The University of Pittsburgh at Bradford strives to promote collaborative, interdisciplinary, experiential learning to prepare students for leadership in a world whose geographical, intellectual, and cultural boundaries are giving way to global interdependence. Pitt-Bradford’s student-centered academic environment fosters the skills and habits of mind that lead to life-long learning, rewarding careers, and fulfilling lives. Pitt-Bradford invests in the surrounding communities and is enriched by partnerships which enhance the quality of life in the region and beyond.

**Major Goals**

1. **New Levels of Academic Excellence** – Establish standards of excellence in academic programs that distinguish Pitt-Bradford as an outstanding provider of higher education.

2. **Student Enrollment and Academic Success** – Recruit qualified students to meet enrollment goals and promote high standards of performance in scholarship, innovation, and service, while creating a supportive campus environment to enable the success of all students.

3. **Human Resources and Diversity** – Create a mutually respectful, enterprising, and intellectually curious community of students, faculty, and staff reflective of the diversity of demographics in the Commonwealth.

4. **Rural Engagement and Outreach** – Enhance the quality of life in our six-county service region by contributing to the educational, economic, and cultural development of Northwest and North Central Pennsylvania.
5. **Reputation and Identity** – Communicate an image that blends the prestige of a world renowned university with the distinctive qualities and attributes of a student-focused undergraduate institution.

6. **Financial and Material Resources** – Enhance and leverage financial and material resources in order to appropriately serve a population of 1,500 full-time equivalent students.

7. **Campus Ambience and Sustainability** – Enhance the beauty and functionality of the campus through architecturally consistent design, construction, and landscaping and environmentally sustainable operational practices.
Critical Success Factors

- Overall ranking in U.S. News and World Report, Princeton Review and other publications
- Recognition as regionally/nationally prominent academic programs
- Number of programs accredited that are eligible for accreditation
- Quality of programs as evidenced by assessment of learning outcomes
- For programs targeted for prominence, performance on the following indicators:
  - Specialized accreditation (where applicable)
  - Evidence of program improvement based on assessment of student learning outcomes
  - Graduation rates
  - Job placement rates (in field)
  - Board/certification pass rates (where applicable)
  - Professional development of faculty/student engagement in discipline
  - Unique attributes of program
  - Others indicators identified by program faculty
- Number and academic preparation of faculty supporting each academic program
- Increase in the proportion of credit hours taught by full-time faculty and concomitant reduction in the proportion taught by adjunct faculty
- Student/faculty ratio

HIGH PRIORITY INITIATIVES

FY 13 Strategically expand the number of full-time faculty members so that all majors are supported by at least two faculty members

FY 13 Develop more effective and efficient approaches to assess student learning outcomes and improve the academic programs

FY 13 Review and revise General Education program with specific attention to competencies, especially oral communication

FY 13 Expand and focus distance education program by developing online, ITV and hybrid courses targeted for specific groups of students (i.e., commuting and part-time students)

UPDATE_8.1.12
FY 13 Increase budget for cooperating teacher stipend from $12,000 to $40,000 over next three years

FY 13 Increase the Academic Affairs part-time/overload budget in concert with increases in enrollment

FY 13 Monitor policy at state level that would enable the establishment of an Act 120 Police Academy Training location and/or partnership site

FY 13 Create International Studies Travel fund

FY 13 Implement series of faculty professional development seminars to enable faculty members to better meet the instructional needs of a new generation of students

FY 13 Develop long-range plan for delivery of online instruction which includes cost-benefit analysis, projections for impact on enrollment, assessment and quality, faculty development and pedagogy, and the instructional environment

FY 13 Build a test kitchen for Hospitality Management program

FY 13 Develop a Criminal Justice Forensics minor

FY 13 Develop English as a Second Language (ESL) transitional support services in Academic Success Center

FY 13 Increase annual Biology budget

FY 13 Implement Supplemental Instruction program

FY 13 Complete CSI House repairs and upgrades

FY 13 Establish annual science equipment maintenance budget

FY 13 Broaden mission of Allegheny Institute of Natural History

FY 13 Upgrade equipment in Sports Medicine program

FY 13 Establish Confucius Institute

FY 13 Establish BA in General Studies

Review and strengthen developmental courses in composition and mathematics
Enhance the budgetary and staffing capacity of CTM to enable it to administer and maintain discipline-specific computer labs

Add networking and security lab space for CSI&T and ASIS

Secure specialized accreditation for the Business Management and Hospitality Management programs

Convert the Broadcast Communication studio from Standard Definition to High Definition Television

Secure equipment for DNA forensic analysis

FY13 Develop a Criminal Justice Forensics minor

**MEDIUM PRIORITY INITIATIVES**

Cooperate with other providers to deliver programming at off-campus sites

Develop a minor in Human Resources Management

Acquire and install exterior/remote video camera and other equipment to complete the CSI House

Acquire three new pianos for Blaisdell Hall practice studios

Secure COSMA accreditation for Sport Management major

**LOW PRIORITY INITIATIVES**

Create a “mock courtroom” for Criminal Justice program

Create a computer-aided language lab

Develop a Physical Therapy Assistant program

**COMPLETE**

Acquire Tutor Trak (web based tutoring software)
Establish program-level strategic plans to guide development of the programs targeted for prominence, as well as all academic programs, which include initiatives consistent with a set of common outcome measures.

Relocate the Verizon Learning Lab to and create faculty offices in Sport and Fitness Center control area

Complete the first-floor science area in Fisher Hall

**DISCONTINUED**

Conduct a feasibility study for baccalaureate program in Engineering Technology

Develop certificates in International Business and Public Health

Develop a grant-funded K-12 entrepreneurship outreach program

Create Disability Resources and Services Unit with separate budget (within ASC)

**Goal Two: Student Enrollment and Academic Success** – Recruit qualified students to meet enrollment goals and promote high standards of performance in scholarship, innovation, and service, while creating a supportive campus environment to enable the success of all students.

**Critical Success Factors**

- Maintain enrollment of 1500 FTE by meeting enrollment targets each year as follows: 360 freshmen, 125 external transfers, 40 internal transfers
- Number of student applying directly to Pitt-Bradford
- Number of options referrals
- Number of student applicants who list Pitt-Bradford as their first or second choice institution
- Number of campus visits/tours
- Percent of college-going high school graduates in six-county service region who enroll at Pitt-Bradford
- Increase freshmen to sophomore retention to 78%
- Increase freshmen to junior retention rate from 56% to 58%
- Increase four-year graduation rate to 32%, five-year graduation rate to 42% and six-year graduation rate to 52%

**UPDATE_8.1.12**
• Maintain rating of 65 or higher on NSSE category Supportive Campus Environment for both freshmen and seniors
• Number of students served by Academic Advising Center

HIGH PRIORITY INITIATIVES

FY 13 Develop specific programming for sophomores, juniors, and seniors designed to improve retention and graduation rates

FY13 Augment budget for Disability Resource Services to support funding for diagnostic testing

Increase resources and services for students with disabilities

MEDIUM PRIORITY INITIATIVES

Develop the “Regional Community of Learners Alliance”, an outreach program of Pitt-Bradford to engage regional school districts and educational professionals

Create a varsity athletics cheerleading squad

Acquire Rapid Insight Analytics, a software package which develops predictive models of prospective students’ likelihood to enroll

Add assistant coaching positions in swimming and volleyball/softball

FY13 Establish Health Sciences Living/Learning Community

COMPLETE

Increase the availability of psychological counseling services by adding up to four hours per week of service

Implement Academic Advising Center

Utilize results from the Noel-Levitz College Student Inventory (CSI) in advising students

Administer sophomore satisfaction survey

Develop comprehensive strategy for continuity of services to veterans enrolling in Pitt-Bradford

UPDATE_8.1.12
Implement reorganized structure for academic support services for a new generation of millennial students

Restructure orientation programs to emphasize academic preparedness

Implement transportation program to provide greater mobility to students, including access to Bradford and travel to locations in the tertiary markets over breaks

Install backboards in the gymnasium which include LED lights as required by NCAA regulations

DISCONTINUE

Complete a feasibility analysis of an extensive and ongoing weekend program, as well as compressed delivery formats targeted to non-traditional and commuting students

Goal Three: Human Resources and Diversity – Create a mutually respectful, enterprising, and intellectually curious community of students, faculty, and staff reflective of the diversity of demographics in the Commonwealth.

Critical Success Factors

- Comparison of faculty, staff, and student diversity with demographics of Pennsylvania
- Percent retention of students by demographic group
- Percent graduation rates of students by demographic group
- Faculty salaries equal to appropriate benchmark groups
- Number of underrepresented and female faculty in tenure stream and at ranks of Associate and full Professor

HIGH PRIORITY INITIATIVES

FY 13 Bring average salaries of faculty across all ranks to the averages of appropriate benchmark groups
FY 13 Take appropriate steps to ensure that applicant pools for faculty and staff vacant positions contain adequate proportions of individuals from underrepresented groups

FY 13 Expand student recruitment activities in secondary and tertiary markets and beyond to ensure that students from underrepresented populations apply and matriculate at Pitt-Bradford

LOW PRIORITY INITIATIVES

Develop a post-baccalaureate co-op program

Create an athletic internship program

Goal Four: Rural Engagement and Outreach – Enhance the quality of life in our six-county service region by contributing to the educational, economic, and cultural development of Northwest and North Central Pennsylvania.

Critical Success Factors

- Number of arts, cultural, entertainment, and educational programs on campus available to public
- Number and variety of summer camps and conferences
- Number of participants in summer camps and conference
- Percent of senior administrators serving on volunteer boards or committees
- Number of WEDNet training dollars allocated to businesses
- Number of business plans and business consultations completed
- Number of professional development and workforce training programs and number of participants served
- Number of partnerships with regional school districts

HIGH PRIORITY INITIATIVES

FY 13 Promote Pitt-Bradford as a cultural resource for the region and offer programs and activities in support of the arts
FY13  Expand collaborations with area school districts, including College in High School, Bridges, and collaborations with Education program

FY 13 Increase exposure to campus by expanding the diversity and number of conferences, competitions, workshops, seminars and summer camps (especially in collaboration with the programs targeted for prominence) which are planned with collaboration among the offices of Conference Services, Communications and Marketing, Admissions and the sponsoring unit

FY13 Communicate the results of the study of the economic, social and cultural impact of Pitt-Bradford on the region

MEDIUM PRIORITY INITIATIVES

Create the position of “Rural Community Liaison” within the Center for Rural Health Practice

Provide a paid summer internship at the Center for Rural Health Practice for a Pitt-Bradford student

COMPLETE

Conduct a thorough review of the mission and functions of Outreach Services and create the optimal organizational structure to enhance those functions

Create the position of “Coordinator of Community Service and Chapel” to facilitate student volunteer work and manage the functions of the chapel

Conduct a study of the economic, social and cultural impact of Pitt-Bradford on the region

Goal Five: Reputation and Identity – Communicate an image that blends the prestige of a world renowned university with the distinctive qualities and attributes of a student-focused undergraduate institution.

Critical Success Factors

UPDATE_8.1.12
• Enhanced visibility throughout service region, including principal recruitment areas, donor and alumni service areas
• Number of students applying directly to Pitt-Bradford designated market areas
• Number of website visits
• Campus-wide ownership in brand promise and brand attributes

HIGH PRIORITY INITIATIVES

FY 13 Pursue comprehensive and sustained marketing campaign in primary and secondary recruitment markets

FY 13 Market the programs targeted for prominence within the framework of the campus’ integrated marketing plan

FY 13 Target Centre/Clinton and Butler counties for marketing campaigns

FY 13 Produce a book chronicling the history of Pitt-Bradford in anticipation of 50th anniversary

FY13 Seek design and cost estimates for a statue of the Panther mascot

FY13 Hire a vendor to develop a unique virtual tour for the website

MEDIUM PRIORITY INITIATIVES

FY 13 Convene a 50th Anniversary committee to plan celebration events

Conduct market research on brand promise and tagline

Choose new designated marketing area

COMPLETE

Develop two new television commercials – one targeted to teenagers, the other targeted to parents

Redesign Pitt-Bradford website
Goal Six: **Financial and Material Resources** – Enhance and leverage financial and material resources in order to appropriately serve a population of 1,500 full-time equivalent students.

**Critical Success Factors**

- Level of growth in endowment, annual giving and planned giving
- Amount of annual giving
- Percent of alumni giving
- Size of endowment and level of distribution to address campus needs
- Increase in number and size of scholarships awarded from an endowed scholarship on an annual basis
- Percent of faculty/staff giving
- Percentages of Advisory Board and Alumni Association Board giving
- Technology upgrades to address obsolescence, growth, and wear-and-tear
- Number of technologically equipped classrooms (or smart classrooms)
- Classroom and student life space to accommodate 1,500 full-time equivalent students
- Annual amount of external grant support

**HIGH PRIORITY INITIATIVES**

**FY 13**  
Host cultivation and stewardship events for alumni through regional receptions, Pitt football games, personal visits and campaign regional events

**FY 13**  
Implement Alumni Online Community with online giving capabilities

**FY 13**  
Increase number of submissions of grant proposals produced by faculty and staff

**FY 13**  
Finalize acquisition and display of Marilyn Horne archive collection

Replace cardiovascular equipment in Fitness Center according to phased plan

FY 13 Develop comprehensive plan to gradually phase out the aging Townhouse Apartments and replace them with suite-style apartments

FY 13 Develop plan for expansion of Frame-Westerberg Commons to accommodate 1500 FTE and as many as 900 resident students (dining, mail, meeting space)

**FY 13**  
Purchase locking devices so classrooms can be locked from within and install

*UPDATE_8.1.12*
emergency phones in every classroom

Install donor recognition wall to recognize campaign donors

Enhance Blue & Gold Society

MEDIUM PRIORITY INITIATIVES

Conduct an alumni satisfaction survey

LOW PRIORITY INITIATIVES

Construct an enclosed sports and recreation facility for intramurals and general student use

Seek to include in current or future University facilities plan a new academic/administrative building

COMPLETE

Conduct an external review of the Office of Sponsored Programs

Secure necessary funds to construct a nondenominational chapel on campus

Install serenity recognition wall to recognize chapel donors

Provide a complimentary DVD of graduation to each participating graduate

Establish a Student Alumni Association

Hire a contract writer to prepare various gift acknowledgement and solicitation materials

Purchase one additional license for use with The Raiser’s Edge to allow timely access to database

Purchase updated equipment (phones and headsets) to improve the effectiveness of the biannual phonathon program

Continue to develop “Friends of the Arts” support group

UPDATE_8.1.12
Plan and launch Capital Campaign beginning with kickoff celebration

Develop marketing plan for the Alumni Online Community

Conduct an annual/semi-annual database clean-up, including address, phone, email, and death updates for The Raiser’s Edge

Conduct a wealth analysis of donor database

Maintain and support campus network infrastructure

Complete Kessel Athletic complex

Conduct a space utilization study of the Seneca Building

Renovate space designated for Writing Center in Swarts Hall

**Goal Seven: Campus Ambience and Sustainability** - Enhance the beauty and functionality of the campus through architecturally consistent design, construction, and landscaping and environmentally sustainable operational practices.

**Critical Success Factors – DRAFT *To be reviewed by Sustainability Committee**

- Architectural design and renderings of phased improvements in campus aesthetics and infrastructure
- Safe and secure campus
- Reduction in automobile traffic onto and around the campus
- Reduction in output of campus waste through reduction, reuse and recycling of resources
- Increased use of alternative fuels
- Operational and construction protocols to measurably improve heating and cooling efficiencies and electrical power and water usage
- Silver LEED (Leadership in Energy and Environmental Design) rating from U. S. Green Building Council in association with construction of at least one campus building
- General education and specialized curriculum initiatives with environment as central theme in guiding students to think and communicate effectively about energy problems and other environmental problems and solutions.
HIGH PRIORITY INITIATIVES

FY 13 Implement the Energy Institute biodiesel facility to convert waste cooking oil into alternative fuel

FY13 Develop a comprehensive plan for increasing sustainable practices on campus

Construct a pedestrian pathway to reduce volume of traffic on campus

COMPLETE

Establish a Campus Sustainability Planning Committee
## FACULTY POSITIONS

<table>
<thead>
<tr>
<th>Position</th>
<th>New/ Replace</th>
<th>Chairs Priority for AY12</th>
<th>Chairs Priority for AY13</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asst. Prof, Art (NTS)</td>
<td>Replace (Ho)</td>
<td>HIGH</td>
<td>HIGH</td>
<td>Visiting hired for AY13 (Minard)</td>
</tr>
<tr>
<td>Inst., Speech Commun. (NTS)</td>
<td>Replace (Moritz)</td>
<td>HIGH</td>
<td>HIGH</td>
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</tr>
<tr>
<td>Asst. Prof., Bus. Mgt. (Marketing)</td>
<td>Replace (van Berten)</td>
<td>HIGH</td>
<td>HIGH</td>
<td>Visiting hired for AY13 (Maguire)</td>
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<tr>
<td>Asst. Prof., Criminal Justice (TS)</td>
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<td>HIGH</td>
<td>HIGH</td>
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<tr>
<td>Inst., Biology Lab (NTS)</td>
<td>New</td>
<td>HIGH</td>
<td>HIGH</td>
<td>Prince retired; replace with visiting AY13</td>
</tr>
<tr>
<td>Inst., Chemistry Lab (NTS)</td>
<td>New</td>
<td>HIGH</td>
<td>N/A</td>
<td>Combined with lab tech (staff position)</td>
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<tr>
<td>Asst. Prof., Biology (TS)</td>
<td>New</td>
<td>HIGH</td>
<td>HIGH</td>
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<tr>
<td>Asst. Prof., Bus. Mgt. (Mgt., TS)</td>
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<td>HIGH</td>
<td>HIGH</td>
<td>Visiting hired for AY13 (Carlson)</td>
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<tr>
<td>Asst. Prof., History/Poli Sci (TS)</td>
<td>Replace (Ryu)</td>
<td>N/A</td>
<td>HIGH</td>
<td>Visiting hired for AY13 (Meddaugh)</td>
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<tr>
<td>Asst. Prof, Bus Mgt (Finance., TS)</td>
<td>Replace (Nelson)</td>
<td>N/A</td>
<td>HIGH</td>
<td>Nelson retiring end of Fall 2012</td>
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<tr>
<td>Asst. Prof., Hosp. Mgt. (NTS)</td>
<td>Replace (Dombrosky)</td>
<td>N/A</td>
<td>HIGH</td>
<td>Visiting hired for AY13 (Forney)</td>
</tr>
<tr>
<td>Inst., Hosp. Mgt. (NTS)</td>
<td>Replace (Cooper)</td>
<td>N/A</td>
<td>HIGH; defer</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Philosophy (TS)</td>
<td>Replace (Steinberg)</td>
<td>N/A</td>
<td>HIGH; defer</td>
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</tr>
<tr>
<td>Asst. Prof., American Literature</td>
<td>New</td>
<td>MED</td>
<td>HIGH; defer</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Sports Medicine</td>
<td>New</td>
<td>MED</td>
<td>HIGH; defer</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Health &amp; PE</td>
<td>New</td>
<td>MED</td>
<td>MED</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Sport &amp; Rec. Mgt.</td>
<td>New</td>
<td>MED</td>
<td>MED</td>
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</tr>
<tr>
<td>Asst. Prof., Developmental Psych.</td>
<td>New</td>
<td>MED</td>
<td>MED</td>
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<tr>
<td>Asst. Prof., Sociology (global/quantitative/gerontology)</td>
<td>New</td>
<td>MED</td>
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<tr>
<td>Position</td>
<td>Status</td>
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<td>MED</td>
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<td>----------------------------------------------</td>
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<td></td>
</tr>
<tr>
<td>Asst. Prof., Info. Systems (ASIS/CIST)</td>
<td>New</td>
<td>MED</td>
<td>MED</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Writing</td>
<td>New</td>
<td>MED</td>
<td>MED</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Art</td>
<td>New</td>
<td>MED</td>
<td>MED</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Public Relations</td>
<td>New</td>
<td>LOW</td>
<td>LOW</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Spanish</td>
<td>New</td>
<td>LOW</td>
<td>LOW</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof., Dir. of Math Ctr.</td>
<td>New</td>
<td></td>
<td>Needs PBC approval</td>
<td></td>
</tr>
<tr>
<td>Asst. Prof, Middle Level (?)</td>
<td>New</td>
<td></td>
<td>Pending M&amp;E decision</td>
<td></td>
</tr>
</tbody>
</table>

**Complete**

Laboratory Technician, Academic Affairs  
Director, Energy Institute  
Assistant Professor, Nursing  
Assistant Professor, History and Political Science  
Assistant Professor, Mathematics  
Assistant Professor, English Composition  
Clinical Coordinator/Instructor, Athletic Training  
Assistant Professor, Anthropology (NTS)  
Assistant Professor, Nursing (NTS)  
Director of Writing Center
## STAFF POSITIONS

<table>
<thead>
<tr>
<th>Position Description</th>
<th>Funding Source</th>
<th>Previous Prioritization</th>
<th>New Prioritization</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NEW POSITIONS:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Data Entry Position</td>
<td>OB</td>
<td>HIGH</td>
<td>HIGH</td>
</tr>
<tr>
<td>(50% Admissions)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Analyst (Junior-level; CTM services)</td>
<td>OB</td>
<td>HIGH</td>
<td>HIGH</td>
</tr>
<tr>
<td>75% Academic Advising Center Position</td>
<td>OB</td>
<td>Not previously prioritized</td>
<td>HIGH</td>
</tr>
<tr>
<td>PT Clinician, Counseling Services position</td>
<td>OB</td>
<td></td>
<td>Filled on a PT/temp basis through reallocation of current staff</td>
</tr>
<tr>
<td>Assistant Swimming Coach</td>
<td>OB</td>
<td>MED</td>
<td>Filled on a temporary, PT basis</td>
</tr>
<tr>
<td>Rural Community Liaison (Ctr. for Rural Health)</td>
<td>Grant funded?</td>
<td>MED</td>
<td>Unranked</td>
</tr>
<tr>
<td>Summer Undergrad Intern (Ctr. For Rural Health)</td>
<td>Grant funded?</td>
<td>MED</td>
<td>Unranked</td>
</tr>
<tr>
<td>Web Content Writer</td>
<td>OB</td>
<td>MED</td>
<td>MED</td>
</tr>
<tr>
<td>Volleyball/Softball Coach</td>
<td>OB</td>
<td>LOW</td>
<td>Need more information about Title IX changes</td>
</tr>
<tr>
<td>Internship Coordinator</td>
<td>OB</td>
<td>LOW</td>
<td>LOW</td>
</tr>
<tr>
<td><strong>REPLACEMENT POSITIONS:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant Center for Rural Health Practice</td>
<td>OB (GSPH)?</td>
<td>Not previously prioritized</td>
<td></td>
</tr>
<tr>
<td>Business Operations Manager Div. Cont. Ed. &amp; Regional Dev.</td>
<td>OB (40%) AUX (60%)</td>
<td>Not previously prioritized</td>
<td></td>
</tr>
<tr>
<td>Enrollment Services Asst.</td>
<td>OB</td>
<td>Not previously prioritized</td>
<td></td>
</tr>
<tr>
<td>Campus Police Officer</td>
<td>OB</td>
<td>Not previously prioritized</td>
<td>Search in progress</td>
</tr>
<tr>
<td>Lab Technician Biology/Chemistry</td>
<td>OB</td>
<td>Not previously prioritized</td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant, Division of Biological and Health Sciences</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*UPDATE_8.1.12*
<table>
<thead>
<tr>
<th>Administrative Assistant, Facilities Management</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Recreation and Intramurals</td>
<td></td>
</tr>
<tr>
<td>Payroll Assistant (part-time)</td>
<td></td>
</tr>
</tbody>
</table>

**Complete**

Director of Advising Center  
Web Programmer  
Increase by 4 hours per week during the academic year (and 4 hours per week during the summer) the clinical hours in psychological counseling services  
Coordinator – Community Service and the Chapel  
Advising Counselor – Academic Success Center (75% effort)  
Director of Sponsored Programs