

MINUTES

LSUA Chancellor Executive Council

1/31/2017 9:00 AM | *Meeting called to order by* Chancellor Huang

In Attendance

Dr. Huang, Dr. Hatfield, Deron Thaxton, Adam Jonson, Melinda Anderson, Sarah Black, Leana Wilson, Catherine Pears, Christof Stumpf, Steve Cox, Abbey Bain, Shelly Kieffer

Chancellor Huang

The minutes are published to help our campus community stay informed and it will assist in our mission to remain transparent. We will continue to publish them on the web through MyLSUA.

Updates from the Chancellor

- Black History Month- It is an important month where we recognize the contributions of African Americans to this country. Faculty and staff need to be sensitive to this topic. The LSUA Foundation will host a scholarship luncheon. I want to see more African Americans attending LSUA, and I think that begins with supportive recruitment activities and programs on campus. Diversifying our campus is a positive thing and is everyone's responsibility (not just admissions).
- Salary Adjustment- People responded positively to the salary adjustment. Thirty-nine percent of faculty and staff received an adjustment. Moving forward, if/when funds become available we will continue to address this equity issue.
- Board of Supervisors meeting- Dr. Hatfield, Dr. Joiner, Dr. Ponder and Ann Chevalier also attended the meeting. The most important news is the approval of the chemistry degree. I am hopeful the Board of Regents will also approve. I want the record to show that I appreciate all of the faculty participation to write such a strong proposal. Kudos to the faculty for getting this done.
- The Governor's office announced the budget reduction will total \$304 million. We are waiting to see what our share will be.
- Merit increases were also discussed at the President's Executive Meeting. Merit raises are under consideration, which would take effect July 1. This can be controversial based on how the standards are decided to guide decision making. This is not a salary increase across the board.
 - Deron- In Louisiana in higher Ed, merit increase is based off of civil service employees. They have a 4% built in merit increase which has been frozen for 10 years now. Unclassified employees are also under this expectation as well.
 - Dr. Huang- if this happens, then faculty will need to decide what *merit* means for their departments and faculty.

- Strategic Plan- This is a good plan, but there are a few areas that are not as defined as I think they should. We will not have an exhaustive discussion today but I want to discuss important aspects so we know why we are doing certain things over the next few years.
- The philosophy statement on student success is a number one goal...*To reach the objectives requires an organizational culture that rewards strategic thinking which removes existing and potential barriers to student success.* We need to define student success. Students must complete each course, which will increase their ability to continue and complete three, four, or five more. This works toward completing their academic program and graduating from LSUA.
- We are going to create a position for Vice Chancellor in Student Affairs or Student Engagement. The title isn't finalized. This person will oversee the major functions in this area. I will review the organizational chart and will reorganize it so that the necessary retention areas align under this person.
- We need clarity on the retention and graduation numbers. If we can get a 4-year graduation rate to 35%-40% I would be happy. Right now, 11% is published but I am told that it is actually 22%, which is much better compared to 11%. If it is 22%, then we need to get it published correctly.
- Along with Vice Chancellor for Student Affairs, we need a retention specialist/director. This is an important area. We must strengthen recruitment and retention and we will work together - this is not solely the responsibility of one person.
- Retention committee- I am asking both Vice Chancellors to sit on the retention committee. I will ask the committee to create a plan to improve retention so that it can be followed by the new VC for Student Affairs. We must reach higher retention and graduation rates.
- I will leave program development with the Provost and faculty. I know this is their mantel. They need to take this charge and run with it. We need programs that attract students to come here. There is a lot of growth, and I must give you and the faculty credit, and we will keep the momentum going.
- Internationalization- This will be a long term goal for the university. International students have a large financial benefit for the university, along with many other benefits for the campus. Our location is not an issue, we need to have good programs and good services for these students. We will find a way to recruit more international students and keep them here.
- Vibrant University Life (section IV) - I want our faculty to be both good teachers and good scholars. I believe in faculty who renew their knowledge and share that with students. Faculty development is important.
- Campus Quality (section V.) - I spend a lot of time on campus. We need to be more prominent and noticeable from the highway. The campus should be bright during the night and have attractive signs on each corner of campus.
 - Christof- I had a class last night of all females and it was evident that they were nervous to leave alone since it was so dark.
 - Deron- I am taking notes. Our drainage project is still in priority 5 and Middleton drive goes completely away. This funding would dramatically assist with these projects on campus.
- The campus is very nice. Long term, I would like to see a few more buildings built, especially if enrollment continues to increase.

- Community relationships and outreach (section VI) - This is another important area, especially for Melinda, too. There are a lot of resources in Alexandria, financial, human, facilities, dining, etc. There is potential for a stronger relationship between the city and LSUA. I will continue to build relationships with legislators and people in the community. These relationships can benefit our students. I want to be as involved as possible when working with the Foundation and the Foundation Board to grow more resources in that area.
- These are some of the highlights. My vision is as good as your ability to help me implement it. Edison said, "Vision without execution is hallucination." On my former campus they often say, "Vision without resources is hallucination." Your thoughts?
- - Catherine- I have been working with Tammy Killian who was hired as Endowed Chair in the Arts. We have beautiful facilities in Mulder and all of these courses in the catalog but no faculty who can teach classes. I am not sure why we are focused on growing religious studies when we hired Tammy to build the arts but she continues to hit road blocks. If we focus on the arts then I think that will also assist our campus and retention efforts. The museum is scheduling Saturday afternoon classes in May and June in wet photography and ceramics. We spent the money on the facilities, but we do not have the faculty to teach the classes. Jeremy teaches one class but is overloaded with art history. I want to advocate growing the arts program. This was a big investment by the donors. Having a vibrant arts program on campus will have residual good effects for campus life.
 - Dr. Huang- program development is in the hands of the faculty. I encourage her to work through the process and create a proposal to bring to the faculty. I also support the arts. I support adding A in STEM to make STEAM.

Christof Stumpf

- Darwin Day is Feb. 10. We will have about 70 students on campus. They will be in the quad digging for fossils. If anyone wants to come at 6:00 pm in Coughlin we are showing a movie and after there will be a session of questions and answers.

Barbara Hatfield

- Rapids parish school social studies fair will be on our campus tomorrow. About 100-200 people. All middle school students. If you see anyone that needs help, they are in the annex and rewards will be at noon in Coughlin Hall auditorium.

Shelly Kieffer

- We are planning for open house and currently have 77 families registered
- Applications are up for summer and fall
- We are looking to hire another recruiter and will bring back two candidates for a presentation

- Chancellor Huang- faculty have a vital role in recruitment. It is important that faculty recruit for their programs.

Melinda Anderson

- Homecoming events are going on this week
- Black History Month Scholarship Luncheon- we have over 100 registered to attend already.
- Foundation Board meeting in February

Sarah Black

- I will need census day information. I would like to get information to do a press release or press conference.
 - Steve- right now we are 15 shy of 3,000 students
- Dr. Huang and I can meet at another point in time to discuss if a press conference is appropriate

Abbey Bain

- COPLAC- I am waiting to hear back from the organization about our interest in becoming a member
- Civil Rights Audit- LSUA will receive the official *letter of findings* the first of February. They were kind enough to send a preliminary list so we have an idea on where we are. The facilities portion will require a lot of work and a lot of resources. I will keep everyone posted as we work through the list.

Deron Thaxton

- Budget- There is a \$304 million budget cut for the state. We do not know our portion yet, but we expect higher Ed to be cut about 6%. If we get 6% that is around \$330,000. This is on top of the \$81,000 we have already cut mid-year. We budgeted \$250,000 so it is likely that we will go over this. Enrollment is up and we did increase tuition so overall revenue is higher than we projected. Last year we brought \$1.3 million more in revenue than we projected. This allowed us to add faculty positions and staff positions (up to 10 total unbudgeted). Right now, we have a little less than one million in revenue. The Civil Rights Audit that Abbey mentioned will be very expensive and so a big portion of revenue will go toward that, along with the position of the VC for Student Affairs and the retention specialist. At the end of the year, we should have some to help with our reserves. Our final report is due in April. Overall financially, we are in decent shape even with a mid-year cut and the salary adjustments that took place.
- We had an incident Friday night at the apartment complex. We had a female visiting one of our students at the Oaks. Her boyfriend came looking for her with a gun. He is on video waving the gun in the parking lot. He found the apartment she was in, and they exchanged

words. She ultimately left with him. The rumors were an armed kidnapping, but this was not the case. She went with him smiling and willingly. This goes to show how quickly these situations can escalate. A small group met yesterday to identify areas we can improve. One thing mentioned was a fence and gate at the Oaks. This purchase has been on hold due to funding, but I think this needs to be a higher priority. We spoke about this and we are looking at additional options. The emergency text did go out after the fact because that is when we were notified.

Steve Cox

- We have the 3rd highest enrollment in LSUA's history. We are 15 students shy from 3,000. We are awfully close.
- Last October we received information from LSU that they increased their retention rate by looking at the difference between high school GPA and college GPA. The retention committee looked at this and contacted students identified as *at risk*. When we looked at who didn't come back, they were mostly from this list. 30% of the students were only at 2.0 or better and at the end of the term most of them were in good standing. Last week we created a list of students who may be *at risk*. Of those, the vast majority are actually in good academic standing but we wanted to go ahead and contact them to make sure they are ok with where they are in school right now and ok with LSUA. Those contacts started last Friday and going through this week.
 - Dr. Huang- who is contacting those students?
 - Steve- Melissa Parks is contacting the athletes. Eamon is contacting a good bit, Boyd is contacting those in the Oaks, and then a handful of faculty are also making these calls.
- Phase 2 will begin after we receive midterm grades. We will do another round of contacts. We used about 6 different variables - financials, test scores, etc.

Catherine Pears

- *Faculty and Friends: Reminiscing and Beyond Mammy, Jezebel and Sapphire: Reclaiming Images of Black Women.* This Exhibition and all surrounding programming is related to Black History Month.
- We will be utilizing disbursement funds from the collection endowment to purchase needed storage panels for the vault for proper storage as we build the collection and install collection galleries.
- The renewal of our CEA with the City of Alexandria expires in February. I have touched base with Robert Weeks at the city that has been assigned to the task. Deron is in the loop and I expect to hear more very soon.
- AMoA will be on campus tomorrow for the Valentines for Vets project for homecoming.
- I have been asked to be a judge for the LSUA Mardi Gras parade.
- We are also confirming Dragon Boat sponsors and beginning to sign up teams.
- We are working with Kinetics to produce our 40th anniversary promo videos and will be scheduling a press conference as soon as a few videos are ready to show.
- We continue to write grants and send requests to viable funders.
- Teacher cohort for Visual Thinking Strategies (VTS) going strong this semester. We hope to advocate for having an A+ school in our district. This is a program through the Rodrigue foundation that provides resources for a school that will commit to the program.

- Lecture this Thursday, Dr. Roland Mitchell from LSU.
- *Beyond the Blues* highlighting female African American vocalists in our community on Feb. 16 and our Luminaries will join the Pineville Mardi Gras night parade.
- Board met last night at Chairman Larry Menache's office.
- The staff continues to do an exceptional job performing their duties. 2-3 staff members will possibly have salary adjustments pending discussion and approval by the executive committee of the board.

Leana Wilson

- Today is census day
- We are working on summer/fall schedules as well as the proposed spring 2018 schedule
- March 20 registration for summer and fall begins. We are working with the departments on a timeline to ensure the schedule is updated appropriately and as final as possible before going live for registration
- After meeting with LSU, I would like to implement a booklet that breaks down the majors and required classes for students' degree program – like a pathway/roadmap for them to follow. This would also assist with advising and recruiting. This empowers the students to know what they need to take for their program. I am working with Sarah to create something like this for our students.

Adam Jonson

- Ticketing system – I am doing research on ticketing system options so guests can order tickets online. I am thinking it will be more cost effective to partner with other departments/units on campus that would find this helpful, like the museum and Tammy Killian with the theater department
- Homecoming- tomorrow is all A day which we will continue on Wednesdays moving forward. This will be our spirit day on campus. Students can bring other university/college/school shirt and we will swap with them for an LSUA shirt. (for Wednesday, Feb. 1 only). On Every Wednesday moving forward, we will be passing out vouchers for a drink at YNotStop to the first 25 people seen wearing apparel with the LSUA logo (random places and times each Wednesday).
- Gumbo cook off on Thursday in the Quad. There will also be people's choice award where you can purchase tickets to show who your favorite was.
- Friday is the faculty and staff brunch. Later in the day, Rotary and Roteract will host a tailgate. Softball games will start at 11 and baseball at 1:00. Saturday we will have baseball, softball and rugby games.
- Rotary on Tuesday, February 7, Dr. Huang will speak to the group. And I am going to take the athletic bus downtown for the lunch.