

## TROY UNIVERSITY FACULTY SENATE MEETING

### MINUTES\*

August 28, 2013

- I. Call to Order-Johanna Alberich called the meeting to order at 2:02 p.m.
- II. Roll Call
  - a. Members present:

Tom Kolasa	David Carlson	John Jinright	Ronald Shehane
Ruth Elder	James Cargal	Jon Boncek	Dionne Rosser-Mims
Keri Outlaw	Johanna Alberich	Tammy Esteves	Deborah Rushing
Steven L. Taylor	Alan Wright	Christi McGrath	Trellys Riley
Lane Boyte Eckis	Jonathan Harrington	Mary Anne Templeton	
  - b. Members absent:

Dodie Meier	Maureen Casile	Dianne Eppler-absent with notice
Cheron Hunter Davis-absent with notice		Richard Voss-absent with notice
Richard Scott Nokes -absent with notice		
- III. President's Report-Johanna Alberich for Scott Nokes-
  - a. Johanna noted that prior to the meeting, she and President Nokes met with Dr. Ingram to discuss initiatives for the coming year.
  - b. Welcome to Senators She then recognized the new Senators and gave directions on how to use the speaker equipment.
- IV. Committee Reports
  - a. Executive Committee: Johanna Alberich for Scott Nokes-

Johanna noted that the Executive Committee met last week to discuss the August agenda.
  - b. Committee on Committees: Tom Kolasa- Dr. Kolasa provided a brief summary of his committee responsibilities, which are to collect information about what other committees are doing on campus and report their activities to the Senate. The Marketing Committee recently met. Members formed a task force and are developing social media tools to enhance their marketing efforts. They have a new marketing director, Sam Johnson. Campus marketing plans were discussed. They discussed strategies for identifying and focusing the different strengths of each campus. Global Campus has three zones of concentration outside of Alabama.
  - c. Elections Committee: Johanna Alberich- Johanna is looking for help. She noted that the Senate needs to review its election process. She suggested the addition of four new members to the committee. She requested that everyone vote in the special election which was going on at the time.
  - d. Academic Affairs Committee: Jonathan Harrington- Dr. Harrington noted that the Academic Affairs Committee will focus on three activities in the coming year. The Committee will explore how faculty generated intellectual content that is posted in electronic format for instructional purposes may or may not be used by third parties, including Troy administrators and fellow faculty. The Committee is

developing an information clearinghouse for resources that can assist faculty and administrators with the academic program approval process. Judy Fulmer, Director of Sponsored Programs, has asked the committee to periodically pass on information about upcoming grant and research opportunities. Dr. Harrington asked Senators to remind their colleagues that the deadline for getting grant requests into the Faculty Development Committee is September 5<sup>th</sup>.

- e. Faculty Welfare Committee: Steven Taylor – Dr. Taylor encouraged everyone to take a look at the Constitution and read the descriptions of various University committees so we can improve faculty representation.

V. Campus Reports

- a. Dothan Campus: Richard Voss did not provide a report
- b. Global Campus: Tammy Esteves noted that Global Campus has been transformed over the past year. Many sites were closed and Troy replaced Regions with Districts. Distal faculty no longer have administrative support. Faculty need more channels for communication. She added that it is more difficult for distal faculty to receive travel approvals and other forms of permissions. She requested that the Troy website be revised to reflect the current number of sites.
- c. Montgomery Campus: Tom Kolasa noted that it has been a pretty slow summer. The SS Club is restarting in September. They plan to visit the Southern Poverty Law Center. He noted that declining enrollments continue to be a concern but it looks like the declines may be bottoming out.
- d. Phenix City Campus: Trellys Riley- On August 28 - Sigma Alpha Sigma sponsor Dr. Kim Wichersham reported the organization will be helping with a Muscogee County Foster Care Picnic being held in Cooper Creek Park on September 7. On September 28 Sigma Alpha Sigma is participating in the THINK PINK walk held by East Alabama Medical Center in Opelika. The Board of Trustees has approved the formation of the Center for Water Economics. The CWE is part of the Sorrell College of Business and is planned to launch by the end of the year. The bid for the Riverfront Building has been awarded to Bear Brothers from Montgomery. The contract should be mailed out this week. This campus has transitioned to the term year this fall. After a lot of hard work on the part of staff and faculty, it was almost a seamless transition for the students.
- e. Troy Campus: Steven Taylor had no report. He requested that Senate members provide input for future reports.
- f. Library: Ruth Elder- no report

VI. SGA-Faculty Senate Liaisons:

- a. Dothan SGA-No report.
- b. The Montgomery SGA has already commenced its fall agenda. All representatives were in attendance. The SGA is looking into new funding options. They have no direct funding at this point. SGA will advertise at Homecoming and also sell T-Shirts.
- c. Troy SGA: Johanna Alberich noted that the Senate needs to supply a new representative. She asked for volunteers.

VII. Old Business

- a. None

VIII. New Business

- a. Address by SVC Earl Ingram- Dr. Ingram spoke to the group as he does at the beginning of every academic year. He thanked the Senate for providing an opportunity for him to share his priorities. In the coming year, he expects that we will collectively strive to protect and serve students and faculty alike. He thanked the Senators for their service.

He began by describing his role as Chief Academic Officer. His main responsibility is to help the faculty to deliver academic programs which create new career opportunities and improve lives. He noted that he is responsible for protecting the academic integrity of the institution. We want to protect our academic standards. He also serves as the most senior advocate for faculty and students to senior leadership and external stakeholders. This task requires dedicated assistance and advice from faculty. There are fifteen Standing Committees and Councils that are charged with providing advice and support. Troy also maintains College and University-wide Review Committees to manage tenure and promotion. Dr. Ingram offered that his door is always open and he is very interested in hearing the opinions of his partners in governance.

How are things going at the University? The Chronicle recently reported that Troy was among the largest 4 year institutions in Alabama. However, fall enrollments dropped below 20,000 for the first time in a number of years. Last year, there were some differences in how numbers were calculated. The final comparative analysis will be published in late October.

The University receives less than 20% of its revenues from the State of Alabama. Dr. Ingram noted that when he first arrived here in the late 1980s, Troy was in the upper 40% range. Using only modest tuition increases and adopting better workflow and management practices, Troy has been able to stay financially healthy. This fall, Troy will have the highest % of FT coverage at all locations in our history. We are financially healthy. But we need the benefit of higher enrollments to grow quality programs. No other university in Alabama has been able to provide across-the-board salary increases and also contribute to its financial reserves for each of the last thirteen years as Troy has. Since 2000, almost all schools have instituted furloughs and/or layoffs. Troy has continued to improve quality and bring faculty salaries up in relation to other schools. A recent Chronicle survey of our faculty found that Troy employees believe that the University is one of the best schools to work for in the nation.

Dr. Ingram noted that we have been able to live within our budget by earning about 98% of projected revenue, around \$230 million dollars. We have stayed healthy since 2007 because we earn what we need. Budget projections are realistic. On average, we only spend 87% of revenues. This allows Troy to reinvest in programs and people. This fall, we are down 2% from what was projected, or about \$1.2 million dollars. We are not in a bad place, but we would like to be stronger. Fortunately, our decline has slowed from 2006-7 highs. Our recession in enrollments did not really begin until 2010. The Business School began losing

revenues in 2007-8. Revenue shortfalls will require more belt-tightening. We need to increase revenues before we can expand our programs.

Troy is very diverse. It includes traditional and non-traditional, domestic and international students. Few public institutions have such a diverse student population. Fewer than 7,000 are traditional students. Most of Troy's senior leadership lives in Troy. However, everyone understands that Troy is much bigger. We need to remind ourselves that most of our students live outside the state. About 1/3 have military affiliations. 20% are active duty military. The DoD provides tuition assistance for active duty personnel. More than 75% of TA outlays are spent on online classes. The military has moved online, which fits their operational needs. We also host more than 1,000 military affiliated students on the Troy campus. The Senate should consider inviting our Associate Chancellor of Military Affairs, Dave Barron to discuss the Troy for Troops Center that serves all of our military students. It just opened this year.

Dr. Ingram noted that there are few major priorities that he will focus on in the coming year:

1. We will continue working on matching our academic programs to locations so that we provide the best combination of program content to students at each site. This means that some programs will be expanded at some sites depending on need. We may also increase offerings on the Troy campus. A new Social Work program will open on the Dothan Campus. Students expect good value. They will walk away if they don't get it. If they don't like what they see, they can choose from 100+ other providers.

We all need to continue to review our programs. We don't need to make major changes before 2015. In 2015, we go through a SACs 5 year review. However, we should start thinking now about improving our General Studies program. We need to maximize collateral benefits from our GA offerings. We should emphasize critical thinking and communication skills, reading comprehension and quantitative skills. The first two years are our only opportunity to get people ready to be successful in their major areas. There is one community college that has consistently provided students to Troy who are ready for our programs, only 1 of 25 in the state. What can we learn from that school? What can we do to achieve similar learning outcomes?

We will continue to review and revise our honors and leadership programs. We will continue to deepen our commitment to internationalization, especially in curricular areas. We will continue to enhance program quality.

Retention or persistence or progress towards degree is a critical issue that we must further address: On the Troy campus we have achieved an 80% retention rate using a national definition. Nationally, the number is 75%. At the 6 year mark, 40% of students who started with us graduate. We lose half of our students between the end of the first year and the 6<sup>th</sup> year. What is causing this problem? In global Campus, we were happy to get 50% retention from term 1 to term 2. When we really tried, we got the number up to 58%. General Studies

plays a critical role in getting retention numbers up. There are clear financial benefits to higher retention.

**Professional Development:** We will focus on fostering faculty, staff and academic leadership. This fall, we offered the first of two Department Chair development conferences. We will put more resources into faculty development. We need to learn to teach the way students need to learn rather than the way we were taught. We need work on new instructional designs.

**Manage Growth:** Troy cannot accept not growing. All faculty play a role in creating new growth initiatives. They will help us define who we are.

**Matching curriculum to campuses:** Adult learners primarily care about affordability, accessibility, perception of quality and flexibility. Alabama adult learners have an opportunity to enroll in courses from more than 110 online schools. There are 22,000 students taking online courses from schools outside of Alabama. There are thirteen schools in Montgomery competing for students in a city of 200,000. Affordability is important as well as accessibility. But graduate students are looking for programs that are relevant to their life goals, especially getting a job. We will refine our Strategic Plan for Montgomery. The plan needs to be more focus.

**Academic Quality:** Troy is a school that places high value on having a caring attitude towards its students. There are 600 full time faculty members. We all need to focus on high quality.

There was a time when students emphasized affordability and accessibility as primary concerns. Troy previously responded to this need by maintaining more sites. However, students are now savvier about quality. Students can now differentiate between degree mills and quality schools. We all have different definitions of quality. I believe that quality should be defined within the context of our four stakeholders. Our primary stakeholders include students, their employers and the communities they live in. Second, faculty are critical. The third group includes donors and outside funding sources. Our final critical stakeholder group includes regulatory organizations including accrediting organizations and professional organizations. Quality should be measured based on outcomes for these four stakeholder groups.

In closing, Ingram noted that faculty are the primary drivers and custodians of quality. His role is to manage this precious resource and coordinate faculty contributions with other entities in the University. Our faculty are we all positioned to improve quality. The College Review Committee and University Review Committee take their jobs seriously. As we build a stronger faculty, we will improve quality. Dr. Ingram noted that he will advocate for faculty, especially for those who are willing to adapt. We need to constantly improve in order to best serve our students.

He thanked the audience for allowing him to share his thoughts.

One person asked a question. John Jinright asked about the number of Alabama students who are taking classes from out of state schools. The answer was 22,000.

- b. Committee Appointments- Johanna Alberich reminded the Senators that we have three committees, Elections, Academic Affairs and Faculty Welfare. Everyone needs to sign up. We need everyone to make a contribution. There are also some university faculty committees that require Senate representation, ex the Safety, Security and Environment committee. We need to fill those positions.
- IX. Adjourn-Tom Kolasa moved to adjourn. Steven Taylor seconded.
  - \* The minutes were compiled by Dr. Jonathan Harrington.