



ANGELO STATE UNIVERSITY

Office of the Dean, College of Sciences

TO: Rich Beck
FROM: Grady Price Blount
DATE: 17 June 2008

re: non-tenure track faculty proposal

The department heads from the College of Sciences met on May 6, 2008 with the goal of preparing a comprehensive transition for non-tenure track faculty not covered by the clinical faculty proposal submitted on April 30, 2008.

There have been several intermediate memoranda.

The recommendations included here reflect the June 2, 2008 memo for rank and title changes only with the addition of Autumn Hoover.

Individual narratives for each of the affected faculty member appear on the following pages.

Biology:

Mr. Michael Griffin - Promote from Instructor to Senior Instructor. His current nine-month salary is \$ [REDACTED]. Mr. Griffin has been employed by the Biology Department for 19 years and has proven to be an outstanding member of the faculty. Mr. Griffin is a very capable teacher. In addition to his teaching duties Mr. Griffin coordinates BIO2424 and will be assuming full responsibility for BIO2411.

Chemistry:

Mr. Kevin Boudreaux - Promote from Instructor to Senior Instructor. His current nine-month salary is \$ [REDACTED]. Mr. Boudreaux joined our faculty in the fall of 1995. Since that time he has demonstrated that he is an outstanding teacher as well as a loyal department member. He has received several internal faculty development grants, and he has performed numerous duties beyond those outlined in his job description. This spring he was our department's nominee for the ASU Outstanding Teacher Award. I believe he richly deserves this promotion.

Computer Science:

Ms. Beth Niehues - Change title from Professional Specialist to Instructor and offer a contract of reappointment for the 2008-2009 academic year at her current salary (\$ [REDACTED]).

Mathematics:

Ms. Jana B. Barnard – promote from Instructor 2 to Senior Instructor. Ms. Barnard's current salary is \$ [REDACTED]. Ms. Barnard has been a valuable member of the Mathematics faculty since 1987. She has been instrumental in establishing and maintaining our 4-8 Mathematics Certification degree programs, and was a runner-up for the Teaching Excellence Award in 2006. I strongly recommend her promotion.

Ms. Elsie M. Campbell - promote from Professional Specialist 1 to Senior Instructor. Ms. Campbell's current salary is \$ [REDACTED]. Ms. Campbell has been a valuable member of the Mathematics faculty since 1999, starting as a Lecturer. She has been a Professional Specialist for the last five years, teaching a mix of developmental and college-level mathematics courses. She is also an active scholar, with many problem solutions published, and maintains the Department's Problems of the Month competition. I recommend her promotion.

Ms. Autumn M. Hoover – promote from Lecturer to Senior Instructor. Ms. Hoover's current salary is \$ [REDACTED]. Ms. Hoover has been a valuable member of the Mathematics faculty since 1999. She has taught a mix of developmental and college-level mathematics courses, and has done a remarkable job as Director of Developmental Mathematics since 2001. I strongly recommend her promotion.

Mr. Juan P. Montemayor – promote from Instructor 3 to Senior Instructor. Mr. Montemayor's current salary is \$ [REDACTED]. Mr. Montemayor has been a valuable member of the Mathematics faculty since 1985. He has been an enthusiastic teacher, having taught research courses, our senior level Numerical Analysis, and even the graduate level Operations Research courses when our graduate program was in operation. Juan has also been one of the most flexible of our faculty, volunteering to teach evening, late afternoon, and off-site course. I recommend his promotion.

Ms. Ellen D. Moreland – promote from Instructor 1 to Senior Instructor. Ms. Moreland’s current salary is \$ [REDACTED]. Ms. Moreland has been a valuable member of the Mathematics faculty since 1989, beginning as a part-time instructor. She has been an outstanding instructor, earning the Teaching Excellence Award, among other achievements, in 2001. She has been the single most important factor in the Department’s 100% pass rate on the TExES/ExCET state certification examinations, developing our capstone course Mathematics 4322 and serving as Secondary Certification Coordinator. No one on this campus is more worthy of promotion than Ellen Moreland.

Ms. Catherine W. Talley – promote from Instructor 2 to Senior Instructor. Ms. Talley’s current salary is \$ [REDACTED]. Ms. Talley has been a valuable member of the Mathematics faculty since 1977, recently being honored with a thirty-year service award. She has been instrumental in establishing and maintaining our 4-8 Mathematics Certification degree programs, and has served as Middle School Certification Coordinator for the past four years. She has been an active scholar, and has developed and delivered many hours of high quality professional development to area teachers. I strongly recommend her promotion.

Summary of Recommendations: College of Sciences

Name	Department	Current Rank	Time in Rank	Proposed Rank
Jana Barnard	Mathematics	Instructor 2	21 years	Senior Instructor
Kevin Boudreaux	Chemistry	Instructor	13 years	Senior Instructor
Elsie Campbell	Mathematics	Professional Specialist 2	4 years	Senior Instructor
Mike Griffin	Biology	Instructor	19 years	Senior Instructor
Autumn Hoover	Mathematics	Lecturer	9 years	Senior Instructor
Juan Montemayor	Mathematics	Instructor 3	23 years	Senior Instructor
Ellen Moreland	Mathematics	Instructor 1	17 years	Senior Instructor
Beth Niehues	CS	Professional Specialist	1 year	Instructor
Cathy Talley	Mathematics	Instructor 2	30 years	Senior Instructor