

Shepherd

UNIVERSITY

Board of Governors



sheperdu Halloween may not be scary,
but missing out on being a Shepherd Ram
is! 🎃 #halloween #ReachHigher
APPLY TODAY:
www.shepherd.edu/admissions.

Meeting Agenda

November 16, 2016

Board Members

Marcia Brand, Chair

D. Scott Roach, Vice Chair

Tia McMillan, Secretary

Ray Alvarez Bridget Cohee

John Beatty Ramona Kissel

Jason Best, Faculty Eric Lewis

Gat Caperton Caitlin O'Connor, Student

Chad Robinson

Mary J.C. Hendrix, President

**SHEPHERD UNIVERSITY
BOARD OF GOVERNORS MEETING**

**4:15 p.m.
November 16, 2016
Shepherdstown, WV**

AGENDA

Regular Session

Lower Level Multipurpose Room
Robert C. Byrd Center for Congressional History and Education

- | | |
|---|----------------------------------|
| 1. Call to Order | Chair Marcia Brand |
| 2. Public Comments | |
| 3. Oath of Office – New Member | Chair Brand |
| 4. Adoption of the Minutes from September 27, 2016 Board Meeting | Chair Brand |
| 5. President’s Report: Advancing Shepherd University | President Hendrix |
| 6. Report of the Enrollment Management and University Development Committee | Mr. Chad Robinson |
| a. Enrollment Management Annual Report | |
| 7. Report of the Academic Affairs and Student Affairs Committee | Ms. Bridget Cohee |
| a. Academic Affairs Annual Report | |
| b. Intent to Plan Master of Science, Data Analytics and Information Systems | |
| c. Institutional Compact Update | |
| 8. Notice of Intent to Amend Board of Governors Policy 19, Academic Freedom, Professional Responsibility, Promotion, and Tenure | Dr. Chris Ames, Provost |
| 9. Amendment of Bylaws | Mr. Alan Perdue, General Counsel |
| 10. Utilities Right of Way at Tabler Farm | Mr. Perdue |
| 11. Quarterly Financial Report: 1 st Quarter FY2017 | Mr. Scott Roach |
| 12. New Business | Chair Brand |

Executive Session

- | | |
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| 13. Legal and Contractual Matters | Chair Brand |
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Adjournment

Academic Affairs Annual Report

Shepherd University

November 2016

Chris Ames, Provost

Academic Affairs Includes

- All faculty and academic programs
- Scarborough Library
- Center for Teaching and Learning
- Continuing Education and Lifelong Learning
- Institutional Research
- International Affairs and Study Abroad
- Shepherd University Research Corporation
- The Martinsburg Center

Academic Deans and Divisions

- Scott Beard, Graduate Studies and Associate Provost
- Dow Benedict, Arts and Humanities
- David Gansz, Scarborough Library
- Chris Ames (Acting), School of Educational and Professional Studies
- Ann Legreid, Business and Social Sciences
- Colleen Nolan, School of Natural Science and Mathematics
- Laura Renninger, Center for Teaching and Learning
- Virginia Hicks, Assistant Provost for Academic Community Outreach

New Hires, Director and Dean Level

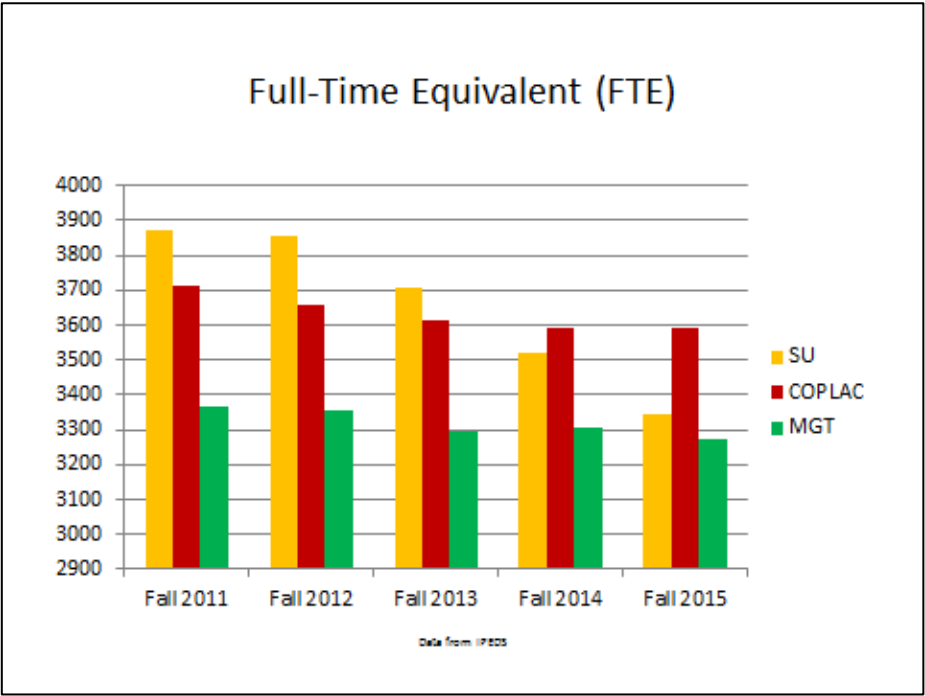
- Ben Martz, Dean of Business School Development
- Yin Lin Star, Director of Study Abroad

New Programs for 2016-2017

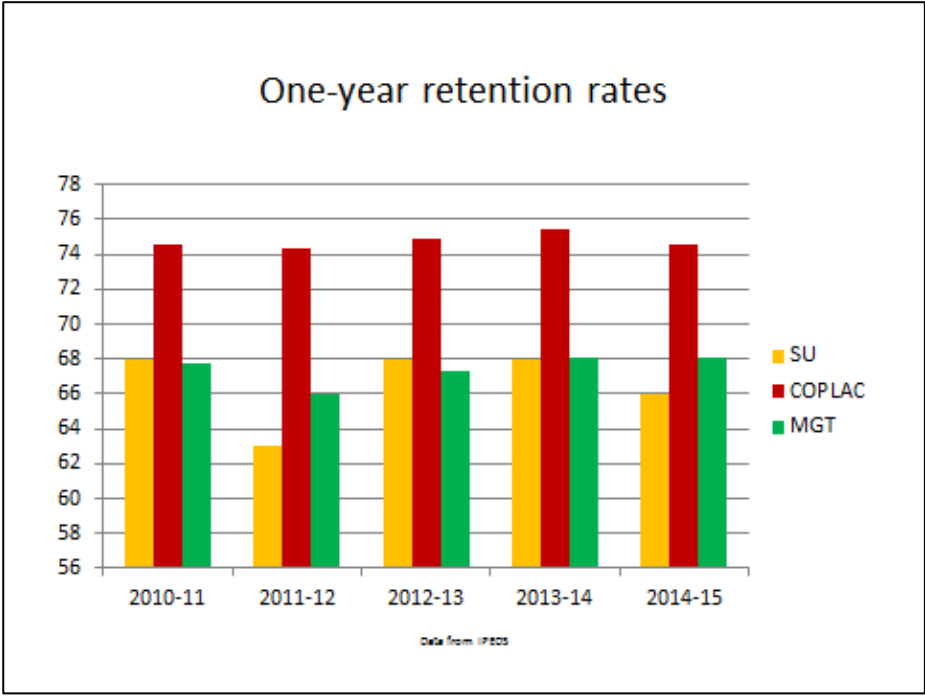
- Global Studies
- Data Analytics
- Music—Jazz Concentration & General Concentration
- Minor in Historic Preservation and Public History
- Elimination of Music Theater Concentration

COMPARISON INSTITUTIONS

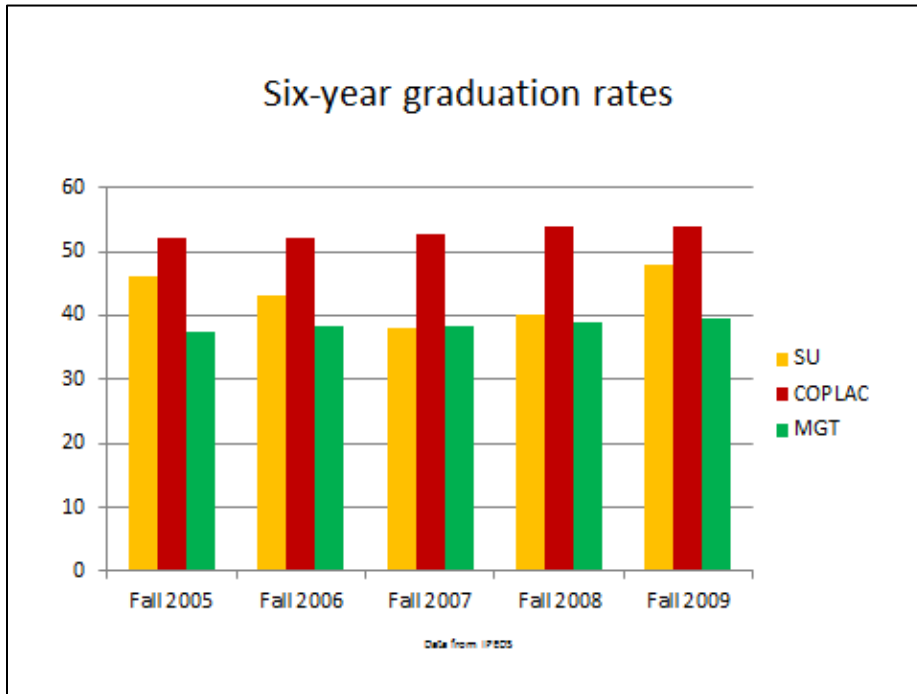
- COPLAC is the Council of Public Liberal Arts Colleges
- MGT refers to peer institutions designated for Shepherd by the HEPC
- Previously, COPLAC data were collected with a year delay, and so the 2012 profile collected fall 2011 data; now, there is no delay, so the 2013 profile collected fall 2013 data, and fall 2012 was skipped for some categories. Thus there is no comparison data presented for fall 2012 for certain metrics.



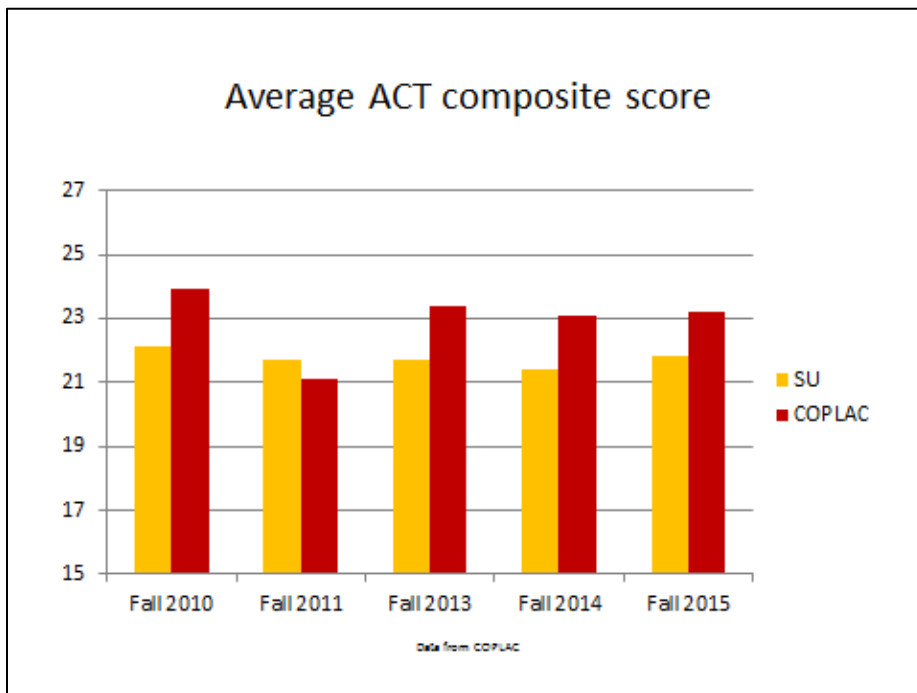
Shepherd University is similar in size to COPLAC institutions, but has experienced enrollment decline in the past four years.



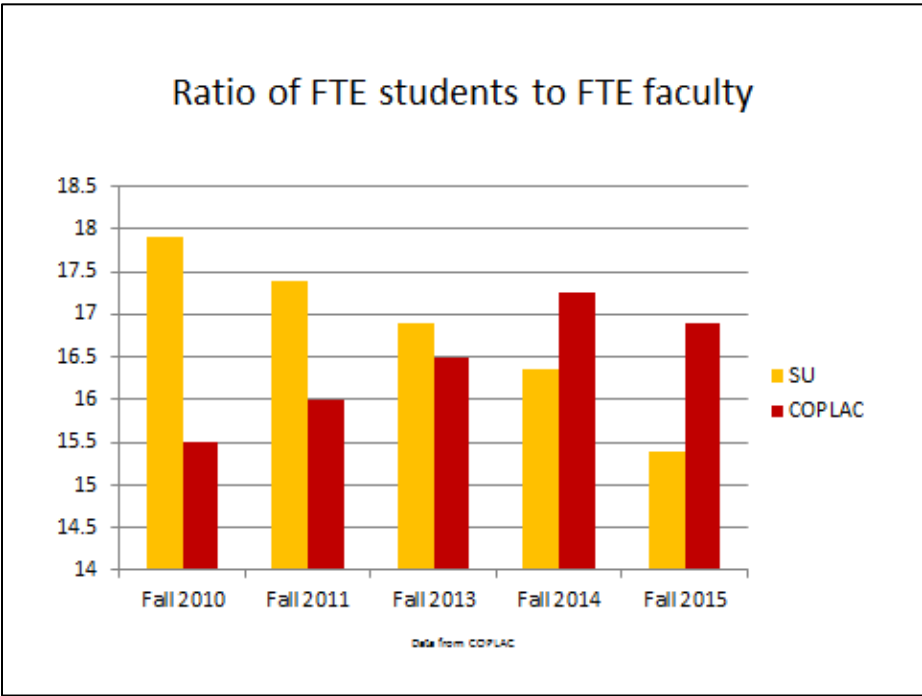
One-year retention improved by five percent in Fall 2012 and held steady in Fall 2013, moving us closer to COPLAC peers and even with HEPC peers.



Shepherd is similar to HEPC comparison institutions in graduation rate and shows improvement with the most recent cohort.

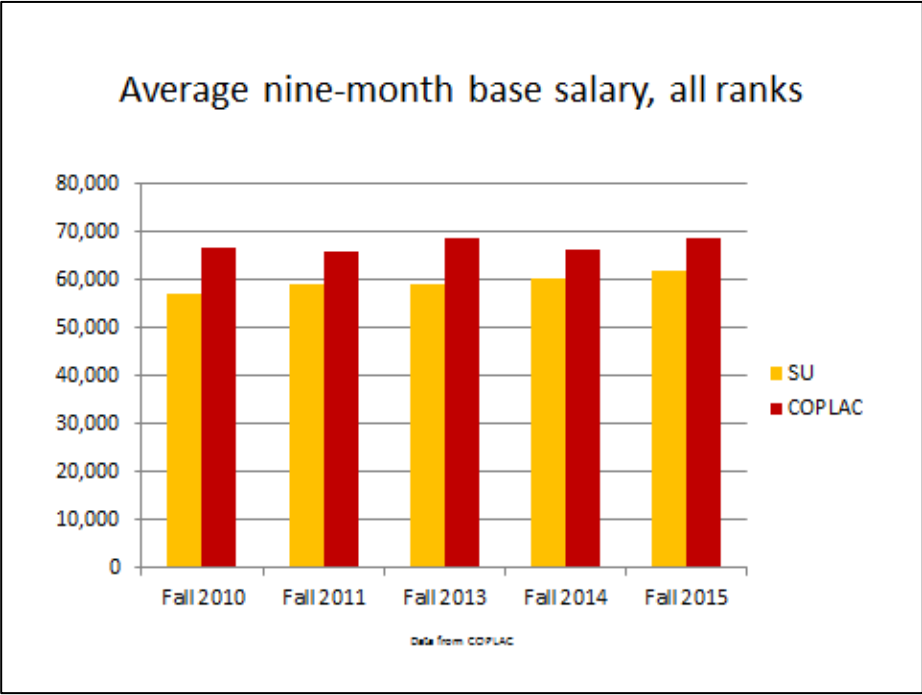


Shepherd's average ACT score has remained constant, generally slightly less than two points below the COPLAC average.

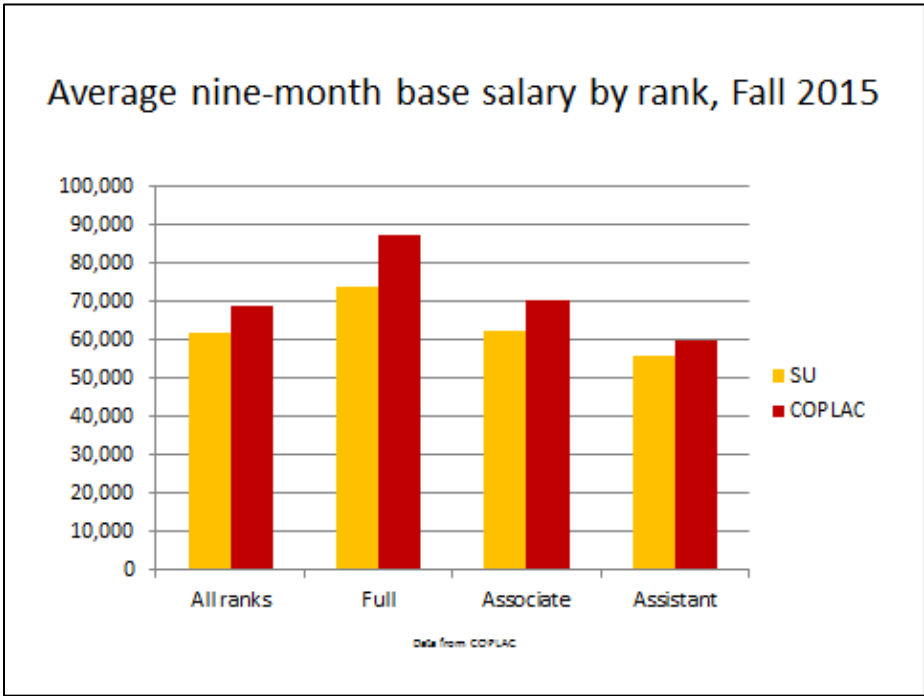


Overall, Student-Faculty ratio at Shepherd is quite close to the COPLAC norm.

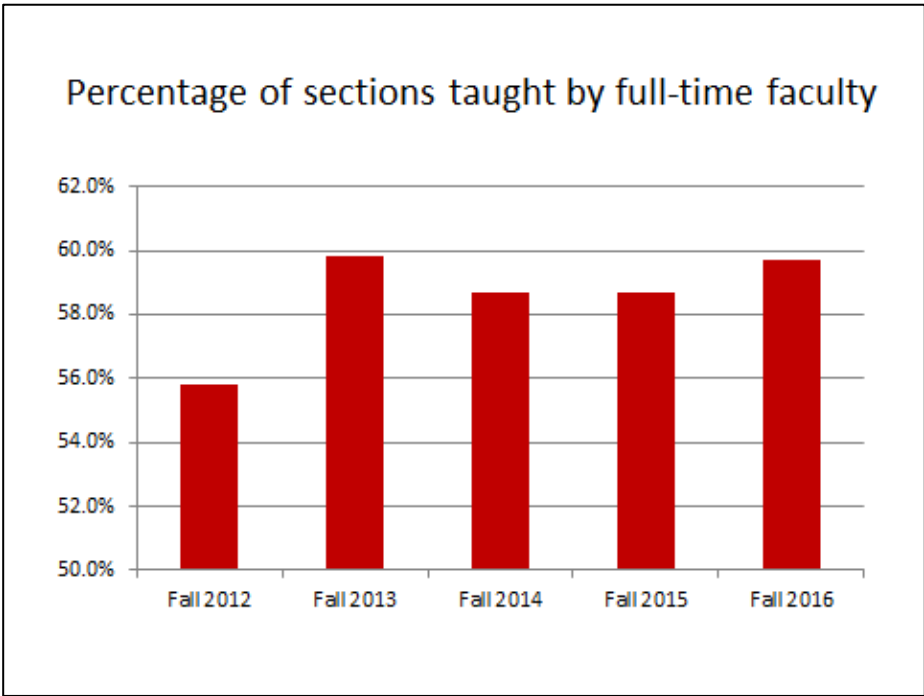
Note: Numbers through Fall 2011 are limited to undergraduate FTE only. Numbers for Fall 2013 and Fall 2014 include graduate students. (This is due to changes in the COPLAC profile.)



The all-ranks average faculty salaries at Shepherd trails the COPLAC average by about ten percent.



This graph dramatically illustrates the salary compression issue. Recent hiring has led to our assistant professors being very close to on par with COPLAC. The gap is larger at the associate level and more pronounced at the full professor level.



Addition of four full-time lecturers and reduction of overall number of adjunct sections has increased the percentage of courses taught by full-time faculty, but still short of our goal of 75%.

Conclusions

- We are near the COPLAC average in size, student-faculty ratio, and ACT composite.
- Graduation rate has improved substantially and now lags behind COPLAC averages by about five percent.
- One-year retention is close to HEPC peers but eight percent below COPLAC norms.
- In response to declining enrollment, SU has reduced the number of sections taught by adjuncts by more than 100 per term (over four years).

Faculty Salary Conclusions

- Salaries lag behind COPLAC averages by about 10% ;
- Compression is a problem; full professors lag COPLAC averages the most (17.9%).