

UNIVERSITY OF WYOMING

Office of Academic Affairs

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To: Academic Deans and Directors
From: Nicole Ballenger
Date: July 7, 2009
Subject: Position Allocations for AY2010
Copies: Myron Allen, Rollin Abernethy, Maggi Murdock, Kathie Hull, Bill Gern, Carol Frost, Dorothy Yates

This memo lists the positions authorized for the coming academic year, and describes some conditions associated with those allocations. Except for exceptional circumstances, all positions are allocated at the assistant professor or entry level. CPM positions include those authorized earlier in the year (exigencies), replacements stemming from negative reappointment or tenure recommendations (automatic returns), other replacements, and new positions. CPM dollar allocations also include: needed additions to the salaries on previously allocated lines; the dollars needed to convert positions funded by a college's part-time budget to CPM; and "ramp ups" of positions partially funded in a prior year, typically to complete the CPM funding of domestic partner or target-of-opportunity hires.

FY2010 Reduction to the CPM Budget

The budget reduction that takes effect in FY2010 requires a \$276,000 permanent cut from the CPM pool. The College deans and other academic program directors have agreed to transfer (their shares of) this amount to the Budget Office (through the Office of Academic Affairs) following receipt of this memo. Units' shares of the CPM 'tax' are calculated by dividing each unit's budget for tenure-track faculty and extended-term-track academic professionals by the total UW budget for such positions (see attached table 1). It is possible to pay the 'tax' by (1) arranging for the appropriate budget transfer, (2) agreeing to accept less money than the authorizations below prescribe, or (3) a combination of these two approaches.

Position Authorizations

College of Agriculture

<i>CPM positions:</i>	<i>Department</i>	<i>Allocation</i>
Asst Prof (auto return)	Plant Sciences	\$57,850 ¹
Asst Prof, Rangeland ecology	Renewable Resources	60,520 ¹
Asst Prof, Bioinformatics	Molecular Biology	62,300 ¹
Asst Prof, Plant pathology	Plant Sciences	57,850 ¹
Asst Research Scientist, Agronomy	SAREC	40,050 ¹
Asst Research Scientist, Food safety	Animal Science	35,600 ¹
Professor	Molecular Biology	134,220

¹ These allocations represent the State portion (89 percent) of the combined Federal/State-funded salaries. Additional allocations from the CPM pool include \$28,729 for increases to salaries on previously allocated positions and \$20,000 to support a domestic partner hire in A&S (Math).

College of Arts and Sciences

<i>CPM positions:</i>	<i>Department</i>	<i>Allocation</i>
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Asst Prof (exigency)	Chemistry	\$68,004
Asst Prof (DP hire)	Art	40,000 ²
Asst Prof (DP hire)	History	30,000 ²
Asst Prof (DP hire)	International Studies	13,000 ²
Asst Prof (DP hire)	Math	20,000 ²
Asst Prof (DP hire)	Math	12,508 ²
Asst Prof (exigency)	Psychology	65,000
Asst Lecturer (move to CPM)	Religious Studies	53,616
Asst Prof, Berry Center conservation biology	Zoo/Phys & Botany	68,000
Asst Prof, International gender studies	Women's Studies & Internat'l Studies	55,000
Asst Prof, Eastern religions	Religious Studies	55,000
Asst Prof, Musicology/clarinet	Music	55,000
Asst Prof, Cultural anthropology	Anthropology	56,000
Asst Prof, Inorganic chem./energy materials	Chemistry	68,000
Asst Prof, Marching band director	Music	23,903 ³

Additional allocations to A&S include: \$25,000 to complete the funding for a target-of-opportunity hire in Theater and Dance; \$85,600 to continue or complete ramping up salaries of domestic partner hires in English (2), Music (2), and Psych (1); \$22,200 to complete ramp ups of AP lecturer positions previously funded on the part-time budget (2 positions in Zoo/Phys); and \$14,000 to complete CPM funding for a joint research scientist position in Botany and WyGISC.

² First year of salary ramp up.

³ Partial funding this year.

College of Business

<i>CPM positions:</i>	<i>Department</i>	<i>Allocation</i>
Asst Prof (auto return)	Mgmt & Marketing	\$109,950

College of Education

<i>CPM positions:</i>	<i>Department</i>	<i>Allocation</i>
Asst Prof, Elementary education	UWCC/Elem & Early Childhood	----- ⁴
Asst Prof, Elem & Early Childhood/Ed Studies	UWCC/Jt. position	\$58,344
Asst Prof, Core teaching	Counselor Education	59,796
Asst Lecturer, Technical education	UWCC/Secondary Education	58,344

⁴For salary amount, see Outreach School allocation below.

College of Engineering and Applied Science

<i>CPM positions:</i>	<i>Department</i>	<i>Allocation</i>
Asst Prof (exigency)	Computer Science	\$87,000
Asst Prof (exigency)	Civil & Architectural Engineering	73,032
Asst Prof (exigency)	Mechanical Engineering	78,000
Asst Prof (exigency)	Chem & Petroleum Engineering	81,700
Prof/Department Head (exigency)	Chem & Petroleum Engineering	130,824
Asst Prof, Materials or energy engineering	Mechanical Engineering	77,004
Asst Lecturer, Energy infrastructure	Civil & Architectural Engineering	55,008
Asst Lecturer, Land Surveying	Civil & Architectural Engineering	----- ⁵
Asst Lecturer, Access/safety	Dean's Office	63,300

⁵ The Outreach School will provide Section 2 funds to support the continuation of the Land Surveying program in Civil & Architectural Engineering for a period of three years, or less if by agreement with the College of Engineering and Applied Science. The Outreach School and the College should collaborate in developing a sustainable staffing and funding plan for the continuation of the Land Surveying program or a plan for its eventual closure or transfer to a Wyoming Community College. A plan for continuing the program must include teaching contributions from more than one regular member of the department.

College of Health Sciences

CPM positions:	Department	Allocation
Asst Lecturer (exigency)	Pharmacy	\$76,452
Asst Prof (exigency)	Kinesiology & Health	54,588
Ass Prof (exigency)	Nursing	62,607
Asst Lecturer, BSW/MSW field coordinator	Social Work	52,000 ⁶
Asst Prof, Exercise physiology/BioMed Ph.D.	Kinesiology & Health	54,588
Asst Prof, Pharmaceuticals	Pharmacy	65,000
Asst Prof, Support of MSW	Social Work	56,400 ⁶

Additional allocations to the College of Health Sciences include: \$24,669 to complete the salary on a line previously allocated to Pharmacy and filled at the associate level during FY08, and \$38,000 to complete the salary for the new executive director of WIND. In addition, for FY2010 the Outreach School has agreed to fund the second half of the salary for the Social Work position located at UWCC that was allocated and partially funded last year through CPM.

⁶ Search committees must include representation from outside the Division of Social Work from departments that contribute to delivering the Social Work curriculum. The Dean of Health Sciences must approve the search committee compositions before the initiation of any search in Social Work.

Law School

CPM positions:	Department	Allocation
Asst Prof (auto return)	Law	\$93,696
Asst Prof (exigency)	Law	71,000
Professor	Law	158,844

Additional allocations to the Law School include: \$50,000 for additions to salaries on previously allocated lines; and \$62,760 to fill teaching needs created by a faculty member's shift from a full-time to half-time position.

Libraries

The allocation to the Libraries is \$2,600 to complete the salary needed for a position allocated last year.

American Heritage Center

CPM positions:

Asst Archivist (exigency)	AHC	\$37,000
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Outreach School

CPM positions:

Asst Prof, Elementary education	UWCC/Education	\$58,973 ⁷
Asst Lecturer, Instructional design	Outreach Credit Programs	63,336

⁷ Same as the College of Education position allocated above.

Other Academic Affairs

CPM positions:

Asst Research Scientist (exigency)	Art Museum	\$ 39,160
Dean	Law	200,004
Dean	Health Sciences	194,000 ⁸
Asst Research Scientist, lab director	Macromolecular Core Facility	21,000 ⁹
Asst Research Scientist	WyGISC Core Facility	28,212 ¹⁰

Additional allocations include: \$32,500 to Geography to complete the permanent funding of the joint Geography/WyGISC position filled in AY2008; \$7,923 to complete the salary needed to fill the Curator of Collections position in the Art Museum; and \$5,000 to complete the salary allocated last year to Botany for a spousal hire in support of the SENR director position.

⁸ Most of the salary (\$170,779) was allocated last year and carried over to this year's CPM pool.

⁹ First year of moving EPSCoR-funded salary to Section 1.

¹⁰ At the time of resignation and salary capture, fifty (50) percent of the salary was funded through CPM.

Analysis of position captures and allocations

The FY2010 CPM captured pool associated with retirements, resignations, transfers, and FTE adjustments was \$3,735,919. The captured pool includes 48 positions.

The FY2010 allocations from the CPM captured pool plus carryovers from the FY2009 pool allocations amount to \$3,869,568, and include:

- \$3,222,967 for 50 replacement and new positions, including several domestic partner hires that will require salary 'ramp ups' in future years.
- \$110,600 for continuing "ramp-ups" of domestic partner and target-of-opportunity hires from previous years.
- \$122,316 to fold AP positions previously funded from part-time budgets, together with salary increases needed to reach market levels, into the CPM budget.
- \$180,146 for additions to salaries previously allocated. This sum represents the aggregate amount needed to boost entry-level or previously authorized salaries to the salaries actually offered, including for positions filled at ranks higher than the minimum levels authorized.
- \$62,760 to be returned to Law for teaching replacement needed due to the conversion of a full-time faculty position to a part-time position.
- \$170,779 in salary carried over from last year's CPM allocations to Academic Affairs to fund a vacant dean's position.

Faculty Recruitment Authorizations

Departments beginning searches to fill these positions should first fill out the Faculty Recruitment Authorization form posted at

<http://uwadmnweb.uwo.edu/AcadAffairs/Forms/RecruitmentAuthorizationforFaculty11-21-97.doc>

On the form, departments should indicate the source of funding for the position is the CPM captured pool.

Table 1. CPM 'Tax' Distribution

College/unit	Tax Amount
College of Arts & Sciences	\$107,981
College of Agriculture	43,405
College of Business	25,107
College of Education	20,000
College of Engineering & Applied Science	38,576
College of Health Sciences	22,466
College of Law	9,826
Other Academic Affairs units*	8,639

*The Office of Academic Affairs, the Libraries, AHC, Art Museum, WyGISC, and the Outreach School.