

Georgia Southern University

Digital Commons@Georgia Southern

Armstrong Faculty Senate Bills, Motions and Resolutions

Armstrong Faculty Senate

5-2-2011

Faculty Senate Resolution 017.10/11: Part Time Salary Study

Armstrong Atlantic State University

Follow this and additional works at: <https://digitalcommons.georgiasouthern.edu/armstrong-fs-bills>

Recommended Citation

Armstrong Atlantic State University, "Faculty Senate Resolution 017.10/11: Part Time Salary Study" (2011). *Armstrong Faculty Senate Bills, Motions and Resolutions*. 19.
<https://digitalcommons.georgiasouthern.edu/armstrong-fs-bills/19>

This other is brought to you for free and open access by the Armstrong Faculty Senate at Digital Commons@Georgia Southern. It has been accepted for inclusion in Armstrong Faculty Senate Bills, Motions and Resolutions by an authorized administrator of Digital Commons@Georgia Southern. For more information, please contact digitalcommons@georgiasouthern.edu.

Armstrong Atlantic State University
Faculty Senate Resolution 017.10/11: Part Time Salary Study

Presidential Action-Resolution
No Action Required

Delivered:

 Signature

6/20/11 Date

Armstrong Atlantic State University Faculty Senate

FSR 17.10/11

Approved May 2, 2011

RESOLUTION: Part-time salary study and annual award

BACKGROUND:

The Faculty Welfare Committee examined the pay scale for part-time faculty at AASU. Since 2003, compensation for part-time instructors (0-2 years experience) has increased by 10% and 6.8% for those with a Masters or Doctorate respectively (*Appendix A*). However, the compensation formula for part-time instructors at this university remains low compared to peer institutions.

New instructors teaching a 3 credit hour course with a Masters degree currently earn \$1,700 and those with a Ph.D. earn \$2,200. As a comparison, part-time instructors with either degree earn \$3,000 for the same credit load at Georgia Southern University. This rate is commonly increased to \$4,000 if they have difficulty hiring quality instructors.

In addition, the current compensation formula for experienced part-time faculty has shown a smaller increase since 2003. For example, part-time instructors (Ph.D.) with over 8 years experience currently earn \$2,500 for a 3 credit hour course. That amounts to a 2% increase since 2003.

Retired faculty who have stepped into the role of teaching part-time also receive relatively little compensation for their experience. Part-time instructors who previously taught at AASU for 29 or more years receive only \$2,800 per 3 credit hour load. Their compensation rate has only increased by 1% since 2003.

There is also no salary adjustment for part-time faculty teaching capacity overloads. Tenure-track faculty teaching courses with 60-74 students are given credit for 1 extra contact hour for that semester. Faculty teaching courses with 75-89 students receive credit for 2 extra contact hours. If faculty exceed 24 contact hours per academic year, they will be compensated financially for the overload. A formula to compensate part-time faculty for course overloads should also be developed and implemented at AASU.

In March of 2000, the University established guidelines to honor outstanding part-time instructors with the Award for Distinguished Service by a Part-Time Faculty Member (*Appendix B*). This award was to be presented to a part-time faculty member who has "demonstrated outstanding service to the students, to the university and to the discipline". The recipient would receive a plaque in their honor and a cash award to be determined annually by the Dean of the nominee's college. To our knowledge, no part-time faculty member has been nominated or received this award in recent years.

The FWC recognizes that the current compensation rate for part-time instructors is low and may not be competitive with nearby institutions. Part-time instructors play an important role on this campus and it is time to explore this matter in further detail. However, for many of the same reasons that the FWC called for the reconstitution of the Faculty Salary Study Committee, we feel that this matter should be addressed with the formation of an ad-hoc committee.

RESOLUTION

The Faculty Welfare Committee asks the Faculty Senate to request that the Vice President of Academic Affairs and the Office of Institutional Research work with the representatives of the Faculty Senate to form an ad-hoc Part-Time Faculty Compensation Study Committee. Faculty Welfare recommends that this occur in the Fall 2011 semester. This committee should be charged with the following:

- 1) Compare part-time compensation rates at AASU with that of peer institutions, especially those in closest proximity to the University (i.e, South University, Savannah State, SCAD and Georgia Southern).
- 2) Provide specific recommendations to bring part-time compensation at AASU in better alignment with those of peer institutions.
- 3) Provide a compensation formula that better rewards experienced part-time instructors including former full-time faculty at AASU.
- 4) Provide a compensation formula that increases part-time pay for capacity overloads.

Appendix A

| Memorandum | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|-----------|-----------|------------|---------------|---------|-----------|-----------|----------|----------|----------|-----------|-------|-------|-------|-----------|-------|-------|-------|-----------|-------|-------|-------|--------------|-------|-------|-------|----------------|-------|-------|-------|-----------------|-------|-------|-------|-----------------|-------|-------|-------|-----------------|-------|-------|-------|------------|----------|-----------|-----------|----------|----------|-----------|-------|-------|-----------|-------|-------|-----------|-------|-------|--------------|-------|-------|
| To: | Deans Associate/Assistant Deans Department Heads Payroll Supervisor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| From: | Edward Thompson, III | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date: | May 8, 2003 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subject: | 2003-2004 Extra Compensation and/or Part Time Salary (Effective Fall 2003) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>The 2003-2004 scale for a three semester hour course offered for extra compensation or for a part-time instructor is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Experience</th> <th style="text-align: right;">Baccalaureate</th> <th style="text-align: right;">Masters</th> <th style="text-align: right;">Doctorate</th> </tr> </thead> <tbody> <tr><td>0-2 years</td><td style="text-align: right;">\$ 1,175</td><td style="text-align: right;">\$ 1,525</td><td style="text-align: right;">\$ 2,050</td></tr> <tr><td>3-4 years</td><td style="text-align: right;">1,250</td><td style="text-align: right;">1,600</td><td style="text-align: right;">2,100</td></tr> <tr><td>5-6 years</td><td style="text-align: right;">1,325</td><td style="text-align: right;">1,675</td><td style="text-align: right;">2,250</td></tr> <tr><td>7-8 years</td><td style="text-align: right;">1,400</td><td style="text-align: right;">1,750</td><td style="text-align: right;">2,250</td></tr> <tr><td>Over 8 years</td><td style="text-align: right;">1,475</td><td style="text-align: right;">1,825</td><td style="text-align: right;">2,450</td></tr> <tr><td>9-12 years SAA</td><td style="text-align: right;">1,550</td><td style="text-align: right;">1,900</td><td style="text-align: right;">2,500</td></tr> <tr><td>13-20 years SAA</td><td style="text-align: right;">1,625</td><td style="text-align: right;">1,975</td><td style="text-align: right;">2,575</td></tr> <tr><td>21-28 years SAA</td><td style="text-align: right;">1,700</td><td style="text-align: right;">2,050</td><td style="text-align: right;">2,650</td></tr> <tr><td>29-36 Years SAA</td><td style="text-align: right;">1,775</td><td style="text-align: right;">2,125</td><td style="text-align: right;">2,775</td></tr> </tbody> </table> <p>SAA: The number of years in which the faculty member taught one or more courses at AASU.</p> <p><u>Off-campus scale:</u> The following off-campus (not including Chatham or Bryan Counties) scale will be in place for part-time faculty whose residence is more than 30 miles from an Armstrong off-campus site. This scale will also apply to overloads for full-time faculty who teach at sites more than 30 miles from Armstrong on an overload basis.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Experience</th> <th style="text-align: right;">Master's</th> <th style="text-align: right;">Doctorate</th> </tr> </thead> <tbody> <tr><td>0-2 years</td><td style="text-align: right;">\$ 1,775</td><td style="text-align: right;">\$ 2,325</td></tr> <tr><td>3-4 years</td><td style="text-align: right;">1,875</td><td style="text-align: right;">2,425</td></tr> <tr><td>5-6 years</td><td style="text-align: right;">1,950</td><td style="text-align: right;">2,525</td></tr> <tr><td>7-8 years</td><td style="text-align: right;">2,025</td><td style="text-align: right;">2,600</td></tr> <tr><td>Over 8 years</td><td style="text-align: right;">2,125</td><td style="text-align: right;">2,825</td></tr> </tbody> </table> <p>These scales will be effective Fall semester 2003.</p> | | | | Experience | Baccalaureate | Masters | Doctorate | 0-2 years | \$ 1,175 | \$ 1,525 | \$ 2,050 | 3-4 years | 1,250 | 1,600 | 2,100 | 5-6 years | 1,325 | 1,675 | 2,250 | 7-8 years | 1,400 | 1,750 | 2,250 | Over 8 years | 1,475 | 1,825 | 2,450 | 9-12 years SAA | 1,550 | 1,900 | 2,500 | 13-20 years SAA | 1,625 | 1,975 | 2,575 | 21-28 years SAA | 1,700 | 2,050 | 2,650 | 29-36 Years SAA | 1,775 | 2,125 | 2,775 | Experience | Master's | Doctorate | 0-2 years | \$ 1,775 | \$ 2,325 | 3-4 years | 1,875 | 2,425 | 5-6 years | 1,950 | 2,525 | 7-8 years | 2,025 | 2,600 | Over 8 years | 2,125 | 2,825 |
| Experience | Baccalaureate | Masters | Doctorate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-2 years | \$ 1,175 | \$ 1,525 | \$ 2,050 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3-4 years | 1,250 | 1,600 | 2,100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5-6 years | 1,325 | 1,675 | 2,250 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7-8 years | 1,400 | 1,750 | 2,250 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Over 8 years | 1,475 | 1,825 | 2,450 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9-12 years SAA | 1,550 | 1,900 | 2,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13-20 years SAA | 1,625 | 1,975 | 2,575 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21-28 years SAA | 1,700 | 2,050 | 2,650 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29-36 Years SAA | 1,775 | 2,125 | 2,775 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Experience | Master's | Doctorate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-2 years | \$ 1,775 | \$ 2,325 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3-4 years | 1,875 | 2,425 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5-6 years | 1,950 | 2,525 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7-8 years | 2,025 | 2,600 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Over 8 years | 2,125 | 2,825 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Memorandum | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|-----------|-----------|------------|---------------|---------|-----------|-----------|---------|---------|---------|-----------|-------|-------|-------|-----------|-------|-------|-------|-----------|-------|-------|-------|--------------|-------|-------|-------|----------------|-------|-------|-------|-----------------|-------|-------|-------|-----------------|-------|-------|-------|-----------------|-------|-------|-------|------------|----------|-----------|-----------|---------|---------|-----------|-------|-------|-----------|-------|-------|-----------|-------|-------|--------------|-------|-------|
| To: | Deans Assistant Deans Department Heads Director, Library Center Payroll Supervisor | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| From: | Dr. Anne W. Thompson | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date: | July 19, 2010 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subject: | Extra Compensation/Part Time Salary effective Fall 2010 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Effective Fall semester 2010, the scale for a three semester hour course offered for extra compensation or for a part-time instructor is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Experience</th> <th style="text-align: right;">Baccalaureate</th> <th style="text-align: right;">Masters</th> <th style="text-align: right;">Doctorate</th> </tr> </thead> <tbody> <tr><td>0-2 years</td><td style="text-align: right;">\$1,350</td><td style="text-align: right;">\$1,700</td><td style="text-align: right;">\$2,200</td></tr> <tr><td>3-4 years</td><td style="text-align: right;">1,425</td><td style="text-align: right;">1,775</td><td style="text-align: right;">2,275</td></tr> <tr><td>5-6 years</td><td style="text-align: right;">1,500</td><td style="text-align: right;">1,850</td><td style="text-align: right;">2,350</td></tr> <tr><td>7-8 years</td><td style="text-align: right;">1,575</td><td style="text-align: right;">1,925</td><td style="text-align: right;">2,425</td></tr> <tr><td>Over 8 years</td><td style="text-align: right;">1,650</td><td style="text-align: right;">2,000</td><td style="text-align: right;">2,500</td></tr> <tr><td>9-12 years SAA</td><td style="text-align: right;">1,725</td><td style="text-align: right;">2,075</td><td style="text-align: right;">2,575</td></tr> <tr><td>13-20 years SAA</td><td style="text-align: right;">1,800</td><td style="text-align: right;">2,150</td><td style="text-align: right;">2,650</td></tr> <tr><td>21-28 years SAA</td><td style="text-align: right;">1,875</td><td style="text-align: right;">2,225</td><td style="text-align: right;">2,725</td></tr> <tr><td>29-36 Years SAA</td><td style="text-align: right;">1,950</td><td style="text-align: right;">2,300</td><td style="text-align: right;">2,800</td></tr> </tbody> </table> <p>SAA: The number of years in which the faculty member taught one or more courses at AASU.</p> <p><u>Off-campus scale:</u> The following off-campus (not including Chatham or Bryan Counties) scale will be in place for part-time faculty whose residence is more than 30 miles from an Armstrong off-campus site. This scale will also apply to overloads for full-time faculty who teach at sites more than 30 miles from Armstrong on an overload basis.</p> <p>Any travel-to-teach reimbursement must comply with the policy that went into effect in Fall 2009.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="text-align: left;">Experience</th> <th style="text-align: right;">Master's</th> <th style="text-align: right;">Doctorate</th> </tr> </thead> <tbody> <tr><td>0-2 years</td><td style="text-align: right;">\$1,950</td><td style="text-align: right;">\$2,450</td></tr> <tr><td>3-4 years</td><td style="text-align: right;">2,025</td><td style="text-align: right;">2,525</td></tr> <tr><td>5-6 years</td><td style="text-align: right;">2,100</td><td style="text-align: right;">2,600</td></tr> <tr><td>7-8 years</td><td style="text-align: right;">2,175</td><td style="text-align: right;">2,675</td></tr> <tr><td>Over 8 years</td><td style="text-align: right;">2,250</td><td style="text-align: right;">2,750</td></tr> </tbody> </table> <p><u>Summer:</u> Compensation for 9-month faculty teaching during summer is calculated at 3% of the previous 9 months' compensation (contract salary) per credit hour.</p> <p>These scales will be effective Fall Semester 2010.</p> | | | | Experience | Baccalaureate | Masters | Doctorate | 0-2 years | \$1,350 | \$1,700 | \$2,200 | 3-4 years | 1,425 | 1,775 | 2,275 | 5-6 years | 1,500 | 1,850 | 2,350 | 7-8 years | 1,575 | 1,925 | 2,425 | Over 8 years | 1,650 | 2,000 | 2,500 | 9-12 years SAA | 1,725 | 2,075 | 2,575 | 13-20 years SAA | 1,800 | 2,150 | 2,650 | 21-28 years SAA | 1,875 | 2,225 | 2,725 | 29-36 Years SAA | 1,950 | 2,300 | 2,800 | Experience | Master's | Doctorate | 0-2 years | \$1,950 | \$2,450 | 3-4 years | 2,025 | 2,525 | 5-6 years | 2,100 | 2,600 | 7-8 years | 2,175 | 2,675 | Over 8 years | 2,250 | 2,750 |
| Experience | Baccalaureate | Masters | Doctorate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-2 years | \$1,350 | \$1,700 | \$2,200 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3-4 years | 1,425 | 1,775 | 2,275 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5-6 years | 1,500 | 1,850 | 2,350 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7-8 years | 1,575 | 1,925 | 2,425 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Over 8 years | 1,650 | 2,000 | 2,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9-12 years SAA | 1,725 | 2,075 | 2,575 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13-20 years SAA | 1,800 | 2,150 | 2,650 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21-28 years SAA | 1,875 | 2,225 | 2,725 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29-36 Years SAA | 1,950 | 2,300 | 2,800 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Experience | Master's | Doctorate | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-2 years | \$1,950 | \$2,450 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3-4 years | 2,025 | 2,525 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5-6 years | 2,100 | 2,600 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7-8 years | 2,175 | 2,675 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Over 8 years | 2,250 | 2,750 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Appendix B

| MEMORANDUM | |
|--|---|
| To: | <div style="display: flex; justify-content: space-between;"> <div> Dean Martin Dean Megathlin Dean Newberry Dean Repella </div> <div> Dean Simon Dr. Henry Harris Dr. Marilyn Buck Dr. Patti Brandt </div> </div> |
| From: | Sara E. Connor |
| Date: | March 6, 2000 |
| Subject: | Award for Distinguished Service by a Part-Time Faculty Member |
| <p>The Award for Distinguished Service by a Part-Time Faculty Member is to be presented each year to a part-time faculty member who has demonstrated outstanding service to the students, to the university and to the discipline. Eligible AASU part-time faculty will have completed at least 12 credit hours of teaching service or have been employed at least two semesters. Nominations may be made by any member of the university community. The head of the nominee's department will forward the nomination along with a curriculum vita and letter of support to the Vice Chair of the Executive Committee.</p> <p>Please refer to the attached award description. Nominations may be submitted to Dr. Keith Douglass by Monday, April 17, 2000.</p> <p style="text-align: right;">/jec</p> | |

Award for Distinguished Service by a Part-Time Faculty Member

The award for distinguished service by a part-time faculty member was created by the Executive Committee of Armstrong Atlantic State University.

Criteria:

The award may be presented each year, when merited, to an AASU part-time faculty member* who has completed at least 12 credit hours of teaching service or has been employed at least two semesters at AASU and who has demonstrated outstanding service to the students, to the university, and/or to the discipline during that period. Criteria for the distinguished service awards for full-time faculty shall guide the selection of a part-time faculty member for this award.

Selection Process:

Yearly requests for nominations will be solicited early in the spring semester. Nominations, which may originate with any member of the university community, should be sent to the head of the nominee's department, who is responsible for providing a copy of the nominee's curriculum vita (and, if desired, a letter of support) and forwarding nominating materials to the Vice Chair of the Executive Committee. Nominations should provide significant supporting documentation, including an informed evaluation of the individual's service.

Awards:

The recipient will receive a cash award (in an amount to be determined each year by the Vice President and Dean of Faculty) and an individual plaque (to be awarded at an appropriate occasion, as determined by the dean of the nominee's college). In addition, the recipient's name will be inscribed on the cumulative awards plaque for Distinguished Service by a Part-Time Faculty Member, which will hang in the lobby of the AASU Administration Building. Finally, the award will be reported in appropriate university publications and an announcement will be delivered to local media outlets.

* as defined by the University System of Georgia Academic Affairs Handbook, Section 4.01.10.