

WHEREAS, no student will be allowed to participate in new student orientation until proof of Tuberculosis evaluation has been submitted to the University Health Center;

THEREFORE, BE IT RESOLVED: That the Tuberculosis Policy appended hereto is approved for immediate implementation.

Executed this 8th day of May, 2009.

Elton N. Dean

Elton N. Dean, Chairman
Board of Trustees for Alabama State University

W. H. Harris 8 May 09

William H. Harris, President of the University and
Secretary to the Board

ALABAMA STATE UNIVERSITY
Board of Trustees

Resolution to Adopt A New Attendance Policy
at Alabama State University

WHEREAS, class attendance has been negatively impacted by the current attendance policy; and

WHEREAS, Alabama State University appointed a committee to study the current attendance policy and make recommendations; and

WHEREAS, the committee administered a survey to faculty and teaching staff which revealed that 72 percent wanted a new attendance policy expressing consequences for all students missing an excessive number of classes; and

WHEREAS, faculty, staff, and administrators intend to implement measures that will encourage all students to take advantage of all opportunities afforded them at Alabama State University; and

WHEREAS, faculty, staff and administrators feel students should be required to attend classes, lectures, laboratories, and field work; and

WHEREAS, the Academic Affairs Committee of the Board of Trustees met on April 23, 2009 and unanimously voted to forward the proposed new attendance policy to the full Board for approval.

NOW, THEREFORE, BE IT RESOLVED THAT, Academic Affairs is given approval to enact the new attendance policy requiring students to attend class that expresses consequences for excessive absenteeism.

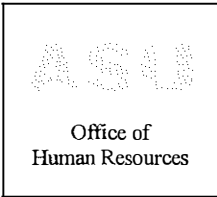
Executed this 8th day of May, 2009.

William H. Harris 8 May 09
William H. Harris Date

President of Alabama State University

Elton Dean 5/8/09
Elton Dean Date

Chair, ASU Board of Trustees
Secretary to the Board of Trustees



ALABAMA STATE UNIVERSITY

Board Report

January 13 through April 20, 2009

(Revised April 30, 2009)

ACADEMIC NEW HIRES

<u>Name</u>	<u>Position</u>	<u>Highest Degree Education</u>	<u>Experience (Last three positions)</u>
Onai N. Chitlyo	Instructor of Geography	M.A. University of Akron	<ol style="list-style-type: none"> 1. Professor of Urban & Economic Geography, University of Wisconsin, Steven Point, WS 2. Professor & Lead Faculty of Geography, Lansing Community College, Lansing, MI 3. Professor Geography, Olympic College, Bremerton, Washington
Vida A. Dennis	Associate Professor of Microbiology	Ph.D. University of Georgia	<ol style="list-style-type: none"> 1. Research Scientist, Division of Bacteriology & Parasitology, Tulane National Primate Research Center, New Orleans, LA 2. Co-Manager DNA Microarray & Expression Core Division of Bacteriology & Parasitology, Tulane National Primate Research Center, New Orleans, LA 3. Associate Scientist, Tulane University Health Science Center, New Orleans, LA
John L. Garland	Assistant Professor of Rehabilitation Counseling	M.S. Northeastern State University	<ol style="list-style-type: none"> 1. Adjunct Professor, Alabama State University, Montgomery, AL 2. Director of National Clearinghouse for Commuter Programs, University of Maryland, College Park, MD 3. Coordinator for Commuter Student Involvement, University of Maryland, College Park, MD
Anthony J. Guarino	Associate Professor of Psychology/Statistics	Ph.D. University of Southern California	<ol style="list-style-type: none"> 1. Associate Professor, Auburn University, Auburn, AL 2. Assistant Professor, University of West Georgia, Carrollton, GA 3. Adjunct Professor, UCLA, Los Angeles, CA
Vincent D. Hinton	Assistant Professor of Counseling	M.S. Alabama State University	<ol style="list-style-type: none"> 1. Instructor, Auburn University, Auburn, AL 2. Director, Youth Services, Birmingham Urban League, Birmingham, AL 3. Community Development Officer, Wachovia Bank, Birmingham, AL
Manoj K. Mishra	Assistant Professor of Biology	Ph.D. Barnara Hindu University	<ol style="list-style-type: none"> 1. Research Scientist I, Medical College of Wisconsin, Milwaukee, WI 2. Postdoctoral Fellow, Medical College of Wisconsin, Milwaukee, WI 3. Research Associate, Washington University, St. Louis, MO

Shree R. Singh	Associate Professor of Microbiology/Director of Research & Training/Chair, Biological Science Department	Ph.D. Auburn University	<ol style="list-style-type: none"> 1. Associate Professor of Biology/ Director of Research & Training, Alabama State University, Montgomery, AL 2. Assistant Professor of Biology, Alabama State University, Montgomery, AL 3. Coordinator of Biology Laboratories, Alabama State University, Montgomery, AL
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**ACADEMIC SEPARATIONS
(Information Only)**

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Phyllis Reile	Assistant Professor of Psychology	Foundations & Psychology	2/15/09

RECOMMENDED ACADEMIC PROMOTIONS IN RANK

<u>Name</u>	<u>Current Rank</u>	<u>Recommended Rank</u>	<u>College</u>	<u>Status</u>
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RECOMMENDED ACADEMIC TENURED

<u>Name</u>	<u>College</u>	<u>Status</u>
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NON ACADEMIC NEW HIRES

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Experience (Last three positions)</u>
Vyron U. Brown	Assistant Football Coach/Running Back Coach	M.P.A. Grambling State University	<ol style="list-style-type: none"> 1. Assistant Football Coach/Offensive Coordinator, Shaw University, Raleigh, NC 2. Math Teacher/Assistant Football Coach(Offensive Coordinator, Southern University Lab High School, Baton Rouge, LA 3. Assistant Football Coach/NFL Liaison/Recruiting & Camp Coordinator, Grambling State University, Grambling, LA
Tredell K. Dorsey	Strength & Conditioning Coach	M.Ed. Springfield College	<ol style="list-style-type: none"> 1. Assistant AD/Strength & Conditioning Coach, Delaware State University, Dover, DE 2. Head Strength Coach, Georgia State University, Atlanta, GA 3. Director of Sports Performance, Velocity Sports Performance, Cordova, TN
Marcus F. Hyles	Senior News Correspondent	B.A. Auburn University-Montgomery	<ol style="list-style-type: none"> 1. News Director, Cumulus Broadcasting Company, Montgomery, AL 2. Assignment Editor/Assistant News Director, WLWI-FM Colonial Broadcasting, Montgomery, AL 3. Midday Anchor/Reporter, WLWI-FM Colonial Broadcasting, Montgomery, AL
Sandra E. Jackson	Administrative Secretary	Diploma Huntington High School	<ol style="list-style-type: none"> 1. Office Manager, Freedom Life Ministries, Montgomery, AL 2. Daycare Manager, Freedom Life Ministries, Montgomery, AL 3. Bookkeeper, Freedom Life Ministries, Montgomery, AL
Woodrow Lowe, Sr.	Equipment Manger	B.S. Columbus State University	<ol style="list-style-type: none"> 1. Athletic Director/Head Football Coach, Lee County Board of Education, Selma, AL 2. Special Teams Coordinator/Defensive Line High School-Pro Football Liaison, UAB, Birmingham AL 3. Defensive Assistant-Linebackers/DE, Oakland Raiders, Oakland CA
Johnny Raines	Residence Hall Night Coordinator	Diploma Alabama State Lab. High	<ol style="list-style-type: none"> 1. Residence Hall Night Coordinator, Alabama State University, Montgomery, AL 2. Highway Maintenance Tech, State of Alabama, Montgomery, AL 3. On-Call Residence Hall Staff, Alabama State University, Montgomery, AL
Kenneth W. Ray	Assistant Football Coach (Offensive Line)	B.S. University of Southern, MS	<ol style="list-style-type: none"> 1. Offensive Line/Run Game Coordinator/Assistant Head Coach, NCA&T, Greensboro, NC 2. Minority Fellowship Coaching Internship (TE-OL), Buffalo Bills, Rochester, NY 3. Offensive Line/Offensive Coordinator/Assistant Head Coach, NCA&T, Greensboro, NC

Rolundus R. Rice	Staff Associate	B.S. DeVry University	<ol style="list-style-type: none"> 1. Staff Associate, Alabama State University, Montgomery, AL 2. Graduate Assistant, Alabama State University, Montgomery, AL 3. Business Analyst, Auto-Link, Inc., Atlanta, GA
Sha'Ola C. Stewart	Compliance Coordinator	M.S. Troy University	<ol style="list-style-type: none"> 1. Marketing, Promotions & Event Management Assistant, Troy University, Troy, AL 2. Executive Suite Management Assistant, Troy University, Troy, AL 3. Compliance Assistant, Troy University, Troy, AL
Harold N. Tate	Vice President for Buildings & Grounds	M.A. Tuskegee University	<ol style="list-style-type: none"> 1. Interim VP Building & Grounds, Alabama State University, Montgomery, AL 2. Architect, Khafra Engineers, Montgomery, AL 3. Director, State of Alabama Building Commission, Montgomery, AL
Thomas Taylor	Procurement Specialist (SBDC)	B.S. Tuskegee University	<ol style="list-style-type: none"> 1. Director, Minority Business Development, Montgomery Area Chamber of Commerce, Montgomery, AL 2. Sales Representative, Montgomery Advertiser, Montgomery, AL 3. Area Sales Manager, LAVCO, Inc., Angnsta, GA
Christine C. Thomas	Assessment Office Director	Ph.D. University of Missouri	<ol style="list-style-type: none"> 1. Realtor, Plaza Real Estate, Columbia, MO 2. Manager, Christian Construction, Columbia, Mo 3. Administrative Assistant, University of Missouri, Columbia, MO
Roger Totten	Assistant Football Coach/Wide Receiver	M.S. Alcorn State University	<ol style="list-style-type: none"> 1. Wide Receiver Coach, Alabama A&M University, Huntsville, AL 2. Offensive Coordinator, Mississippi Valley State University, Itta Bena, MA 3. Assistant Head Coach/Offensive Coordinator, Alcorn State University, Alcorn, MS

**NON ACADEMIC SEPARATION
(INFORMATION ONLY)**

Name	Position	Department
Deena A. Ashour	Research Assistant	University College
Ellis Gardner	Carpenter	Buildings & Grounds
Terry Harley	Administrative Secretary	Student Affairs
Airrion M. Lindsey	Police Officer	Police & Campus Security
George E. Stubbs	Assistant Equipment Manager	Football

STEP APPROVAL BY BOARD OF TRUSTEES

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>GRADE/STEP</u>
None			

RECLASSIFICATION

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
None				

OTHER EMPLOYMENT CHANGES

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>	<u>REASON FOR CHANGE</u>
Lestine Nix	Executive Director of Head Start Project	College of Education	Full-time to part-time

the Board and Administration for helping to make his tenure as SGA President a success.

XIV. NON-ACADEMIC STAFF REPORT

Mr. David McAdory, President of the Non-Academic Staff Council, reported that the Staff Council will host the annual Staff Interaction Day on May 15, 2009.

XV. ELECTION OF BOARD OFFICERS

Chairman Dean asked Attorney Kenneth Thomas, University Counsel, to preside over the election of officers.

Attorney Thomas called for the motion on nominees for officers. Trustee Crutcher moved, seconded by Trustee Wiggins, to maintain the current slate of Board officers. Upon unanimous vote, Trustee Elton Dean was elected Chairman and Trustee Oscar Crawley was elected Vice Chairman of the Alabama State University Board of Trustees for two year terms.

XVI. OTHER BUSINESS

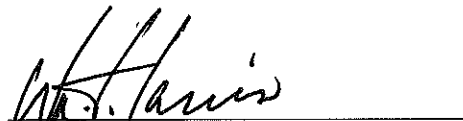
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XVII. ADJOURNMENT

Chairman Dean called for a motion to recess the meeting at 10:10 a.m. Trustee Wiggins moved, seconded by Trustee Crutcher, to recess the meeting and reconvene at the call of the Chair. The motion was agreed to by unanimous vote.



Elton N. Dean, Sr., Chairman
Alabama State University Board
of Trustees



William H. Harris, President and
Secretary to the Board

7/25/09
Date

**AUTHORIZATION OF TENURE
FOR
CERTAIN FACULTY MEMBERS**

WHEREAS, the current *Alabama State University Faculty Handbook* and the faculty evaluation plan (*A System of Faculty Evaluation for the Improvement of Faculty Performance*) delineate the criteria, policies and procedures for the tenure and promotion of faculty members; and

WHEREAS, a number of faculty members have made applications for tenure and promotion in compliance with the established policies and procedures; and

WHEREAS, the applicants recommended herein have been appropriately evaluated against the established criteria, and the University has followed the prescribed procedures in doing so; now, therefore,

BE IT RESOLVED, that the faculty members named on the attached lists be granted tenure as indicated, effective at the beginning of the 2009 Fall Semester.

OFFICE OF ACADEMIC AFFAIRS

TENURE RECOMMENDATIONS FOR THE 2009 - 2010 ACADEMIC YEAR
(April 2009)

COLLEGE/NAME	DEPARTMENT	RANK
<i>College of Arts & Sciences</i> Dr. Sherron Y. Herron	History and Political Sciences	Professor

**AUTHORIZATION OF PROMOTION
FOR
CERTAIN FACULTY MEMBERS**

WHEREAS, the current *Alabama State University Faculty Handbook* and the faculty evaluation plan (*A System of Faculty Evaluation for the Improvement of Faculty Performance*) delineate the criteria, policies and procedures for the tenure and promotion of faculty members; and

WHEREAS, a number of faculty members have made applications for tenure and promotion in compliance with the established policies and procedures; and

WHEREAS, the applicants recommended herein have been appropriately evaluated against the established criteria, and the University has followed the prescribed procedures in doing so; now, therefore,

BE IT RESOLVED, that the faculty members named on the attached lists be granted promotion as indicated, effective at the beginning of the 2009 Fall Semester.

OFFICE OF ACADEMIC AFFAIRS

PROMOTION RECOMMENDATIONS FOR THE 2009 - 2010 ACADEMIC YEAR
(April 2009)

COLLEGE/NAME	CURRENT RANK	RECOMMENDED RANK
<i>College of Arts and Sciences</i>		
Dr. Richard Emanuel	Associate Professor	Professor
Dr. Bertis English	Assistant Professor	Associate Professor
Dr. Douglas Strout	Associate Professor	Professor
<i>College of Business Administration</i>		
Dr. Kamal Hingorani	Associate Professor	Professor
<i>College of Education</i>		
Dr. Sonja Harrington	Associate Professor	Professor
Dr. Huey-Ling Lin	Associate Professor	Professor
<i>College of Health Sciences</i>		
Dr. Valda Montgomery	Assistant Professor	Associate Professor
<i>College of Visual and Performing Arts</i>		
Dr. Caterina Bristol	Assistant Professor	Associate Professor
Dr. Pamela Burns	Associate Professor	Professor
Dr Joel Jones	Assistant Professor	Associate Professor