Minutes
University Administrative Council
January 7, 1998

Members attending:  Ahmed Abdelal, Cleon Arrington, Roy Bahl, Reid Christenberry, Tim Crimmins, Sam Deitz, Sherry Gaines, Edi Guyton, Sid Harris, Ron Henry, Hugh Hudson, Charlene Hurt, Fred Jacobs, Tom Lewis, Bob McGinnis, John Newman, Carl Patton (presiding), Jim Scott, Carol Winkler

Members absent:  Bill Decatur, Janice Griffith, Tameka Harper, Ramona Hasan, John Marshall, Ellen Podgor

Others attending:  Mary Jane Casto, Stewart Crook, Steven Kaminshine (for Dr. Griffith), Larry Kelley (for Dr. Decatur), Thom Lamb, Edgar Torbert, Art Vandenberg, Carol Whitcomb (for Ms. Hansan), Bea Yorker

The minutes of December 3 were approved as distributed.

Introductions

Dr. Patton introduced Larry Kelley (Associate VP for finance & Administration) attending for Dr. Decatur. Mr. Christenberry introduced Thom Lamb (Director of University Computing and Communications Services), Art Vandenberg (Data Administrator), and Mary Jane Castro (Director of Planning & Strategic Initiatives). Dr. Henry introduced Tim Crimmins (Associate Provost for Academic Programs).

President's Remarks

Dr. Patton commented on approval by the Board of Regents of the Fairlie-Poplar site for the new classroom building and efforts underway to raise $10M for the project. He also reported approval in concept by the Board of Regents of the North Metro Center relocation, but with questions from individual Board members about the site and the deal with the city of Alpharetta, which would have to be addressed prior to a final vote on the project in February. Dr. Patton called attention to the upcoming Faculty-Staff Campaign and the importance of college and university leadership support.

Second 5-Year African-American Faculty Recruitment & Retention Plan

Dr. Yorker presented the "Second 5-Year African-American Faculty Recruitment & Retention Plan" and noted progress during the life span of the first 5-year plan, in particular an increase in the percentage of African-American faculty from 5% to 7.5%. Dr. Yorker emphasized the need to address retention of African-American faculty. In this regard, she pointed out the plan called for establishment of a faculty internship in the Provost Office to look at climate issues.

Dr. Crimmins observed the key climate issues affecting promotion and tenure were at the departmental level rather than the university level and suggested the retention program should be department-based. Dr. Yorker responded the need for departmental efforts was recognized, and Ms. Nelson was working with departments in this regard. She added African-American faculty want university-level support and networking sessions. Dr. Henry agreed there was a need to stimulate African-American faculty retention at the university-level, but did not support addition of a staff position in the Provost Office for this purpose. He also commended concurrent departmental efforts.

Dr. Patton commented that competition within the University System for African-American faculty will get tougher with the Chancellor pressuring institutions which have not done as well as GSU in recruiting
African-American faculty. Dr. Winkler observed some resentment among faculty of advantages afforded African-American faculty through the Five-Year Plan and the need to educate the university community about this program.

Dr. Henry emphasized the need for stronger mentoring of all new faculty, noting women in some departments and colleges were more at risk and the 2/3 retention rate for African-American faculty applied to all faculty. Dr. Abdelal urged the $50,000 for retention grants be used for faculty development initiatives rather than course releases. Dr. Yorker replied the grants were shifting toward GRA support rather than course releases. Dr. Arrington indicated there are no internal grants for release time awarded through the Research & Sponsored Programs Office.

Dr. Deitz suggested the document be split into two documents to address recruitment of African-American faculty and given the uniform retention rate, retention of all faculty. He noted growing Asian- and Hispanic-American representation. Dr. Patton reiterated this point with reference to changing student demographics. Dr. Jacobs voiced support for refocusing efforts to include more than one group of faculty.

Dr. Abdelal cautioned completion of the doctoral degree does not equate with being a good faculty candidate and perhaps 70% retention is in fact good. He suggested a look at national comparisons. Dr. Guyton commented on the need to disaggregate the data and look at individual faculty. Dr. Hudson echoes this point adding the data did not reveal the nature of the resignations.

**Faculty Searches**

Dr. Henry presented the document, "Faculty Searches". Dr. Yorker stated the document was an outgrowth of a request from the Board of Regents to see the university policy statement on faculty hiring, which at that point did not exist. She outlined the stages of review of the document by various committees, the Dean's Group, and Affirmative Action. Dr. Deitz made a motion to adopt the document as presented. Dr. Arrington seconded the motion. The motion passed.

**Development Presentation**

Dr. McGinnis introduced Stewart Crook, Director of Planned Giving.

Dr. McGinnis presented the university capital campaign case statement, which has been computerized to make changes as necessary and to be interactive. He noted the advantage of using the computerized case statement in one-on-one session and with customization to specific interests of the prospect.

Dr. McGinnis indicated the campaign is still in the quiet phase and the goal "in flex." He noted the $56M goal stated in the presentation had been approximately 40% subscribed to date. Dr. McGinnis stated the campaign would go public after foundations and key prospects had been mined and would be conducted quickly to avoid questions about "why not higher on the list of prospects to see."

Dr. Henry complimented the presentation as impressive, and Dr. Patton commented on the excellent result in re-establishing contact with alumni, for example the owner of the St. Louis Cardinals.

**Announcements**

Mr. Kelley distributed copies of "Inclement Weather Procedures."