

MINUTES OF THE FACULTY-STAFF PLANNING MEETING

FRIDAY, AUGUST 17, 2001, 11:00 A.M., MCBETH RECITAL HALL

President Andy Westmoreland welcomed everyone to the meeting. He asked for prayer requests; Drew Smith brought the requests mentioned before the Lord in prayer.

New faculty and staff were then introduced as follows.

Loretta McGregor	Associate Professor of Psychology
Matt Frederickson	Visiting Instructor in Music
Clayton Harris	Visiting Instructor in Music
Kelly Kazik	Visiting Instructor in Music
Mary Worthen	Visiting Assistant Professor of Music
Glenda Secrest	Assistant Professor of Music
Mark Miller	Assistant Professor of History
Erik Benson	Assistant Professor of History
Rob Hewell	Assistant Professor of Music
Marvin Pate	Professor of Biblical Studies and Theology
Julia Jones	Visiting Instructor in Modern Foreign Languages
Gu Zhengkun	Visiting Professor of Modern Foreign Languages
Tim Hayes	Assistant Professor of Chemistry
Mary Cook	Visiting Assistant Professor of Theatre Arts
Bryan Bailey	JPAC Manager
Kathy Carter	Special Instructor, English as a Second Language Program
Bernie Hellums	Visiting Instructor in Mathematics
Donna Garlington	School of Business Secretary
John Cox	Associate Professor of Marketing, Jones Chair of Marketing
Cai Lei	Visiting Instructor in Music
Gayle Wright	Academic Affairs Secretary
Marsha Whalen	Registrar's Office
Ben Mandrell	Hall Director/Recreational Sports Director
Nancy McKay	Hall Director
Greg Rudolph	Hall Director/Graduate Assistant--Football
Sandy Atkins	Student Services Secretary

Kenneth Schweer	Hall Director/Director of Student Activities
Kim Ward	Campus Ministries
Marissa Lafitte	Women's Volleyball & Softball Coach
Charlie Schaef	Head Men's Basketball Coach
Blaine Mahaffey	Assistant Men's Basketball Coach
Chris Babb	Sports Information Director
Michelle Goza	TRIO
Christina Hain	TRIO
Rachel Elliff	TRIO
Susan Perry	TRIO
Dawn Pick-Benson	Elrod Center
Billy Young	Admissions Counseling
Andrew Morgan	Admissions Counseling
Rebekah Spencer	Print Shop
Dennis Mills	Systems Consultant
Lannie Byrd	Webmaster
Bryan Bailey	JPAC Manager
Eric Davis	Director of Financial Services
Jonathan Huber	International Student Coordinator

The following new work assignments for existing employees were announced.

- Margaret Wright--Interim Chair of the Department of Management and Marketing in the School of Business
- Bill McCrary--Interim Director of the Academic Enrichment Center
- Frances Nelson--Assistant Director of the Academic Enrichment Center
- Nancy Day--Hall Director
- Jill Houlihan--Registrar's Office (formerly Secretary for the Dean of Arts and Sciences)
- Kathy Berry--Consultant in Enrollment Management

The retirement of long-time Professor of History, Lavell Cole, was announced. Also, Glenn Good was honored recently by being named the holder of the Charles S. and Elma Grey Goodwin Holt Endowed Chair in Physics and Pre-Medical Studies. Both faculty members (Lavell in absentia) were given a congratulatory round of applause.

President Westmoreland expressed his appreciation for the progress made in the Strategic Planning Council Workshop on August 16 and 17. He indicated that the core program was strong, and that student response appeared to be favorable. Other comments made by President Westmoreland included the following:

- The physical campus is in the best shape ever.
- There will likely be a small drop in the enrollment of new students.
- A spirit of harmony and cooperation exists in the Arkansas Baptist State Convention. Ouachita will continue to receive \$2.6 million each year over the next five years.
- To avoid sexual harassment claims, all of us must carefully monitor our comments and actions. Office doors should be left open when visiting with members of the opposite sex.
- The university has a new mace made of wood from the support beams of Old Main, which was destroyed by fire in 1949.

President Westmoreland concluded his remarks by thanking everyone for their dedication and support.

Randy Smith, outgoing Chair of the University Committee, reported that the following faculty had been appointed to the Honor Code Judicial Council: Doug Reed, Nancy Hardman, Dennis Tucker, and Amy Sonheim.

Ray Granade, Chair of the Academic Standards Committee, circulated a handout detailing the report of the committee; the report follows:

"The Academic Standards Committee annually reviews admission standards as part of its function. Current policy for 'regular admission' requires a high school GPA of 2.500 or higher on a 4.000 scale AND an Enhanced ACT score of 20 or higher (or an equivalent SAT score).

Our review includes examining retention percentages among students in the lower range of GPAs and ACT scores. We found high school GPA a better predictor than ACT score. We also discovered that in the lower ACT range, those monitored through Academic Skills Development have a significantly higher retention rate than those who are not.

To test the premise that careful monitoring is more significant in a student's persistence in college than scores, the committee approved a request from Student Support Services (now Academic Enrichment Center). That request was to allow SSS to propose a pilot program for funding by the federal government. The program was to recruit a small number of students who would not meet OBU's normal admission requirements, admit and monitor them closely, and determine their persistence toward a degree.

Your ASC approved the SSS request based on our assumptions about monitoring and on the fact that scores on standardized tests like ACT show differences among socioeconomic classes regardless of race.

To ensure, as best we could, the pilot project's academic viability, your ASC agreed to the request only under the following conditions:

1. No more than five students will participate in the pilot program.
2. Academic Enrichment Center (AEC) staff will identify participants and recommend them to the Registrar, who will invite them to participate and admit them to OBU.
3. Participants will be responsible for all financial arrangements, including contacting the Financial Aid Office.
4. Participants will
 - be degree-seeking, and enter on Status IV, Continued Conditional Admission.
 - have one semester to reach the 1.700 GPA necessary to continue.
 - be barred from participation in any extra-curricular activities while on probation: the ban includes rush, intramurals, and varsity athletics.
 - take appropriate ASKL courses in addition to regular courses in reaching a maximum of 15 hours. ASKL hours will increase the number of hours required to graduate.
 - become part of the cohort group; their ACT scores WILL factor in OBU's ACT average score.
5. Participants' academic advising will be done through Academic Skills Development (ASD), just as is the case with all Conditional Admission students.
6. The AEC will provide tutorial services, which will be mandatory until participants remove their conditional status--but optional thereafter.
7. Participants who do not attain the required 1.700 GPA at the end of their first semester will be suspended. Like any other students, they may petition for readmission to the Deans' Council, which will weight heavily recommendations from ASD and AEC.

As the pilot program nears its conclusion, your ASC will review the results and decide whether to recommend that the University faculty institutionalize the program. Once the pilot has run its course, the program will not be renewed without full faculty consideration."

Marty Perry, Chair of the Faculty Development Committee, announced that the Faculty Orientation sessions for the fall semester would begin at 4:00 p.m. on Tuesday, August 28.

Bryan McKinney, General Counsel for the University, stressed in his Legal Awareness Report that our relationship with a student is a contract governed by written and spoken promises. He emphasized that posting of grades violates student privacy. Bryan indicated that every effort should be made to provide reasonable accommodation for those with disabilities, and reminded faculty of the need to include a statement offering such accommodation in their syllabi.

Joe Franz, Vice President for Development, announced that the faculty-staff portion of a \$62.5 million fund raising campaign would be launched shortly. The official public announcement of the campaign will be in March, 2002.

Richard Stipe, Vice President for Administrative Services, announced that ten meals in the Ouachita Commons could be purchased for \$30 and credited to the faculty ID card. He also indicated that the newly established Arkadelphia Health Club was offering free passes to Ouachita faculty and staff who wanted to try the club's services; also, discounted membership will be available to those who join.

Chancellor Ben Elrod concluded the meeting with prayer, and the meeting adjourned at noon.

Respectfully submitted,

Eddie Ary, Secretary