

# ACADEMIC LEADERSHIP COUNCIL

## 9/25/07 MEETING SUMMARY

Attendance: Jannet Vreeland (Interim Provost-chair)  
Ted Batchman (Engineering)  
Heather Hardy (Liberal Arts)  
Charlie Bullock (HHS)  
Marsha Read (Research/Graduate School)  
Mark Brenner (Research/Graduate School)  
Greg Mosier (Business Administration)  
Karen Hinton (Cooperative Extension)  
Bill Follette (Faculty Senate)  
Rosemary McCarthy (RSJ)  
Bill Sparkman (Education)  
Steve Zink (Library/IT)  
Jeff Thompson (Science)  
Mike Collopy (Academy for the Environment)  
Paul Neill (Core Curriculum)  
Bill Cathey (Vice Provost)  
Fred Holman (Vice Provost)

Others: Bruce Shively (PBA)  
Dave Lupan (UNSOM)  
Steve Rock (Faculty Senate)

### Announcements:

1. **Special Course Fee Requests.** The ALC was reminded that these requests (if over \$50) are due to the Provost's office by Friday, September 28.
2. **Teaching and Academic Advisor Award Nominations.** These nominations were due last week. Nominees and their deans will be contacted in the next day or so to inform them of their nomination and the need to submit materials for the selection committees.

### Discussion Topics:

#### Bylaws

Steve Rock was present to update the ALC on the conversations they were having regarding streamlining the bylaws approval process, particularly because some of the proposed changes could have an impact on deans. He shared the idea of having departmental and unit bylaws approved by deans, which would be the final approval. The Faculty Senate Bylaws Committee has prepared some templates that could be used, but this would not eliminate the need for review by the deans to ensure certain standard language was included. There was a discussion of this recommendation, and the deans were generally in favor of the change. Jannet later announced that this would be discussed at the next meeting and that the deans should take it back to their chairs for discussion and input.

### Human Resources Update

Gena Jones, Assistant Vice President of Human Resources, provided an update of things HR is working on. She noted she would be sharing this information at college and department meetings as well. The key service areas were noted and the work of HR in each of those areas was described. In particular they are looking at the impact of faculty and staff retirements in the next 5 to 10 years and things that the University should be doing in light of the predictions.

The ALC was informed of the University's access to a one-year pilot program, NPOD, which provides faculty and staff with on-line access to over 800 different training courses. Gena noted that these courses are not just PowerPoint but are interactive courses on a variety of topics, including conflict management and diversity success planning. These courses feature simulations as well. Other updates included:

- Another Academic and Administrative Faculty Compensation Survey will be conducted Spring 2008.
- Sexual harassment training has been revamped and is available on line.
- The University's compensation philosophy as well as HR policies and procedures can now be found in one place on the University's web site.

Gena asked the deans to let her know where they think HR should be going in the coming months.

### Dave Archer, 2008 Governor's Cup Competition

Dave Archer of Nevada's Center for Entrepreneurship and Technology (NCET) provided information and handouts and encouraged participation in Nevada's eWeek as well as student participation in the 2008 Donald W. Reynolds Governor's Cup competition. He announced that they are available to come to college, department or student meetings to speak about these events. He noted that Governor's Cup participation has often come from classes where a business plan was required and that this year they are awarding extra points for interdisciplinary teams. The Lieutenant Governor's award/competition was also described. This competition is for a clean energy related project. This year there is also a NCED Commissioners' Award to a business plan that best serves the economic development needs of rural Nevada. Supplies of the informational brochures were provided to each ALC member.

### National Merit Letter

A draft of a letter to National Merit students was provided for comment. Bruce Shively explained that the goal of this letter will be to generate interest from these students and that this information will be passed along to the appropriate dean(s). He noted that a website is also being set up where these students can go to solicit information and give their contact information. The letter will include a view book and scholarship information. Any suggestions should be sent to Bruce or Jannet in the next day or so.

### Nevada Bound

The Nevada Bound agenda does not have time for college visits, but if the colleges wish to, they can request it. There was a lengthy discussion on the pros and cons of these college visits. At the end of this discussion, it was decided to amend the schedule to include visits for all colleges but to run data on how successful and worthwhile they were.

### Retention Data

Serge Herzog of Institutional Analysis was present to provide data on students who drop out in their first semester. He has been able to produce a ranking of a student's risk of not returning based on their pre-college preparation factors. He noted that knowing this risk factor would allow the university to intervene to assist the student and retain them beyond their first semester. These interventions could move from a shot gun approach to a targeted approach and allow the University to deploy resources in a targeted and more effective way. He described the data and how he assembled it and noted that the students at risk are those at the end tails of the curve linear.

The highlights of the discussion that followed are as follows:

- It would be helpful to have information on the most effective methods of intervention with these students.
- This information doesn't show ALL the students at risk to leave.
- There is data to support that our best students are also at risk to leave. We can generate a report of where our better students go but we can't determine WHY.
- There is likely a subset of students here who have the plan to move on (i.e. in Engineering).

As a result of the discussion, the following action steps were identified:

1. Continue to look at and change our advising methods with undeclared students.
2. Continue to get students into math and writing courses early.
3. Look at the data at the end of this year to see if what we have done impacts student persistence.
4. Assemble retention data on undecided students who choose a major vs. those that don't.
5. Look carefully at the way we handle freshmen math.
6. Try to identify other courses that are key in success and retention of students and make sure they are available and taught in the most beneficial way.
7. Alert College advising personnel to the availability of the information, its limitations, and its sensitivity.

Serge will put together a synopsis of the data that explains it and provides more information on the model.