MEMORANDUM

TO: Institutional Effectiveness Council

FROM: Dr. Mark Davis

DATE: 01 February, 2015

RE: Executive Summary of Planning and Assessment Documents and Priorities for the College of Liberal Arts

The College of Liberal Arts, comprised of the Department of Behavioral Sciences, the Department of Fine Arts, the Department of History and Social Sciences, and the Department of Languages and Literature, is a large and diverse academic unit charged with servicing a considerable percentage of the University’s basic curriculum. Moreover, the college historically has served the campus and region in a number of significant ways, via the Honors Program, the Livingston Press, the UWA choir and theatre programs, and the staging of the annual Black Belt Symposium. In addition, as the following list of accomplishments clearly demonstrates, the College of Liberal Arts continues to enhance the University’s profile through its faculty members’ achievements in scholarship, creative works and performances, community and regional service, and high-quality instruction.

Accomplishments 2013-2014

Department of Behavioral Sciences
Key Achievements (Faculty and Departmental)
The Department of Behavioral Sciences moved to our new building for the Spring 2015 semester. In addition, the Department added one new faculty member, Dr. Edward Snodgrass, and Dr. Kelly Pivik is now a Tenure Track Assistant Professor of Psychology.

Faculty Achievements
Dr. Mark Davis had two book chapters published, one book editor publication, and three journal articles submitted for publication this year (two are in press). He also presented three research projects and delivered one keynote address this year. The first was a poster presented at the Society for Personality and Social Psychology in Austin, TX. The second was a research talk presented at the Society for the Psychological Study of Social Issues in Portland, OR. The projects were in collaboration with Dr. Kelly Pivik and current/former students. Dr. Mark Davis was also invited to speak at the University Fernando Pessoa, Porto, Portugal. Finally, Dr. Mark Davis served his final year as the Regional Vice President for the Honor Society of Phi Kappa Phi. In addition, he is currently the Vice President for the International Society on Facial Expression of Emotion, and he was the Chair of the Organizing Committee of the 1st World Congress on Facial Expression of Emotion held in Porto, Portugal last October, where he delivered a keynote speech and a research presentation.
**Dr. Nicole Farris** was co-author on two book publications, including the first editor on a book under contact with Springer Publishers. Dr. Farris also had research accepted to be presented at the International Sociological Association annual meeting in Yokohama, JP. She also presented research at the American Sociological Association annual meeting in New York, NY, at the Southwestern Social Sciences annual meeting in San Antonio TX, and at the Southern Demographics Association in Montgomery, AL.

In addition to the publications and presentations, Dr. Farris has served as the President-Elect for the UWA chapter of Phi Kappa Phi, she served as the secretary for the UWA Chapter of Phi Kappa Phi. She also serves in multiple roles for the Southwestern Social Science Association. She serves on the nominating committee, she is the chair for the Women’s and Gender Studies Sessions on Gender, and serves as the president for the Women’s and Gender Studies session.

**Dr. Kelly Pivik** was moved to Associate Professor of Psychology this year. In addition, she presented research at two conferences. The first was a poster presentation at the at the Society for Personality and Social Psychology in Austin, TX, and the second was a research talk presented at the Society for the Psychological Study of Social Issues in Portland, OR. She also delivered an invited talk for the UWA Commemoration of the Holocaust.

**Department of Fine Arts**

**Key Achievements (Faculty and Departmental)**
The UWA Fine Arts Department is experiencing a crucial time of transitions and development. Unfortunately, Arthur Grothe, has departed for another position. His absence leaves a large hole to fill in the Fine Arts Department and currently the search is ongoing for a replacement Chair and Theatre Director. In an ideal world, this would dictate the hiring of two new faculty members, but that may depend greatly on budgetary concerns.

The UWA Concert Choir and Singers maintained their substantial number or participants, and funding was again secured to increase the scholarship amounts. This increase was driven by the excellence, and myriad, of performances the Choral Programs have put on in the past several years. The Choral Programs have performed for the UWA Fall and Spring Commencement exercises, the UWA Tree Lighting Ceremony, and numerous other off-campus events. The UWA Choir performances continue to draw excellent crowds and the musicianship of the program continues to increase with each passing year.

The UWA Theatre program continues to be a vital and active part of the university campus. This past season included a standing room only production of *The Dead Guy*, and a reinvention of the classic Shakespeare play, *A Midsummer Night's Dream*. The Theatre Department has continued to see an increase in participation and interest in its programming. Total attendance for the theatre events topped 800. In addition, the "sound phase" of the Bibb Graves Auditorium renovations was completed. The addition of Erin Hisey as technical director was crucial to the success of this year’s theatre production, and she has already provided great leadership during the transitional time in the Theatre program.

The Art Program has also been coordinating the student showcase, as well as actively pursuing showcases for their own work. This year’s Student Art Show saw an exceptionally large crop of quality work and the exhibit was extremely well attended. Mr. Nick Davis also coordinated the purchase and installation of two new sculptures in the UWA Sculpture Garden.
Mr. Davis has displayed his own work in a number of exhibition including; *Monster Makeover IV*, *Project Daydream*, and the *West Alabama Juried Art Show* all in Tuscaloosa. In addition, Mr. Davis had work displayed in York, AL and Fort Worth, TX. Dr. Manley Blackwell served as adjudicator for the following music festivals; “Alabama Federation of Music Clubs District Festival” in Tuscaloosa, Alabama, and the Huntsville Music Teachers Association in Huntsville. Alabama. In addition, Dr. Blackwell has been busy performing for numerous university events, several recitals in conjunction with the University of Alabama’s music program, and for several doctoral recitals at the University of Alabama. Ms. Erin Hisey, has continued to design form numerous theatres in the area including Birmingham Children's Theatre and Theatre Tuscaloosa.

In keeping with the tradition of saving the best for last, Ms. Jessica Smith has been exhibiting her work not only in the states, but also overseas. She has had her work exhibited at the Tennessee Valley Museum of Art, the Creative Alliance in Baltimore, MD, at the John Michael Kohler Arts Center in Sheybogan, WI, the Museo de Arts Moderno, in Santo Domingo, Dominican Republic, Louisiana State University, and also in Selma, and York, AL. Ms. Smith also completed an Artist Residency in Vallauris, France.

**Faculty Achievements**


**Mr. Nick Davis** exhibited at: *Monster Makeover IV*, Tuscaloosa Arts Council, Tuscaloosa, AL *West Alabama Juried Art Show*, Tuscaloosa Arts Council, Tuscaloosa, AL, 9 x 12 Works on Paper Show 2013, Fort Worth Community Arts Center, Fort Worth, TX, *Project Daydream*, Firehorse Pottery Studio, Northport, AL, Spring Art and Photography Show, Coleman Center for the Arts, York, AL, *Project Daydream*, Tuscaloosa Arts Council, Tuscaloosa, AL, Off the Wall, Bell Conference Center, Livingston, AL, and Untitled Exhibit of Local Artists, Sumter County Chamber of Commerce, Livingston, AL. He also received a cash award at the West Alabama Juried Art Show, Tuscaloosa Arts Council, Tuscaloosa, AL.

**Ms. Jessica Smith** was an Artist in Residency during the summer of 2014 in Vallauris, France. She exhibited in the following shows: *Art of the State*, Tennessee Valley Museum of Art, Tuscumbia, AL (Jurors: Jere Allen and Ron Dale), Experience Transformation, Baltimore Clayworks at Creative Alliance, Baltimore, MD (Curators: Sarah McCann and Brett Freund), San Angelo National Ceramic Competition, Museum of Fine Arts, San Angelo, TX (Juror: Léopold Foulem), Choose Your Own Adventure, John Michael Kohler Arts Center, Sheboygan, WI, Elit-Tile, Museo de Arte Moderno, Santo Domingo, Dominican Republic 20” x 20” x 20”, Union Art Gallery, Louisiana State University, Baton Rouge, LA (Juror: Shana Barefoot), th Sumter County Art Show, Coleman Arts Center, York, AL (Juror: Matthew Fluharty) (3rd Place Award), and the Alabama Artists Roots & Wings, Carneal Gallery, Selma, AL (Jurors:
Jean Rainer Belt and Jaime Adams) (2nd Place Award). Ms. Smith presented at the “Platter Production.” Paper presented at the annual meeting of the Southeast College Art Conference, Greensboro, North Carolina, 1 November 2013. She won the University of West Alabama’s Phi Kappa Phi Great Minds Award. Finally, she received a funded grant: Individual Artist Grant, Alabama State Council on the Arts.


Mr. Williams was also the Music Director for “Four Little Girls: Birmingham 1963”, staged reading presented in conjunction with Theater for Young Audiences/USA and Project1VOICE, Produced by Theatre Tuscaloosa at Bean-Brown Theater, Shelton State Community College. Tuscaloosa, Alabama, 15 September 2013. He was the Conductor/Coordinator for the following events: “The UWA Christmas Concert,” Presented by Sumter County Fine Arts Council & UWA Fine Arts Department. Livingston, Alabama, 6 December 2013; “Legacy Celebration, 2014,” UWA’s 35th Annual African-American History/Cultural Diversity Program, Livingston, Alabama, February 2014; “Sacred Music Concert,” Presented by the Twin Rivers Arts Council. Demopolis, Alabama, April 2014; “The UWA Spring Concert at Livingston First Presbyterian Church,” presented by the UWA Fine Arts Department, Livingston, Alabama, May 2014; and he was the featured Soloist for “Livingston United Methodist Church’s Holy Week Services,” Livingston, Alabama, April 2014.

Mr. Williams was also a Theatre Review Panelist for the Alabama State Council on the Arts Grants Review Process. Montgomery, Alabama, 12 July 2013 & April 2014, He was a member of the Southeastern Theatre Conference, Inc, and he was a member of the UWA Black Faculty & Staff Association. Finally, Mr. Williams was a presenter in the Voice workshop, “Freeing Your Voice,” in Livingston, Alabama, April 2014.

**Department of History and Social Sciences**  
**Key Achievements (Faculty and Departmental)**  
In 2013-2014, the Department of History and Social Sciences succeeded in publishing four issues of the *Alabama Review* with **Rob Riser** as editor. The Department also hosted a semester-long program, “UWA Remembers and Commemorates the Holocaust,” in the Spring 2014 semester. The program included a series of lectures and films as well as hosting a teacher workshop, “Echoes and Reflections,” and an art exhibit, “From Darkness into Life.”

Five members of the Department hold officer positions in state professional associations. Three of the History faculty members hold officer positions in the Alabama Association of Historians: **Jeff Gentsch** (treasurer), **Rob Riser** (board member), and **Richard Schellhammer** (president-elect). In addition, **Ashley Dumas** serves as Chair, Council on Alabama Archaeology as well as 3rd Vice-President/Membership, Alabama Trust for Historic Preservation. **Valerie Burnes** serves as Treasurer of the Alabama Historical Association.
Valerie Burnes has completed her book, Valerie Burnes and Robin McDonald, *Black Belt Visions: A Cultural History of the Black Belt*. Tuscaloosa, AL: University of Alabama Press (Forthcoming, Fall 2015), and The University of Alabama Press has tentatively accepted her book proposal on the Civil Rights Movement in Perry County. Valerie Burnes has been active in historic preservation, completing a National Register nomination for the Lincoln Normal School in Marion, AL for presentation to the Alabama Historical Commission in spring 2015. She also began work on Alabama Register and National Register nominations for Lakewood in Livingston and the Lambert House in Orrville. In addition, Valerie Burnes provided a tour of Cedarwood (1818) for the Alabama Trust for Historic Preservation Lyceum and the OLLI (Osher Lifetime Learning Institute) presentation on the move and restoration of Cedarwood in Greensboro, AL. Valerie Burnes serves as the Alabama Regional Contact for the Lone Arrangers Roundtable of the Society of American Archivists and sits on both the Maritime Advisory Council and Cahawba Advisory Commission. Valerie Burnes was also recognized as a “175 Faces of Judson” Inductee, one of the top 175 Judson College graduates, in celebration of Judson’ 175th anniversary as well as receiving a $1,000 HRAB Local Records Preservation Grant with Amy Christiansen and a $500 Ala-Tom RC&D grant for Patchwork History Quilt project.

Ashley Dumas conducted a four-week archaeological excavation at Fort Tombecbe, May 19-June 13, 2014.


Dr. Dumas also served as editor, of the *Journal of Alabama Archaeology*.

Jeff Gentsch presented, “The World’s Largest Stage: The Eastern Front, 1944 – A Geographic Overview,” at the “1944: 70 years on” conference at the Royal Military Academy, Sandhurst, Great Britain. In addition, Jeff Gentsch had a paper on German field artillery accepted for The Legacy of World War One Conference, Chestnut Hill College, Philadelphia, PA (13-14 November 2014).

Jeff Gentsch continues to lead guided tours for Shiloh National Military Park’s Anniversary hikes in April.

Mark Griffith presented a paper, “Churchill, Movies, and Writing” at the annual meeting of the Association of Core Text Meeting, Los Angeles, California, 11 April, 2014. In addition, Mark Griffith has been commissioned to write a chapter on “Churchill and Honor” for a Chapter in a book that is due 15 April 2015.

Chris Haveman’s book on Creek Indians is in production at University of Oklahoma Press.
Charles Roberts, in addition to working on the *Alabama Review* also published an article, Roberts, Charles Kenneth. “Client Failures and Supervised Credit in the Farm Security Administration.” *Agricultural History* 87.3 (Summer, 2013): 368-90 and presented a paper, Roberts, Charles Kenneth. “Imagining the Post-Plantation Southern Farmer: Selecting Clients in the Farm Security Administration, 1937-1943,” at the annual meeting of the Agricultural History Society, Provo, Utah, 21 June 2014. Charles Roberts also won the “Milo Howard Award for Most Outstanding Article Published in the *Alabama Review*,” (2012-2013).


Public/Community Service

The Department hosted a semester-long program, “UWA Remembers and Commemorates the Holocaust,” in the Spring 2014 semester. The program included a series of lectures and films as well as hosting a teacher workshop, “Echoes and Reflections,” and an art exhibit, “From Darkness into Life.”

Department of Languages and Literature

Key Achievements (Faculty and Departmental)

In June, 2013, the department took 14 students as part of the Reed Literary Odyssey to tour Rowan Oak and see two live Shakespeare productions in Oxford, MS. The department is currently planning the next excursion to Monroeville and Montgomery. In October and April, the department held Poetry at the Lake events. In October, the department hosted playwright and alumnus Joe Musso for a workshop on playwriting. He also taught one of the theater classes. In October, the department had a reading and autograph signing for Dr. Alan Brown. In November and April, the department hosted the fifth and sixth installments of the Callaway Schoolhouse Fiction and Poetry Reading and Workshop, featuring faculty members from the University of Alabama creative writing program. This is a recurring program, every semester, providing support for UWA student writers. In April, the department hosted the Black Belt Symposium, which featured the graphic novelist/memoirist Lila Quintero Weaver. In April, the department had readings for two Livingston Press authors: Valerie Miner and B.J. Leggett. In March, UWA Integrated Marketing Communications students placed in the following categories at the 2013 Southeast Journalism Conference: 1st Place in Best Multimedia Journalist: Shelby Campbell; 1st Place in Public Relations: Hayley Taylor, Caleb Walters, and Shelby Campbell; 2nd Place in Best College Video News Program: Tiger Pause (beating Troy University and The University of Mississippi); 3rd Place in Best Television News Reporting: Callie Murphy; 6th Place in Best Advertising Staff Member: Amanda Nolin for muse; 6th Place in Best Television News Feature Reporting: Hannah Riley; 9th Place in Best College Newspaper Website: muse. 35 Schools competed, and submitted a total of 440 entries in 15 competition categories.
Faculty Achievements


Dr. Alan Brown conducted research for: Ghosts of Florida’s Gulf Coast. The manuscript was mailed to Pineapple Press in Sarasota, Florida, in February, 2014; Conducted research for The Haunted South. The manuscript was mailed to the History Press in Charleston, South Carolina, in May 2014; and Historic Photographs of Sumter County. This last manuscript will be sent to Arcadia Press in Charleston, South Carolina, no later than September 15, 2014.

Dr. Brown also published the following: A. Brown, Alan. Florida’s Haunted Big Bend. Charleston, SC: The History Press, 2013.; “Edgar Allan Poe’s Use of Gothic Conventions in ‘Ligeia’” will be published in a volume titled Ligeia by Edgar Allan Poe. It will be published by Layman Poupard Publishing, LLC; Entry on William Heath was included in The Encyclopedia of Alabama in 2014.; and the book review of Patrick Foley’s Missionary Bishop: Jean-Marie Odin in Galveston and New Orleans will be published in the St. Austin Review; Book review of Diane Williams’ Mississippi Folk and the Tales They Tell: Myths, Legends, and Bald-Faced Lies was published in The Clarion Ledger on April 2, 2014.

He presented the following works: read a paper titled “Sleeping with Ghosts” at the annual meeting of Paranormal Kicks Cancer in St. Augustine, Florida, on September 31, 2013; read a paper titled “Using Peer Review in Remedial English” at the annual meeting of the Alabama Association of Developmental Education at Shelton State College on October 11, 2013; told ghost stories at Aldersgate Nursing Home in Meridian, Mississippi, on October 15, 2013; delivered a presentation on ex-slave narratives from Alabama to the Livingston Book Club on October 16, 2013; delivered a presentation on “College School Spirits” to the Chattahoochee Valley Historical Society in Valley, Alabama, on October 20, 2013; hosted the UWA Film Series presentation of Alfred Hitchcock’s The Birds on October 21, 2013; told ghost stories to the Primrose Club on October 24, 2013: served as tour guide for “The Haunted Grove,” a fund-raising event for East Mississippi State Hospital between October 28 and October 30, 2013; delivered the James Colquitt Faculty Colloquium lecture, “Hemingway in Key West, Florida,” on November 12, 2013; delivered a presentation titled “Alabama’s College Spirits” at the Homewood Public Library on October 31, 2013; gave a ghost tour of New Orleans to the UWA Honors Students on November 23, 2013; gave a ghost tour of Key West, Florida, to the International Students on December 19, 2013; read a paper titled “The Yellow Wallpaper: Another Diagnosis” at the annual meeting of the Mississippi Philological Association at Mississippi State University in Starkville, Mississippi, on February 21, 2014; delivered a presentation titled “The Evolution of The Miracle Worker to the Horizons senior citizens group at Alexander City on February 23, 2014, hosted the UWA Film Series presentation of The Stranger on February 12, 2014; co-hosted the film “Dallas Buyers Club” with Dr. Lesa Shaul. The film was shown to the Honors Students on February 23, 2014; and spoke to the Primrose
Club at the Ruby Pickens Tartt Library on the subject of ex-slave narratives from Alabama on February 28, 2014.

Dr. Brown served as Secretary for the Sumter County Fine Arts Council during the 2013-2014 Fiscal Year, he chaired the McIlwain Bell Trustee Professorship Committee on October 10, 2013, he served on the Committee for Faculty Affairs for the 2013/2014 school year, and he was elected President of the Alabama Folklife Association in January 2014.

Dr. Brown also wrote a manuscript review of “The Masculine Urge of Jack Kerouac’s Hiku” for the Journal of American Culture on March 20, 2014. He was asked to participate in an evaluation of the Alabama Humanities Foundation by the National Endowment for the Humanities. He received a grant for $1,400 for the Sucarnochee Folklife Festival from the Alabama Humanities Foundation on December 10, 2013. Finally, he directed the Medicine and Literature workshops at the VA Hospital in Tuscaloosa during the Fall 2013 semester.


**Dr. Debbie Davis** presented the following: Davis, Debbie, “My Summer Vacation in Venice, Florence, and Rome: The Italian Renaissance in Art, Architecture, and Literature.” Slideshow and presentation presented at the October meeting of the Alpha Delta Kappa International Sorority of Women Educators, University of West Alabama Chapter, Livingston, October 1, 2013 and Davis, Debbie, “Mary Shelley’s Frankenstein and the 19th Century Scientific Debate between Vitalism and Materialism,” guest lecturer with power point presentation in Drs. John McCall and Lesa Shaul’s HR-200 (Honors Forum) class, February 12, 2014.


Mr. Jones served as a judge for Feature Writing, South Eastern Journalism Conference, Lafayette, Louisiana. 21 February 2014, and for Grove Hill Cultural Center’s Annual Community Photography Contest. Grove Hill, Alabama. 26 April 2014

Mr. Jones was also awarded: "UWAmuse.com." Best Web Site 9th place award for hand-coded site, South Eastern Journalism Conference, Lafayette, Louisiana, 21 February 2014.

Dr. Jones served on the following: Alpha Delta Kappa, Alabama Alpha Pi Chapter President, Southeast Journalism Conference Faculty Delegate, and Co-Chair of the Broadcasting Committee, Alabama Council of University Faculty Presidents (First Vice President), and Arkansas College Media Association Judge. She was the recipient of the 2014 Loraine McIlwain Bell Trustee Professor Award, the 2014 Nellie Rose McCrory Service Excellence Award, and the 2014 American Cancer Society Volunteer Leadership Award. Finally, she conducted iCommunicate workshops for the following University organizations and groups: Project BLOOM participants, Upward

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**Public/Community Service**

Dr. Amy Jones · Served as the Event Chair, Team Captain, Public Relations Chair, Sponsorship Chair, and Logistics Chair for the 2013 Sumter County Relay for Life event for the American Cancer Society. · Serve as a Founding Member of the Susan G. Komen for the Cure Black Belt Community Breast Cancer Coalition · Implemented the following service learning projects for the local community: JN370: Television Production · Students produced 30-second ads for the UWA Division of Online Programs · Students produced six public service announcements (PSA's) for the UWA Sustainability Initiative · Students produced six testimonials for the UWA Division of Online Programs; JN350: Graphic Design: Students served as graphic designers,
creating logos, business cards, letterhead, and advertisements for the following businesses/organizations: · Rob Jarrett Personal Training · The Coffee Shop on Monroe · Arc-en-ciel · Dogwood Florist and Clothier · Treasures Boutique · Candlelight Antiques · Legacy Accounting · Tucker Cabinetry · Rosedale and Tiger Apartments · Little Eagles Daycare · Jr. Food Mart · Glory Hair Salon; JN495: Methods of Integrated Marketing Communications: Students completed a capstone project for the following companies: · The Studio - Spring 2013: Students developed a College Canvas Party event to promote the company to UWA students. The event was sponsored by the SGA, and 35 students participated. · Turning Point - Fall 2013: Students produced posters, flyers, brochures, and a website to help promote the Turning Point services. Students toured the sexual assault and domestic violence shelter in Tuscaloosa, and met numerous times with Turning Point staff.

Honors Program
Key Achievements (Faculty and Program)
The key achievements of the Honors Program for this reporting cycle has to be the dramatic increase in retained students, or students who entered the program as freshmen and completed all requirements. These students graduated as "Honors Scholars." In the past, graduation ceremonies have come and gone with only one or two Honors Scholars; in 2013-2014, the Honors Program celebrated an unprecedented eleven graduates. While such a number may not sound impressive to someone from a much larger university, it signals an increase of over 100% based upon past numbers. Another key achievement is the number of graduating Honors seniors who secured positions in graduate schools or occupations. Another key achievement involves last fall's Honors Forum discussion topic, the lecture delivered by Dr. Cinnamon Brown (UWA and Honors Program alumna), and the capstone excursion to New Orleans--this kind of sustained, interdisciplinary, and multi-faceted exploration is what keeps Honors students involved and actively learning; they also develop a sense of cohesion with their peers, which aids in retention and student experiential satisfaction.

Faculty Achievements
One minor note concerning an Honors course (HR 200) team-taught by faculty: Drs. John McCall and Lesa Shaul (biology; languages and lit) taught "Science and Literature" in SP 2013, and the course evaluations reveal immense overall student satisfaction.

Livingston Press
Key Achievements (Faculty and Press)
One book about the Black Belt and one book about Alabama was published this year. On A Darkling Plain by Betty Jean Tucker was published, as well as Pickett's Charge by Charles McNair. The Livingston Press also published ten books by national authors, including On a Darkling Plain by Betty Jean Tucker, Prosperity by B.J. Leggett, If by Nicholas Bourboni, Medea by Richard Matturro, Plumb's Bluff by Scott Ely, Elemental by Tara Mantel, Traveling with Spirits by Valerie Miner, Vineyard's Children by Steve Shilstone, Pickett's Charge by Charles McNair, and Tartts 5 edited by Joe Taylor. Two $1,000 scholarships were awarded to two students this year. Director traveled to Associated Writing Programs conference in Seattle, Washington and to Alabama Literary Festival in Monroeville, Alabama to promote and publicize the Press.

Faculty Achievements
Dr. Joe Taylor edited Tartt's 5, a collection of short stories published in December 2013. Taylor's novel, The Theoretics of Love, was accepted for publication by New South Publications.

Public/Community Service
The Livingston Press manned a booth with books available for purchase at the annual Sucarnochee Folklife Festival in downtown Livingston in April 2014.

Items Needing Action (Listed in Order of Priority) for 2015-2016

1. Instructor of Integrated Marketing Communications. The current demands of the Integrated Marketing Communications program, including teaching online courses, require a new instructor to teach hands-on courses that do not require a terminal degree. Hiring a lecturer and promoting an existing instructor is the most cost effective option and best meets the needs of the IMC program.
   Cost: 39133 (salary)+14870 (benefits). **$54,003**

2. Hire Ph.D. in Psychology in order to implement M.S. in Psychology.
   Cost: $49,496 (salary) +$16,498 (benefits) + $2,500 (equipment) = **$68,494**

3. Hire full Ph.D., DMA, or Ed. D. in music to serve the Interdisciplinary Arts program and work toward recovering a free-standing music major. Dr. Manley Blackwell, in particular, has been burdened with teaching overloads for some time now.
   Cost: $49,496 (salary) +$16,498 (benefits) + $2,500 (equipment) = **$68,494**

4. Two full-time Lecturers to reduce class size. 32,315 salary (x2) + 12,926 benefits (x2) = **$90,482**

5. The Department of Behavioral Sciences requests funding for two additional Graduate Assistants who will come from the MS in Experimental Psychology. We want to keep the MSCE Counseling Psychology GA, and we want to add the two new positions. The addition of these positions will allow the department to recruit quality graduate students for the MS in Experimental Psychology. They will work with the Behavioral Sciences faculty and each will oversee the activities in one of the two new research labs in Spieth Hall. The costs will be $864 per GA per month for 9 months: total= **$15552**

6. **$3,500** to begin a Center for the study of Native Americans in the Black Belt. With an anthropologist and historian specializing, respectively, in late prehistoric to historic period Native Americans, we have the opportunity to establish a center for the study of Native Americans in the Black Belt. There is no other such center in the Black Belt region, where the contributions of Native Americans has largely gone uncelebrated.

7. Increase in salary due to promotion. We need to promote an Integrated Marketing Communications instructor to the level of assistant professor, especially since the program hopes to enroll online students. The IMC major has tripled in size over the last two years and requires additional sections of upper level courses. In addition, as this
program expands online and IMC adds a sports track, a professor with a terminal degree is absolutely necessary. Without it, the program will not have the qualified staff to meet student demand. The amount shown demonstrates the difference from an instructor to assistant professor who is working toward a terminal degree in media design. The completion of the terminal degree and promotion to assistant professor is necessary to meet the demand of student enrollment in IMC core upper level courses.

The difference between the assistant professor's salary (46954, salary) and benefits (14556) and the instructor's salary (39,133) and benefits (14,870). $7,507

8. Hire a Fine Arts Chairperson. Due to the departure of a faculty member there is a vacancy in the Fine Arts Chair position and a new chair needs to be hired. $20,000.

9. Honors Common Book Experience. In conjunction with the Spring 2014 Black Belt Symposium, members of the UWA Honors Program will read and discuss the novel Darkroom: A Memoir in Black and White by Lila Quintero Weaver, who will be the keynote speaker for the Symposium. Participating Honors students will obtain copies of the graphic novel from the Honors Program. Copies of the novel will be purchased (10 novels = $200.00); food will be provided at discussion meetings ($100.00). $300

10. Travel to Montgomery for Alabama Book Festival. 10th Annual Book Festival held in the third week of April in Montgomery attracts around 7,000-8,000 people each year. Livingston Press would like to set up a booth at the festival to display books highlighting Alabama authors. In addition to highlighting authors, this would be an opportunity for the Press to provide information to prospective students. $400 for booth costs; $150 for transportation costs; $250 for hotel costs. $800

**TOTAL: $329,132**