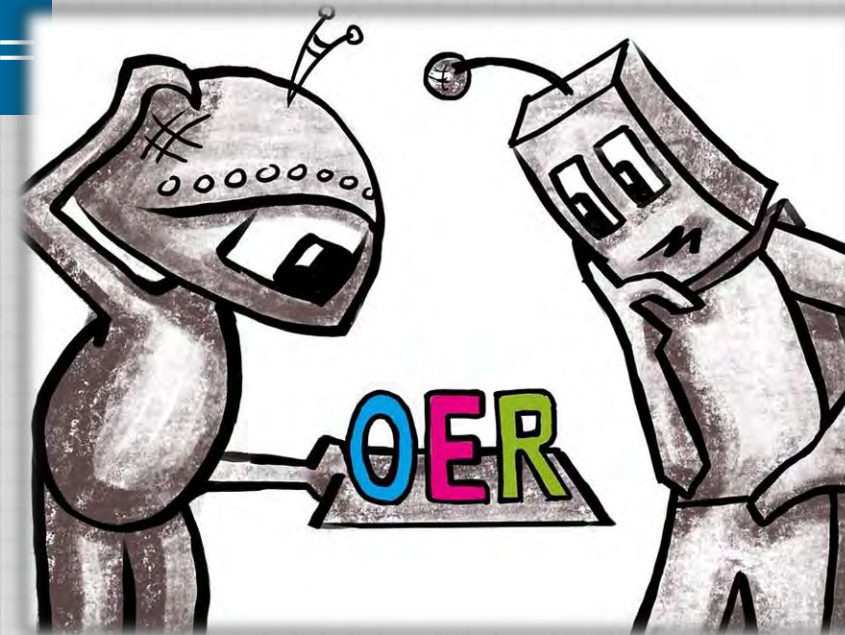




WELCOME FALL 2019 CONVOCATION

ACADEMIC AFFAIRS

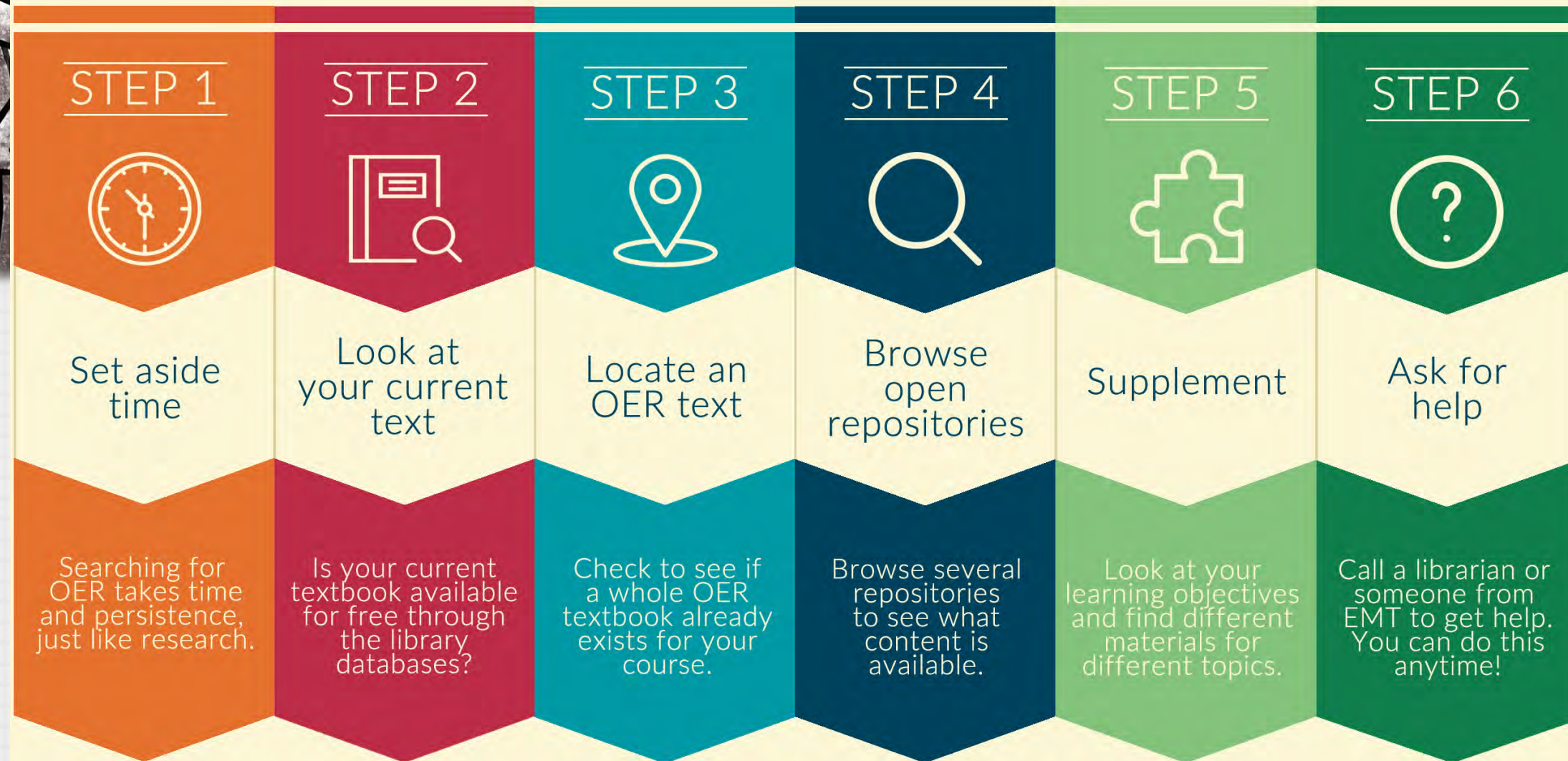
Dr. Joe Delap



Dr. Susan Herring: Here to Help with OER!

susan.herring@my.athens.edu

Six Steps to OER



icons designed by Freepik

She can assist with 2, 3, 4, 5 & 6.



Faculty Commons/ ATLLIS is ready to engage!

A space to create, collaborate, and enjoy the company of your colleagues



PROGRAM REVIEW UPDATE

Faculty used Program Fact Sheets and Student Achievement Report data to develop program review narratives around 3 general themes:

➤ **Where are We Now?**

➤ **Where are We Going?**

➤ **Where do We Need to Be?**

FACULTY ARE...

- Strengthening student engagement through new tools like Zoom
- Evaluating regional and national employment trends to better position individual program & student learning outcomes
- Aligning program curriculum with professional standards (Psychology/APA, Accounting/CPA, Human Resources/SHRM, etc.)
- Improving the quality of online education and student learning through earning Quality Matters certification
- To-date: 43 courses QM certified and 30 courses in the queue

FACULTY ARE...

- Accompanying Recruiters on college visits to better market and increase enrollments
- Serving as adjunct faculty at feeder community colleges
- Cultivating 2+2 transfer pathway programs with feeder colleges
- Seeking and using employer feedback to strengthen curriculum and employment opportunities for students
- Using a wide variety of work-based learning activities across all 3 colleges through internships, service learning projects, directed study, collaborative research projects, etc.

ON THE HORIZON...

To meet employer and market demand, each College has new programs in development

College of Arts and Sciences

- Certificate in Professional and Technical Communication

College of Education

- Middle Level Math Education (Grades

College of Arts and Sciences

- Certificate in Leadership (Religion)

College of Education

- Early Childhood/Special Education Degree

CHALLENGES . . .

- ❖ **Number of students assessed in program student learning outcomes is low**
- ❖ **Better resources needed for faculty to monitor changing workforce needs**
- ❖ **Response rate from graduates declining/ improve method of engaging alumni**

FACULTY MENTORING PROGRAM

Entering its 8th year, with Initial work toward accreditation of program through the International Mentoring Association

FYFE (First-Year Faculty Experience) began with Orientation yesterday, Thursday, August 15 with some activities taking place in ATLIS

SYFE (Second-Year Faculty Experience) taking place for the first time this year— sponsored events will also be available to all interested faculty

Preparation for third-year review

FACULTY MENTORING PROGRAM

Accommodations for students with disabilities, with a focus on distance learning

**Conference hosted by Athens State University and Calhoun Community College
Friday, November 15, 2019**

FACULTY MENTORING PROGRAM

Introduction of a new staff mentoring program at the conference during one of the breakout sessions for Athens State University

Still seeking session proposals through the beginning of September

See this link for more information:
https://www.athens.edu/faculty/first_year/

ALABAMA RECRUIT & RETAIN MINORITY TEACHERS

Athens State University was awarded **\$250,000** to improve the pathway for male students of color to become teachers in Northern Alabama school districts

POC: Dr. Darlene Turner-White,
Associate Professor
Early Childhood Education

ACADEMIC AFFAIRS

QEP UPDATE

Dr. Quanda Stevenson

QUALITY ENHANCEMENT PLAN (QEP) 2018-2021

QEP Committee Members

Mary Aquila
Dr. Chet Breaux
Carolyn Carthen
Dakota Cotton
Dr. Mark Gale
Jeffrey Guenther
Dr. Diann Hammon
Lauren Reynolds
Derrek Smith
Dr. Jackie Smith
Dr. Quanda Stevenson
Dr. Darlene Turner-White

QEP Topic Identification Survey Results

All Respondents

Top Five Overall Categories

- **Academic Quality:** All aspects of course delivery and faculty-student interactions.
- **Curriculum:** All inputs that help students to achieve course and program learning outcomes (e.g., course materials, course sequencing).
- **Student Resources:** All non-curricular supports (e.g., ADA features in Blackboard, additional support for adult learners, funding for student activities).
- **Student Success:** All curricular supports (e.g., academic advising, mentoring, tutoring).
- **Communication:** Preparation of students to be better communicators in the workforce (e.g., participative conversation skills, professional communication etiquette).

ALL RESPONDENTS

| Topic | % | n |
|-------------------|-------|-----|
| Academic Quality | 16.9% | 174 |
| Curriculum | 9.5% | 98 |
| Student Resources | 8.5% | 87 |
| Student Success | 6.5% | 67 |
| Communication | 5.2% | 53 |

QEP TIMELINE

August 2019

- QEP Topic Identification results presented during the Fall Convocation
- QEP Topic selected and approved by Administration (announcement of QEP topic)
- QEP Co-Chair identified according to the approved and selected QEP topic for purpose of developing and implementing project (additional members added to the QEP Leadership Team)

Fall Semester 2019 – Summer Semester 2020

- Focus Group and Literature Review activities

September 2020

- Begin formal development of QEP Report

QEP TIMELINE

January 2021

- Implement QEP Pilot with Spring 2021 Semester

March 2021

- Quality Enhancement Plan document due to SACCS Commission on Colleges and Reaffirmation Committee

THANK YOU!

If you have any questions or comments, please contact any QEP committee member. We thank you for your continuous support and participation with our University's QEP process!

UNIVERSITY TECHNOLOGY

Ms. Belinda Krigel

ANNOUNCEMENTS

- ❖ **Course Content Accessibility**
- ❖ **HonorLock**
- ❖ **TechSmith Relay**
- ❖ **Help Desk has moved to Classroom Building, room 102**
- ❖ **Instructional Design Services Team & Academic Technology Services staff have moved into new office in the Classroom Building**

FINANCIAL AFFAIRS

Mr. Mike McCoy

BUDGET ADVISORY COMMITTEE

COE representative – Wendy Cowan
COB representative - Diann Hammon
COAS representative – Jeff Blankenship
Library representative – Jennifer Williams
Staff Senate representative – Mark Gale
Faculty Senate Officer – Debra Vaughn
Ex. Asst. VP of Fin. Affairs – Barbara Ferguson
Vice President of Fin. Affairs – Mike McCoy
Assistant VP of Fin. Affairs – Jonathan Craft
Controller, Fin. Affairs – Penny Pitts

UNRESTRICTED BUDGET OVERVIEW

| | 2019 Budget | 2020 Requested | 2020 Final Budget | Change from 2019 |
|------------------------------------|---------------------|----------------------|----------------------|---------------------|
| Revenues | \$33,621,345 | \$34,651,076 | \$36,043,224 | 2,421,879 |
| Operating Expenses | 4,599,349 | 5,908,859 | 5,216,361 | 617,012 |
| Transfer-Debt Service | 1,456,140 | 1,819,754 | 1,819,753 | 363,613 |
| Salaries and Benefits | 25,386,856 | 26,381,991 | 26,381,996 | 995,140 |
| Scholarships | 1,000,000 | 1,000,000 | 1,010,500 | 10,500 |
| Critical Needs | 229,000 | 1,163,271 | 455,850 | 226,850 |
| Transfer to Plant/Auxiliary | 950,000 | 875,000 | 1,158,764 | 208,764 |
| Total Expenses/Transfers | 33,621,345 | 37,148,875 | 36,043,224 | 2,421,879 |
| Surplus/(Deficit) | \$ - | (\$2,497,799) | \$ - | |

2019-2020 APPROVED TUITION AND FEE SCHEDULE

| Tuition and Fees per credit hour | Instate | Out of State |
|--------------------------------------|------------------------------|------------------------------|
| Traditional Tuition – Undergraduate | \$206 | \$412 |
| Traditional Tuition – Graduate | 289 | 500 |
| Non-Traditional Rate – Undergraduate | 246 | 246 |
| Non-Traditional Rate – Graduate | 289 | 289 |
| Technology Fee per credit hour | 50 | 50 |
| Bond Surety Fee per credit hour | 1 | 1 |
| Application/Transfer Fee | 30 | 30 |
| Ed TPA fee | 300 | 300 |
| Late Fee* | 35 | 35 |
| Lab Fee (as specified per course) | 53 | 53 |
| Auditing Fee per hour | ½ of applicable tuition rate | ½ of applicable tuition rate |
| Teaching Internship Fee | 180 | 180 |
| Graduation Fee | 50 | 50 |
| Returned Check Fee | 35 | 35 |
| *Late registration/late payment | | |

BUDGET HIGHLIGHTS

2019-2020 Revenue Highlights

- **New tuition and fee schedule – 1.9% tuition increase**
 - Tied to CPI for the previous calendar year
 - New Distance Learning Rate - \$246 per credit hour
 - New Traditional Rate - \$206 per credit hour
 - Graduate Tuition Rate - \$289 per credit hour
- **Restructure of Fee Schedule**
 - * Total additional tuition and fee revenue approximately \$900,000
- **Regular State Appropriation**
 - 2019-2020 - \$14,655,494 including \$225,000 ACCS collaboration and \$81,455 Arts Center appropriation

BUDGET HIGHLIGHTS

2019-2020 Expense Highlights

- **Salaries and Benefits**
 - New Positions - \$243,350
 - Promotions - \$63,343
 - Step Increases - \$44,474
 - CUPA adjustments - \$149,539
 - One time payments - \$300,000
- **Operating Expenses**
 - 10% increase to College operating budgets
 - Program Specific Marketing - \$150,000
 - Other Critical Needs and Technology - \$600,000
- **Increase in Reserves**
 - Transfer to Plant - \$1,083,764

* an increase of \$208,764 over last year

CAPITAL PROJECTS



- **Sandridge Hall** – completed and functional with changes to the Bear Cage area expected early fall



- **Classroom Building (ATLIS)** – completed and ready for usage – help desk has been relocated to this space



- **Pavers Project** – stamped concrete will be placed at all entrances on campus to define campus footprint
- **Nazaretian** – working with architects on plans for renovation and remodel

ENROLLMENT/STUDENT AFFAIRS

Ms. Sarah McAbee

FALL 2019 ENROLLMENT

Graduate

1,218 Cr Hrs
4% of Total Hrs

Undergraduate

27,408 Cr Hrs
96% of Total Hrs

28,626 Cr Hrs

100.3% of Goal at 8-15-19

Fall Goal 28,539

BY COLLEGE

COAS 29%

COB 37%

COE 31%

As of August 15, 2019

FALL 2019 ENROLLMENT

Graduate Programs

14% of all New Students

Cr Hr Production up 42%

New Admits up 139%

New Enrolled up 143%

3017 Students

27%

777- New Students

73%

2240 –Continuing Students

DEVELOPMENT

Dr. Keith Ferguson



THE
ENDOWMENT CAMPAIGN





KEY DATES

Silent Phase Launch

August 7, 2017

Public Launch

February 2020

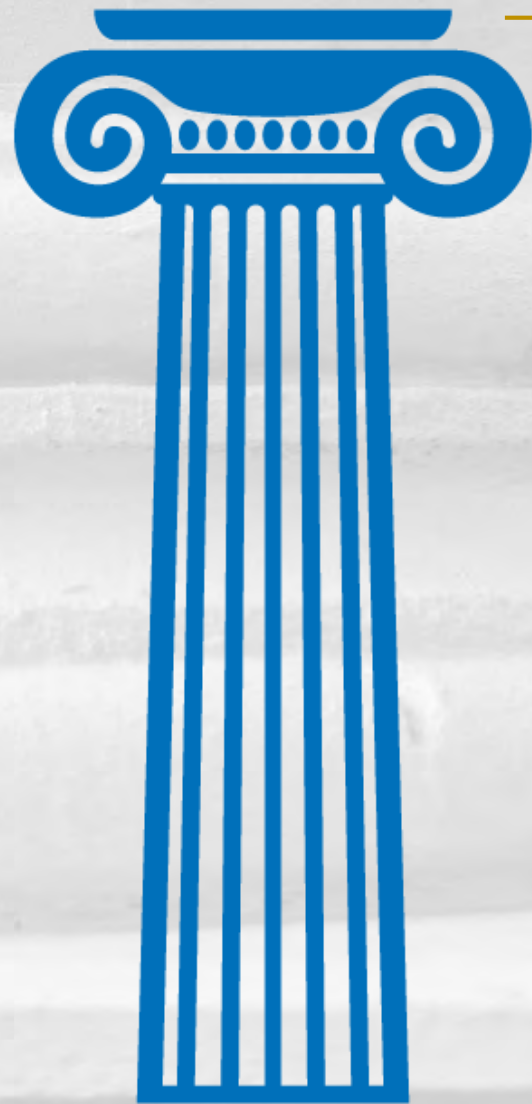
Campaign End Date

August 2022



CAMPAIGN GOAL

GOAL



\$20,000,000



CAMPAIGN PRIORITIES

- **Endowments & Gifts** **\$9,500,000**
 - **General Endowment** **\$2,500,000**
 - **Scholarship Endowment** **\$5,000,000**
 - **Unrestricted Gifts** **\$2,000,000**



CAMPAIGN PRIORITIES

CONTINUED

- **Centers of Excellence** **\$6,000,000**
 - **Education** **\$1,500,000**
 - **Leadership & Professional Development** **\$1,500,000**
 - **Technology & Cyber Security** **\$2,000,000**
 - **Inclusion & Diversity** **\$1,000,000**



CAMPAIGN PRIORITIES

CONTINUED

- **Campus Facilities** **\$4,500,000**
 - **Brown Hall** **\$4,000,000**
 - **Greenspace Additions** **\$500,000**



DONOR PYRAMID

DONORS NEEDED

DOLLARS NEEDED





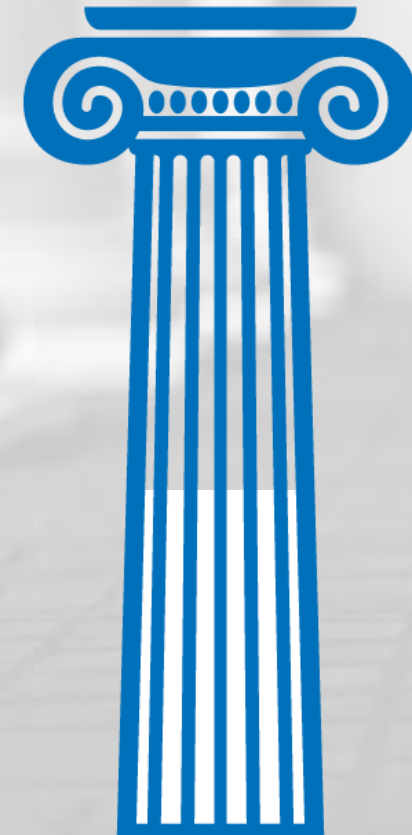
FUNDRAISING UPDATE

AS OF JULY 31, 2019

Gifts-to-Date **\$7,580,982**

- **Unique Donors** 1,328
- **Average Gift** \$3,750
(at beginning of Campaign)
- **Average Gift** \$5,708
(currently)
- **Average Gift** \$3,179
(going forward)

GOAL
\$20,000,000





THANK YOU for your support!

ATHENSFOREVER.ORG



PRESIDENT WAY

PRESIDENTIAL PRIORITIES AND APPROACH

- Four foci
- My modus operandi

FOCUS 1: Collective Articulation of a Vision and Identity for Athens State University

- **Possible considerations**
 - A changing student population
 - Evolving delivery modalities
 - Development of programs of excellence
 - A commitment to academic quality
 - The enhancement of the culture of diversity
 - The promotion of the university's unique identity
- **Vision and identity can inform the development of the new strategic plan post-2020**

FOCUS 2: Diversify the Revenue Stream

- **Cannot be complacent**
 - Fundraising
 - Grant funding
 - Additional state funds, including performance funding
 - New sources of tuition revenue
 - New programs
 - Growth of existing programs

FOCUS 3: Strengthen the Enrollment Pipeline

- Solidify community college relationships.
- Expand adult degree-seeking students.
- Enroll high-school students with AP credit and dual enrollment credit.
- Necessitate:
 - ❖ Attractive programs
 - ❖ Convenient modalities
 - ❖ Engaging pedagogies
 - ❖ Supportive student advising, coaching and services
 - ❖ Affordable pricing
 - ❖ Marketing strategies that fit the target audience

FOCUS 4: Capitalize on Regional Development

- Population growth includes college-age children.
- Expansion of Redstone Arsenal and contractors, automotive industry etc. prompt new types of programs.
- **But the region is looking for us to interact reciprocally**
 - We are seen as an anchor institution:
 - Contributing to economic development.
 - Strengthening the arts and cultural fabric of the area, e.g. through the ACA.
 - Helping K-12 advance, e.g. through
 - Promoting literacy, math, job readiness among students
 - Reducing the teacher shortage in special education, math and science
 - Expanding the use of data analytics
 - Serving the community, e.g. through student organizations, service learning, CLL outreach.

MY APPROACH

- **People – our most valuable asset**
 - Engaged and satisfied employees provide excellent service.
- **Aim for a constructive culture**
 - The university achieves its goals.
 - Employees feel they are developing and growing.
 - Supervisory relations are positive.
 - Includes respecting shared governance (and getting to know the president and spouse!)
 - Peer relationships are collegial.

MY APPROACH

- **Beyond people, need to enhance technology and facilities.**
 - **Need to use technology judiciously, e.g.**
 - Carefully assess where online is more appropriate.
 - Use artificial intelligence to do repetitive and mundane parts of jobs – allow employees to do more interesting things.
 - **Need to continue to reduce deferred maintenance:**
 - Improve safety.
 - Be ADA-compliant.
 - Conserve energy.

MY APPROACH

Rest assured...

- First priority: to listen and learn for a semester or two.
- If the time comes to modify or introduce things, input will be sought.



**KEEP
CALM
AND
CARRY
ON**

EMERITUS AWARDS

Dr. Joe Delap

PROFESSOR EMERITA



GAIL BERGERON

ASSISTANT PROFESSOR EMERITA



DR. SUSAN HERRING

PROFESSOR EMERITUS



DR. HARRY JOINER

STAFF EMERITA



JUDY STINNETT

RETIREMENTS

MR. MIKE MCCOY



DR. GLYNICE CROW

AUGUST 1, 2019



MR. ROY CRUNK

JANUARY 1, 2019



**MR. CHARLES
FORD**
JANUARY 1, 2019



MS. NORA LEE

JANUARY 1, 2019



**MS. SARALYN
MITCHELL
MAY 1, 2019**



DR. LISA RICH

JANUARY 1, 2019



**MS. SHERRY
WEATHERS
SEPTEMBER 1, 2019**



**MS. DEBORAH
TARPLEY
SEPTEMBER 1, 2019**

NEW FACES

Mr. Mike McCoy

STAFF



MARY ELLEN AGEE

ASIM Chemistry Materials Assistant



BILL BAKER

Carpenter/Painter Supervisor

STAFF



DEANNE BOSECK

Special Programs Coordinator
College of Education



ASHLEY CLABORN

Library Support Specialist (Collection)

STAFF



RICHARD COLLIE

Coordinator for Student Inclusion Initiatives



BEN DUMAS

Physical Security Systems Administrator

STAFF



KIMBERLY DUNNAVANT

Student Success Coach



MORGAN HARGROVE

Help Desk Manager

STAFF



NIKI LOUKE

Enrollment Center Advisor



KRISTY LIVERETT

Field Experience and Internship Coordinator

STAFF



VICKI MILLER
AMSTI Elementary Specialist



RACHEL O'SULLIVAN
Director, Major Gifts

STAFF



SAVANNAH PEARSON

Testing Center Assistant



DR. MICHAEL RADDEN

Career Development Center Director

STAFF



ERICA RICHARDSON

Professional Development Coordinator



DAVID WALKER

Director of Instructional Design Services

STAFF



LANIE WILLIAMSON

Assistant Director
Library Collection Services

FACULTY



MR. JAMIE ADAMS

Assistant Professor of Art: Studio Art



MR. NISHEETH AGRAWAL

Instructor of Computer Science

FACULTY



**DR. KRISTOPHER
ERSKINE**

Assistant Professor of Secondary History/Social
Studies Education



JESSICA SPOWART

Assistant Professor of Art and Graphic Design

FACULTY and STAFF PROMOTIONS

Dr. Joe Delap



Kelton Riley
College of Arts and Sciences

Barbara Ferguson
Financial Affairs Office



Mary Aquila
Promoted to Associate Librarian



Dr. John Berzett
Promoted to Associate Professor



Dr. Sara Cline

Promoted to Associate Professor



Patricia Glaze

Promoted to Associate Professor

Dr. Kimberly Jack

Promoted to Associate Professor



Dr. Mary Beth Johns

Promoted to Associate Professor

Dr. Adam Lewis

Promoted to Associate Professor



Dr. Hugh Long

Promoted to Associate Professor



Dr. Johnnie Lundin

Promoted to Associate Professor



Gary Valcana

Promoted to Associate Professor

Your hard work and efforts year over year are very much appreciated! Thank you for your many wonderful years of service!

Dr. Keith Ferguson

JULIE BARNETT



5 Years



JEFF BLANKENSHIP



5 Years



CRYSTAL CREEKMORE



5 Years



DEBBIE KEILEY



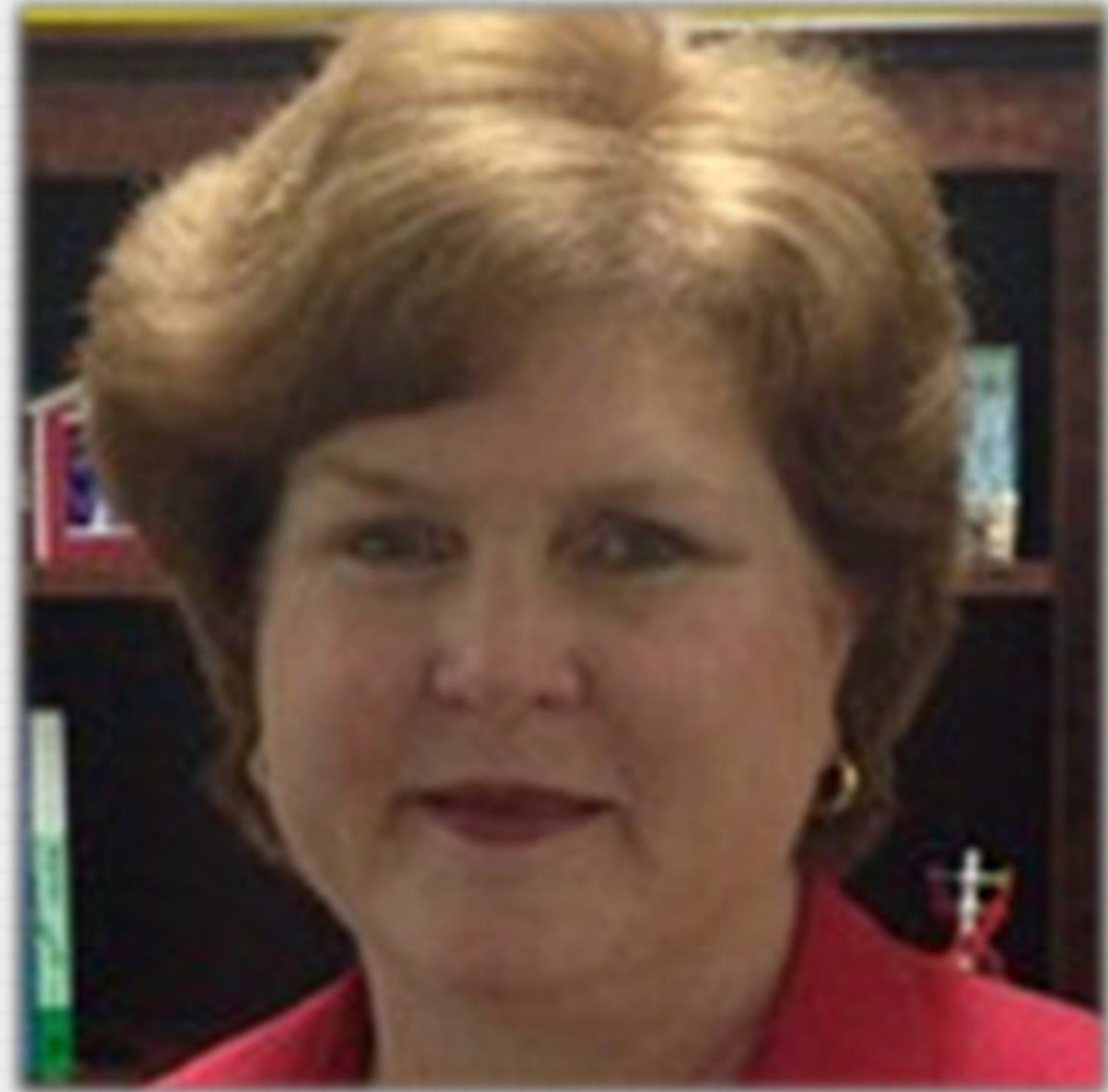
5 Years



SARAH LOWMAN



5 Years



CLINT VANDIVER



5 Years



HOLLY WOOD



5 Years



LAURA ALLEN



10 Years



ROCHELLE BIFFLE



10 Years



JENNIFER BUNNELL



10 Years



BARBARA FERGUSON



10 Years



JAMEHA GARDNER



10 Years



VICKE GATLIN



10 Years



HOWARD GOFF



10 Years



TEDI GORDON



10 Years



DAMON LARES



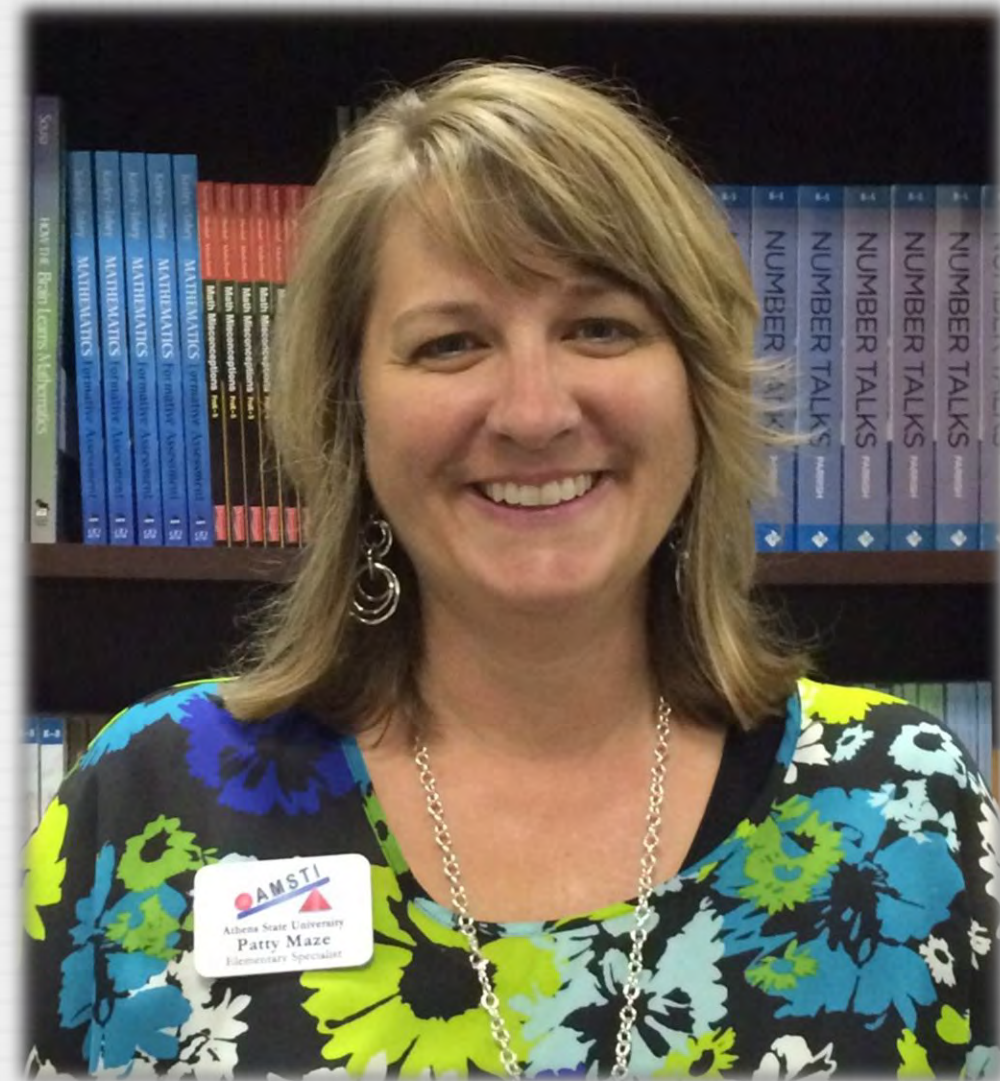
10 Years



PATRICIA MAZE



10 Years



VALERIE SELLERS



10 Years



DEBRA BAIRD



15 Years



PAMELA BRIDGES



15 Years



WENDY COWAN



15 Years



TRISH DILULLO



15 Years



LYNN FRANK



15 Years



BUD GIFFORD



15 Years



JEFF JOHNSON



15 Years



JERRIE SMITH



15 Years



CHAD ADAMS



20 Years



GARY MCCULLORS



20 Years



LADORIS BAUGH



25 Years



STEVE CLARK



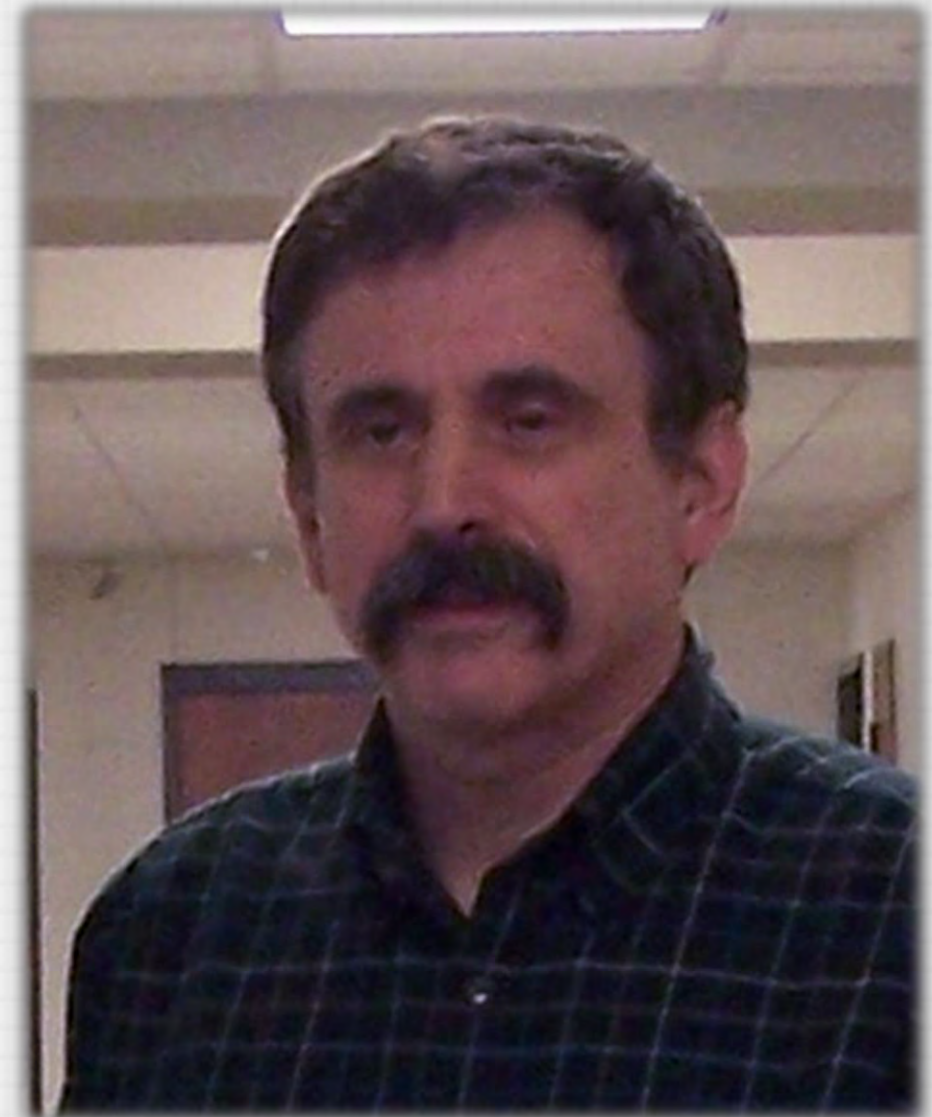
25 Years



LARRY COVICK



25 Years



JERRY CRABTREE



25 Years



ROBIN DOWNS



25 Years



WANDA HUMPHREY



25 Years



DEBRA MILLER



25 Years



GREG HOLLIDAY



30 Years



ANNOUNCEMENTS

Dr. Keith Ferguson

BOARD OF TRUSTEES MEETING

October 18, 2019



☐ This PPT will be posted to the webpage

☐ Staff group picture in front of McCandless Hall directly after in-service program this morning

☐ Lunch at 11:30 am in the Ballroom