

BOARD OF TRUSTEES



APRIL 21, 2017
BOARD RETREAT

DR. KEITH FERGUSON

**VICE PRESIDENT FOR
UNIVERSITY ADVANCEMENT**

<https://www.youtube.com/watch?v=CUqooaO7F8Q>



CAPITAL CAMPAIGN

FUNDING PRIORITIES



ENDOWMENTS

- **Scholarship Endowment** **\$4,750,000**
 - Increase # of scholarships by 100% from 150 to 300 will provide \$3,750,000 in revenue.
 - Increase existing scholarship endowments to \$25,000 will increase revenue by \$1,000,000
- **General Endowment** **\$2,000,000**
 - Provide \$100,000 annually in unrestricted funds
 - Fund improvements in technology, facilities, student initiatives, etc.

Estimated Revenue: \$6,750,000

CARTER GYMNASIUM

- Renovation of Carter Gymnasium to include:
 - Partial demolition of existing facility
 - New entry lobbies
 - Elevators
 - Seating (1200 seats)
 - 23,000 Total Sq. Ft.
 - Uses
 - Meetings/Conferences
 - Speakers/seminars
 - Small performances
 - Commencement exercises



Estimated Cost: \$7,500,000

LIBRARY NAMING RIGHTS

- Initial Construction 1995
- Proposed Expansion
 - 7500 Square Feet
 - Archive Display Area
 - Exhibit space
 - Archive Storage



Estimated Cost: \$2,500,000

CLASSROOM BUILDING NAMING RIGHTS

- Initial Construction 1998
 - 21,430 Square Feet
 - Includes \$1 million endowment



Estimated Revenue: \$2,000,000

TECHNOLOGY CENTER

- Replacement for Houston Hall to include:
 - 5,000-7,500 Square Feet
 - IT Services
 - Technical Services
 - Faculty Recording Studios



Estimated Cost: \$3,000,000

BROWN HALL RENOVATION

- Initial construction 1911
- National Register Building
- 3-Story Facility
- Handicap Accessible
- 8,832 Square Feet
- Office and conference space



Estimated Cost: \$4,000,000

NAMING RIGHTS



Estimated Revenue: \$1,000,000 each

NAMING RIGHTS



**Founders Hall
Parlor**



**Founders Hall
Chapel**

Estimated Revenue: \$1,500,000

CHAIRS OF EXCELLENCE

- Distinguished Faculty Positions
- Funded through endowment proceeds
- \$125,000 annual cost
- Assumes 5% return on investment

Estimated Revenue: \$2,500,000 per

CENTERS OF EXCELLENCE

- Global Logistics and Supply Chain Management
- Religious Studies
- Accounting
- Education
- Computer Science/Cybersecurity
- Leadership Studies
- Human Resources

Estimated Revenue: \$1,000,000 each

UNRESTRICTED GIFTS

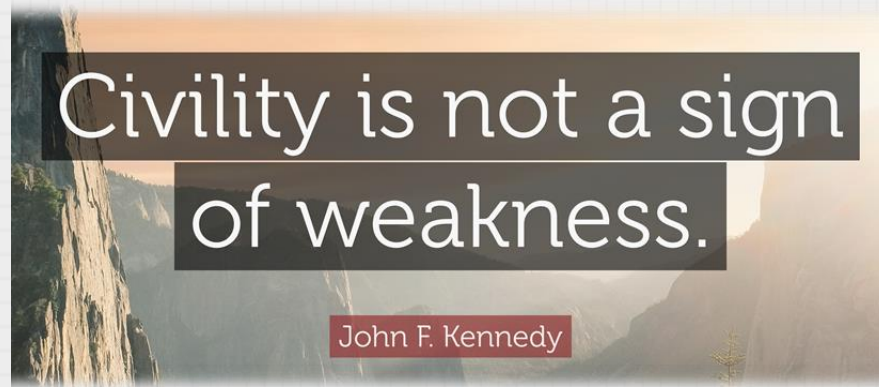
- Unrestricted Gifts - \$2,000,000
- Property Acquisition - \$2,000,000
- Greenspace Additions - \$250,000
- Signage, Wayfinding, and Pavers - \$100,000

Estimated Revenue: \$4,350,000

DR. JOE DELAP

**PROVOST/VICE PRESIDENT
FOR ACADEMIC AFFAIRS**

CAMPUS CLIMATE, INCLUSION AND CIVILITY

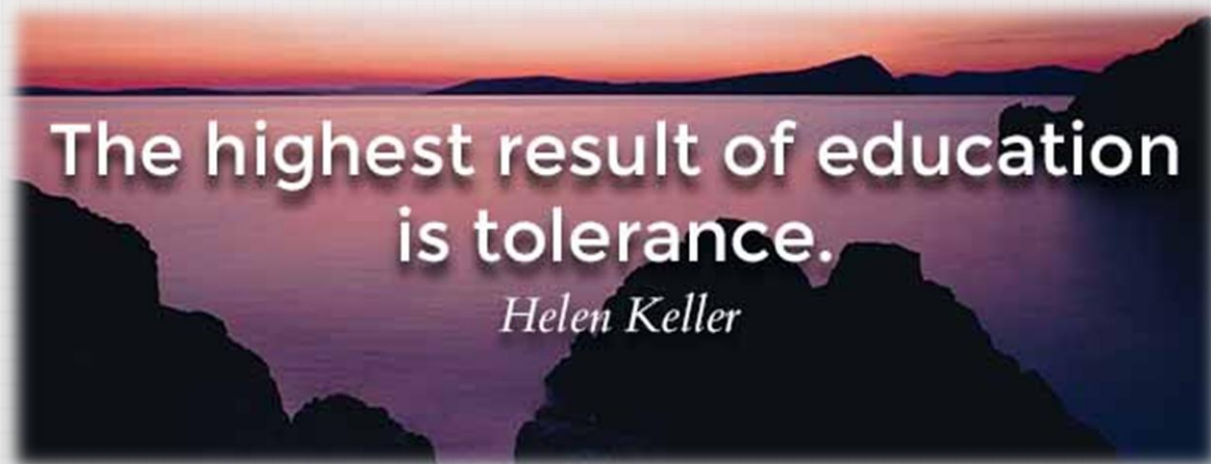


February 2017

Dr. Glenn asked that Dr. Delap appoint a taskforce to discuss Campus Climate, Inclusion and Civility

March 2017

First committee meeting



COMMITTEE MEMBERS

Dr. Joe Delap - Chair

Tina Hooks - Academic Affairs

Steve Clark – PO of Staff Senate

Mike Essary – PO of Faculty Senate

Jameha Gardner – College of Education

Carolyn Carthen – Student Services/Veterans Affairs

Debra Baird – College of Arts and Sciences

Jerrie Smith – Staff/Payroll

LaDoris Baugh – College of Business

Lisa Hyde – College of Education

Quanda Stevenson – Sponsor, Multicultural Student Association

FORUMS ON CAMPUS CIVILITY

PURPOSE

- ❖ to explore what defines inclusion, respect for one another, and civility as a vibrant campus community
- ❖ to discuss expectations, beliefs, and responsibilities pertaining to respectful discourse
- ❖ to engage in an open discussion, critique, and shaping of a draft of a “Statement on Inclusion and Civility”

FORUMS ON CAMPUS CIVILITY

Open for all students, faculty and staff

- Monday, March 27 9:00 – 10:30 a.m.
- Monday, March 27 12:30 – 2:00 p.m.
- Tuesday, March 28 2:30 – 4:00 p.m.

- Comments from forums were sent back through the committee.
- Changes were discussed and/or incorporated into the statement.
- Statement was resent University-wide for feedback.
- Statement sent back to committee for final review.

DRAFT STATEMENT


The Athens State University Board of Trustees embraces the University mission statement and is committed to providing a supporting environment for all who work and learn at the University through knowledge, respect, civility, and inclusion. A vibrant campus community includes respect for and civility toward one another.

The Board of Trustees respects the right of expression as a symbol of learning, and it values intellectual freedom, tempered with respect for the rights of others. It is our expectation that individuals and groups should not feel intimidated or be subject to retribution for voicing concerns or for participating in governance or policy making.

The Board of Trustees believes individuals have a right to be safe from harassment, in any form, regardless of their beliefs, values, or ideas. Nonetheless, being safe should not be construed as a form of protection from opposing ideas or beliefs that may differ or cause discomfort. Likewise, safety extends to protect the rights of participants and non-participants alike in situations involving protests or campus unrest.

(Continued)





The Board of Trustees recognizes that the way we interact and communicate with one another is critical to cultivating a respectful, meaningful, and effective intellectual environment. As a community, we have a collective responsibility to refrain from behaviors that demean or stigmatize individuals or groups of individuals whose perspective may differ.

The Board of Trustees remains fully committed to promoting a culture of respect, civility, and inclusiveness and seeks to sustain a culture that is respectful of both differences and commonalities. In circumstances that may call into question the veracity of actions taken by individuals or groups, the Board recognizes the importance of providing a timely response that is both appropriate and responsible. Consequently, any statements on behalf of the entire community pertaining to such occurrences will be made through the University administration, after making every effort to consult widely and ensure that all constituencies are represented.

BREAK

MR. MIKE MCCOY

**VICE PRESIDENT FOR
FINANCIAL AFFAIRS**

CAMPUS PROJECTS

BEATY MASON



Exterior cleanup and landscaping and the installation of a new drainage system to be completed over the next few months.

CAMPUS PROJECTS

HOUSTON HALL

The removal of Houston Hall is expected to be completed by the end of May. The University is currently working on a design for a possible addition over the mechanical space that would house IT and academic technology and would include a recording space for faculty.



CAMPUS PROJECTS

PRINTING AND PUBLICATIONS Relocated to College Street Property



CAMPUS PROJECTS



College Street – the parking lot will be repaved over the next two months

Security House – work will begin soon on the exterior renovation of the University's security office



Sandridge Hall – plans are being developed for the renovation of the Student Union building to address the accessibility and functionality of the existing space – additionally, a new roof will be installed



RISK MANAGEMENT



- The University is actively developing a Risk Management Program
- Barbara Ferguson has been designated as the University's risk management coordinator
- The University has migrated from Insurance Office of America to Regions Insurance for insurance brokerage services



RISK MANAGEMENT

Regions Insurance

- ✓ Conduct a comprehensive Risk Management & Insurance program audit
- ✓ Assist in the development of a Risk/Safety Committee that will evolve into an Enterprise Risk Management Committee
- ✓ Review University policies and procedures to identify potential gaps in coverage and possible areas of exposure
- ✓ Provide ongoing training opportunities for University personnel regarding safety and risk management



AUDIT REPORT

- ❑ CDPA issued an unmodified opinion on the University's FY2016 financial statements in their audit report issued February 23, 2017
- ❑ The University's financial position increased by \$3,464,386 to \$18,946,158 at September 30, 2016
- ❑ Based on current unrestricted budget of approximately \$32,000,000, the University maintains operating reserves of \$11,493,764, representing 4.5 months

BUDGET ADVISORY COMMITTEE

Mike McCoy – VP for Financial Affairs

Steve Clark – PO Staff Senate

Dr. Sara Cline – College of Arts and Sciences

Jonathan Craft – Assistant VP for Financial Affairs

Dr. Mike Essary – PO Faculty Senate

Diann Hammon – College of Business

Dr. Tina Sloan – College of Education

Barbara Ferguson – Financial Affairs

DR. JOE DELAP

**PROVOST/VICE PRESIDENT
FOR ACADEMIC AFFAIRS**



MID-PROJECT UPDATE FROM THE MAJORS AND CAREERS COMMITTEE

CAREERS AND MAJORS ADVISORY GROUP

Dr. Adam Lewis, Chair – College of Arts and Sciences

Dr. Amanda Branscombe – College of Education

Dr. Glynice Crow – College of Business

Ms. Beth Lynn Sanders - College of Arts and Sciences

Dr. Bruce Thomas - College of Arts and Sciences



**Demand in Allied Health
related fields requires rapid
expansion of our offerings in
those areas**

Job Outlook Data

ALLIED HEALTH PROFESSIONS

Three different audiences in this area

- ❑ Health sciences professionals
- ❑ Health care business and operations staff
- ❑ Health care information technology staff

Committee Recommendations

- ✓ A new degree option in the Health Sciences major within the College of Arts and Sciences targeting health sciences professionals
- ✓ A new major in the College of Business targeting health care management
- ✓ A new degree option in Health Information Technology in the Information Technology major within the College of Arts and Sciences targeting health care information technology

Demand remains strong in computing fields

- The Computer Science program has strength in Software Development and Engineering + Cybersecurity
- Opportunities exist for advancement in the Information Technology areas
- Focus on enhancing what we offer through certificate, certification, and other continuing education opportunities

Job Outlook Data

CS, IT and MIS: CYBERSECURITY

Two new programs since 2014

- Information Security option within Computer Science in College of Arts and Sciences
- Information Assurance major in College of Business

Committee Recommendations

- Extend rather than expand
 - Extend existing academic programs to provide certificates in both Information Security and Information Assurance
 - Targeting older students who need a background in the field but may already have degree

CONTINUING EDUCATION

Generate new opportunities

- ❖ Development of cybersecurity certification-related courses with Center for Lifelong Learning
- ❖ Testing Center is now able to offer CompTIA certification testing through relationship with Pearson
- ❖ Academic departments to work towards establishing academic relationship with other providers of certifications
- ❖ Opportunity to work with our junior college partners? other senior institutions?

Trends at the national level are indicators of increased activity within the Defense sector

- Expansion and reallocation of resources within DoD means greater interest in Leadership opportunities among members of the military

LEADERSHIP STUDIES PROGRAM

A search of “Organizational Leaders” in O*Net revealed these occupations within the top 20 related careers

- ❑ Military Officer Special and Tactical Operations Leaders
- ❑ Information Technology Project Managers
- ❑ Medical and Health Services Managers
- ❑ Compliance Managers

- The idea of a leadership studies program is interdisciplinary, providing a leadership perspective and skills for students to be successful in all aspects of life
- Students could major or minor in leadership studies, but all students at the university take some number of leadership studies classes to build student success stories through leadership skills for every graduate
- Foundational leadership skills are needed to value individuals and groups as the most important sustainable resource in life and work.

Early childhood development, autism
and developmental disabilities, and
middle school education are potential
growth areas for the
College of Education

Job Outlook Data

NEW MINORS

COLLEGE OF EDUCATION

- Autism and Developmental Disabilities Minor
 - Middle School Education Minor
 - English Language Learners Minor
 - Early Childhood/Special Education

ISSUES AND CONCERNS

Competition in the region from other programs
(UAH, UNA, Alabama A&M, Jacksonville State)

The Committee believes the University needs to be less risk-adverse when considering new programs

- New programs require both faculty and staffing, which means additional funding

A need exists for better demand planning (data analysis)

Marketing of new programs is important

DR. DARLENE TURNER-WHITE GRANT UPDATE



TYING EXCELLENCE WITH ACCOUNTABILITY MENTORING

https://youtu.be/E_bTQgyPAJU

MS. SARAH MCABEE

**VICE PRESIDENT FOR
ENROLLMENT AND
STUDENT SUPPORT SERVICES**

2017

Higher Ed and Community College Partners
High School Partners
Community Partners



HIGHER EDUCATION

University of Alabama Transfer Equivalency Tool
Calhoun Community College Salesforce Tool development

WSCC Child Development Advisory Committee --
Early Childhood Education Short-Term Certificate

Facilitate Computer Science collaboration with WSCC
A.A.S. Cybersecurity Information Specialist program
NSF Grant development team at Wallace State

Drake State Community College Faculty connections

Lawson State Community College Faculty connections

HIGH SCHOOLS

2+2 visits in high schools with **Calhoun** recruiters.

Columbia High School

James Clemens High School

High School Career/College prep counselors

Morgan County- Decatur, Brewer, Priceville, and Falkville

High School Career Efforts

Soft Skills, Interview Prep and Mock Interviews

Athens High School Falkville High School

**Madison County Business Advisory Committee for High School
Career Development Support**

COMMUNITY

Cullman Area Chamber of Commerce

Education Committee

Cullman Career Awareness Fair for Youth

Madison County

Still Serving Veterans Madison County Veterans Office

Civilian Personnel HR Agency Redstone Arsenal's Women's Club

Defense Acquisition University's Acquisition Day

Established a Multicultural Student Association (MSA)

Alabama Hispanic Association – President Hilda Mary Esguerra

Cristo Rey High School San Francisco

Volunteer portal connecting local volunteer organizations and student volunteers.

Safe Zone partnering with GSA & the Athens Pride Coalition

ENROLLMENT



Summer Goal: 1% growth 1976

Fall Goal: 1% growth 3096

REGISTRATION

- Week One 1130 students registered Summer
836 students registered Fall
- Week Two 1311 students Summer
949 students Fall
- Week Three

**Summer Rapid
Enrollment Saturday**
May 20th- May 30th



MS. BELINDA KRIGEL

CHIEF INFORMATION OFFICER

INFORMATION TECHNOLOGY SERVICES

Upgrade central storage to solid state drives

Faster

Less expensive

Longer life

Continue improvements

Redundancy

User interfaces

Security

Banner 9

Software

Hardware infrastructure



ACADEMIC TECHNOLOGY SERVICES

Focus resources

- Online course development
- Quality improvement

Implement two new accessibility tools

- Ally – Blackboard
- Docsoft – Closed captioning

Continue to build out help desk functions

- Online resources
- After-hours coverage
- First call solutions



DR. MIKE ESSARY

**PRESIDING OFFICER
FACULTY SENATE**

FACULTY SENATE GOALS

Establish ad hoc Research and Development Committee

Formalize a faculty development policy

Review the current student evaluation and the evaluation process

Enhance minority recruitment

Develop merit raise process

Strengthen the ties between the Athens State faculty and our fellows working within the Community College System

Form a Faculty Research Consortium

Continue to restore morale

Revisit workload

Continue to improve our relationship with Administration University-wide

MR. STEVE CLARK

**PRESIDING OFFICER
STAFF SENATE**

STAFF SENATE ACTIVITIES

- ❖ Staff Appreciation Luncheon next week on Tuesday, April 25th at 11:30 am to recognize staff contributions to the University. Board of Trustees members are invited to attend.
- ❖ Election for a new Presiding Officer and Senators this Summer to fill seats for the upcoming 2017-2019 Staff Senate term.
- ❖ Continue morale-building activities, such as the annual sale of Carnations & Roses for Valentine's Day (which allowed us to raise \$300 for the local food bank).
- ❖ Continue to represent interests which affect staff employees including pending proposals for the Merit Pay and Voluntary Retirement Incentive programs.

DR. ROBERT GLENN

President



ANNOUNCEMENTS



EDUCATORS...

LOOKING TO ADVANCE YOUR CAREER?
MAINTAIN YOUR CERTIFICATION?
UPDATE YOUR SKILLS?

ONLINE CERTIFICATE PROGRAMS

Four Certificate Program Options to Choose From:
Educational Technology • English Language Learner
Instructional Design • Instructional Technology

For Summer 2017, we are offering special pricing for an entire certification that can be completed online in one semester
for just \$2,500!

ANNOUNCEMENTS



Statement of Economic Interests
Due April 28, 2017
www.ethics.alabama.gov

Please send confirmation of completion to Jackie Gooch

ANNOUNCEMENTS

SCHOLARSHIP AWARD NIGHT

April 25th

McCandless Auditorium

6:00 pm



ANNOUNCEMENTS



HONORS CONVOCAATION

Friday
May 5, 2017
6:30 pm
Carter Gymnasium

ANNOUNCEMENTS

Spring Convocation

of the

One Hundred and Ninety-Fourth Commencement

Saturday

May 6, 2017

Carter Gymnasium

College of Business

Speaker: Mayor Ronnie Marks

9:00 am

College of Education

Speaker: Dr. Barbara Cooper

12:00 Noon

College of Arts and Sciences

Speaker: Mayor Tommy Battle

3:00 pm

ANNOUNCEMENTS



May 18, 2017
Golf Tournament



ANNOUNCEMENTS

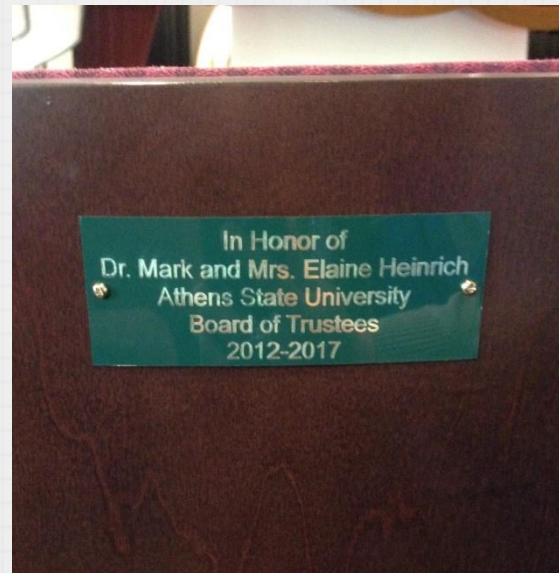
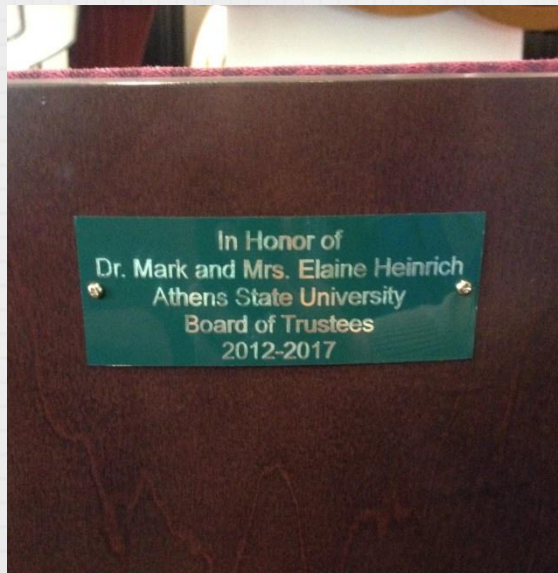


Athens State University Bicentennial Celebration (1822-2022)

Planning Underway

ANNOUNCEMENTS

Retirement of Dr. Mark Heinrich,
Chancellor of the
Alabama Community College System
effective April 1, 2017





Chancellor Jimmy Baker
Alabama Community College System



Crystal Brown
Reappointed to Alabama Community
College System Board until 2021

BOT COMMITTEES

1:15 pm

Academic Affairs

Sandridge Student Center Conference Room

Crystal Brown (Acting Chair)

Cathy Dickens (ex-officio)

Clint Shelton

Chancellor Jimmy Baker

Nate Mitchell

Dr. Lisa Rich

Dr. James Gadberry

Dr. Mark Gale

Dr. Joe Delap

Dr. Vic Wilson

Mr. Ronnie Smith

Dr. Jeanne Payne

Tina Hooks (Recorder)

BOT COMMITTEES

1:15 pm

Enrollment /Student Affairs

Sanders Hall Conference Room

Maxine Randolph
Cathy Dickens (ex-officio)
Dr. Sandra Sims-deGraffenried
Macke Mauldin
Dr. Bruce Thomas
Felicia Mucci
Sarah McAbee
Guy McClure, Sr.
Paula Watkins
Kim Braden, Recorder

BOT COMMITTEES

1:15 pm

Finance and Facilities

Waters Hall Conference Room

Ronnie Chronister
Cathy Dickens (ex-officio)
Tazewell Shepard
Senator Arthur Orr
Dr. Tina Sloan
Steve Clark
Mike McCoy
Keshia Neerhof
Trisha Black
Barbara Ferguson, Recorder



GENERAL DISCUSSION

LUNCH BALLROOM ANNEX

Table number for lunch is on the back of name badge