

## **Initiative Implementation Update October 12, 2010**

### **College of Education and College of Business**

Two of three have started up. Last one is on hold until we have a budget line!

#### **FSA Director**

A .5 FTE faculty member/director of FSA was hired under the 2009-10 Initiatives. Kevin Walker is an experienced emergency specialist and lawyer who directs and teaches in the FSA program. His work commenced at the beginning of this academic school year.

The Fire Service Administration program is actively seeking articulation agreements with regional community colleges offering two-year fire science and fire protection programs. The program is currently executing an agreement with Laramie County Community College in Cheyenne WY and working with Bellevue, Skagit Valley, Olympic, and Columbia Basin to finalize agreements with their programs.

Kevin is exploring an additional Emergency Management degree program as a result of several years study and demand both in Oregon and nationally. Thus far the College of Business has reviewed the concept and endorsed the process to move forward.

#### **Regional Mathematics Teacher Recruitment**

Dr. John Knutsen-Martin was released from one course per term to address the needs of the region to connect with students who may have the interest and proclivity to become teachers of mathematics. Thus far Dr. Martin has worked intimately with The Dalles School District to develop enhanced mathematics teaching and schools in Umatilla County to develop connections with high school students who show promise.

The plan is that such connections will generate admissions queries and scholarships to EOU that will increase the number of students who enter the pipeline in mathematics. This work commenced with the start of the academic year.

#### **Minority Teacher Recruitment**

Two .25 positions, one for Umatilla County and one for Malheur County were authorized under the 2009-10 Initiatives plan. The implementation of the plan incorporates employing administrators and teachers at key high schools in both counties to use before school, lunch and after school sessions to help students understand their higher education options and to encourage them to apply by assisting with paperwork and connecting to EOU admissions in a practical and on-site manner. This includes helping parents understand financial aid and the hoops and bumps in higher education. The folk employed would be connected to the community, bilingual and credible to students and parents.

### **Student Affairs**

#### **Ambassador Program Enhancement**

The strategic initiative funds received in FY11 for the Ambassador program have allowed for two stipends (\$1,000 each) for Ambassadors to host showrooms. Campus tours for Fall are now underway,

and the hope is that by providing an incentive for the Ambassadors who chose to participate in the showroom program creates greater accountability, i.e., availability of the room to be seen and the condition of the room for the tour; thus improving the quality of the campus tour program.

The funds also allowed for the co-coordinators to work throughout the summer to provide much needed support for the Orientation program. Because the Division of Student Affairs inherited the Orientation program without FTE, the assistance of the co-coordinators during the summer was essential to the detailed preparations for Orientation; without their support the quality of Orientation would have suffered and much work would have gone undone. The co-coordinators worked a total of 225.5 hours specifically for Orientation preparation,.

For the 2010-11 academic year, the co-coordinators hours have increased from 5hrs/week to 15hrs/week to allow them to assist with overall improvements to the Ambassador program and to assist Admissions with coordination of the campus tour program while the Admissions Counselors are on the road recruiting.

### **OrgSync**

OrgSync was purchased last Spring. In the intervening time, we have worked to get the software customized to EOU as well as participated in a series of training webinars with OrgSync trainers. In addition, Allison Kutty, our campus consultant and trainer spent two days this Fall training staff in the Center for Student Involvement as well as other Student Affairs staff and students in some of the more advanced features of OrgSync. Allison also spent several hours with student club and organization leaders helping them set up their own accounts as well as their organizational portals.

The Residence Life staff have all four halls as well as the Residence Hall Association setup and using OrgSync extensively. Currently, about 70% of all residents have individual accounts on OrgSync. In addition, over 50 organizations have registered on OrgSync and we have over 470 students signed up. The next phase will be a campus-wide roll-out to all students, faculty, and staff.

### **MAP-Works**

MAP-Works was purchased by EOU last spring. Stephen Jenkins has worked closely with Beth Eaton and Anita Mathew in setting up the technical administration side and with Christy Oliveri and Liz Burton on the HUM/CORE facilitator and Academic Advisor set up. We now have associated faculty in the system as well as all first-year students enrolled in a HUM 101 or CORE 101 course. The survey will launch to students on October 8<sup>th</sup> at 1am. Associated faculty and staff have been invited to set up their accounts to view their students.

This summer and Fall, Stephen conducted six training sessions for faculty and staff including: HUM and CORE facilitators, Academic Advisors, athletic coaches, WRI 115 instructors who teach in connection with CORE 101 classes, and Residence Life staff. At least one more training with Resource Office directors (Learning Center, Financial Aid, Student Relations, and Disability Services) will happen in the near future.

## **Information Technology**

**IT Instructional Technology Support Specialist**

The incumbent in this new position, James Long, is doing exceedingly well. James started at the beginning of June, 2010 and has quickly gained experience in supporting Blackboard as well as IP video and Elluminate conferencing. He has been able to assist faculty over the phone, via email and on site with many of their instructional technology needs. This has already helped to free up David Komito, the Director of Academic Technology to focus more on the instructional design needs of the faculty. He has also assisted Jon Norris, our Media Services Coordinator, with installing and operating the 40 station PC mediated classroom in Inlow Hall so that Jon's unit can attend to the growing media and audio/visual needs of the institution.

## **College of Arts and Sciences**

During the Winter term of 2010 the College of Arts was generously awarded three strategic initiatives in the newly implemented Strategic Budget Planning process at EOU. The following is a brief update on each of the three initiatives:

### **Communication/Journalism – 1.5 FTE proposal**

This proposal was to expand the communication minor to a major, make a 1.0 FTE hire to support this position and a .5 to cover the transition of a Theatre Arts faculty member who will go full time to support the communication degree.

After careful consultation with faculty and administration, it was decided that this degree would better recruit and retain students as a Media Arts-Communication degree. This did not change the curriculum, but will broaden the utility of the degree for EOU MA-Comm graduates. Utilizing the Media Arts umbrella also means that the major does not have to go through approval by the OUS. The curriculum will be submitted in the fall of 2010, and the search will begin in the Fall of 2010 for a 1.0 FTE in Communication. The Theatre Arts also will consolidate a full time position out of a current .66 FTE to replace the courses formally taught by April Curtis, who is transferring full time to the Communication major. She will teach some theatre arts courses, but she is now the co-Discipline Representative for Media Arts.

Speech Communication courses continue to be robust in enrollment at EOU and with the new hire, new curriculum and appropriate marketing, we hope to have this advertised for Fall 2011.

### **New Online Psychology Tenure-track Position – 1.0 FTE proposal**

This proposal was for \$30,000 to bootstrap a primarily online position for Psychology, which is the most robust major in the College of Arts and Sciences, and is one of 4 majors that can be delivered online in the College. We have recruited an exemplary Assistant Professor, Dr. Elwyn Martin, who is going to keep an active research agenda, and already is focusing on comparative studies of on-campus and online pedagogies. He will be attending a grant writing workshop in October to support this and his research on cognition. We are observing this model very closely to see if in addition to intentional serving of online students we also can pioneer a new fiscal model of EOU's online teaching. This part of the initiative thus far, is successful. Dr. Martin is teaching 86 students (in 200 and above level courses) for a total of 294 student credit hours (\$40,866). I will be working with the Provost to determine for this model does one consider the overall income or just the instructional costs that normally were given? We will monitor that as we assign courses this year and next, as we consider the viability of this new teaching position design. Dr. Martin will be involved in campus activities, will teach one campus course, and will be doing a comparative study of the on-campus/online delivery of the same course with Dr. Balaban. The latter issue of better evaluation and improvement of online pedagogy might be a matter of an unintended, but welcome consequence.

### **1.0 FTE Tenure-track conversion and 1.0 FTE instructor conversion for English/Writing**

This proposal was for \$14,000 to convert a position to Asst. Professor and \$22,400 for a full-time Instructor conversion to handle the increasing loads in needed writing courses. The data showed that we needed at least one more assistant professor and the proposal advocated that if the current numbers of courses and student needs kept increasing we would need the instructor position converted to an assistant professor.

The fall numbers have justified this initiative – with an increase in need for Writing courses. Although we scheduled the same amount of courses in developmental writing courses for the Winter 2011, we have had to add courses beyond our current full time instruction capabilities and have had to hire resource faculty, and pay overload. We do not yet have any prospectus for the Spring of 2011, but it looks as if the scenarios we had anticipated have more than solidified, especially with the on-campus course increase of almost 10%. The writing courses are crucial for retention of students and for their success. Preliminary data has shown that fall to winter retention rates have a positive link with these courses, and we will be collecting more varied data throughout the year.

### **Increase in Mathematics and Writing Resource funding**

Approved as part of his effort to fund essential strategic objectives at EOU, President Davies had consented to funding needed additional instructional costs for Math and Writing courses. In particular, developmental mathematics courses have been in great demand as pre-professional areas are in great demand. Both Biology and Chemistry entry level courses have expanded greatly and Math supports these science courses in a fundamental way. CAS has tried very hard to hire resource faculty, but we realized that we had to have at least one new full time instructor and almost all of our resource faculty are working more than half time and even full time for the fall of 2010 in mathematics. Here is a two year comparison of math remedial course student enrollments for 2009 and 2010 of students enrolled as of 8/30:

Math 040,070,095      [2009] 185 students      [2010] 325 students

The funding and support by the administration for these resource funds has been outstanding and we hope it contributes to overall student retention and success.

In conclusion, the College of Arts and Sciences endeavors to balance program needs alongside student success with these initiatives. We will continue to monitor these initiatives as they progress further.

## **Pierce Library**

### **Library Digitization Efforts**

Financials:

Total spent in FY2009/10:                      \$2,178.40

\$ spent to date in FY2010/11:                \$2,751.50

Total spent on equipment:                    \$1,539.44

(funding was used to purchase a scanner, a light box (to view negatives), and specialized archival storage products such as boxes and folders for photographs and sleeves for negatives.)

Total spent on student labor: \$3,390.46

(A student started work in May 2009, and two students worked up to 10 hours per week each on this project during the summer months.)

**Narrative:**

We have developed a website devoted to our digitized special collections, <http://pierce.eou.edu/home/collections/>. At this point, we have 3,923 digitized and indexed photographs in the EOU historical collection and 1,527 digitized and indexed photographs in the Fred Hill World War II collection. Both collections are fully indexed and keyword searchable. We also have 205 scanned photographs from the Fred Hill Union County collection, which have not yet been indexed and are not yet available through the website.

**Library 127 course for Freshmen**

To date, no funds have been spent on this initiative, but all the funds are committed.

We had a search for a part-time instructor and have filled the position. Sarah Ralston started work in September 2010, and is scheduled to teach two sections of LIB 127 on campus each term. Sarah is working closely with the other Lib 127 instructors in order to ensure that what she teaches is consistent with the other sections of the course. We have also been working closely with the academic advisors to ensure that they encourage students to register for this course. At this point, Sarah Ralston has 33 students registered in one section and 34 in the other. In total, for this current fall quarter, 98 students are registered for Lib 127 on campus and an additional 35 are registered for the Lib 127 online class. We now have the capacity to register a similar number for each quarter this year.

**Library Archives**

**Financials:**

Total spent in FY2009/10: \$1,159.67

\$ spent to date in FY2010/11: \$00

Total spent on equipment: \$1,110.85 (Past Perfect Software upgrade)

Total spent on student labor: \$48.82

**Narrative:**

Funding was used to purchase an upgrade to the Past Perfect Software. The Past Perfect software was acquired two years ago, and is currently used to store metadata on our non-book collections. The upgrade increases the storage capacity of the software, and allows us to make larger collections available online.

Student labor is needed for the following projects:

- Relabeling (affixing labels to the outside of the acid free storage boxes).
- Duplicates identification (noting whether our items are unique, or whether they are held by many libraries across the Summit system).
- Space organization (sorting materials into discrete collections and appropriately labeling the shelves upon which they are held).
- Collection description (assessing the types of materials held in discrete collections, so that they can be described in more detail, allowing faculty and librarians to make decisions as to how they should be handled).

This project is off to a later start than the digitization, in part because it takes a lot more librarian input to identify and manage appropriate projects. Our previous archives student became president of the ASEOU and can no longer work for the library, and a new archives student has been hired for 2010/11.

## **Admissions**

In last year's budget initiative process, Admissions was approved for 2.0 new FTE positions, which at that time it was anticipated that the positions would be counselor/"recruiter" positions.

Admissions did fill a 0.5 FTE position (Kristy Pierson, High School Initiatives Coordinator) by splitting a 1.0 FTE position with Academic Advising (Liz Burton's Department).

Upon my assessment we petitioned and were granted your approval to switch our request for "recruiters" (which are admin faculty) to "processors" (classified positions).

The Registrar, Carolyn Bloyed, and I agreed that some of the processes that had resided in the Registrar's Office really belonged in Admissions, such as transcript evaluation. Consequently, Joyce Ross is being reassigned to Admissions from the Registrar's Office and her position will be upgraded from an OS1 to an OS2.

So, all of this really represents a reorganization of both offices, Admissions and the Registrar's Office, and, Academic Advising and Admissions splitting a position.

## **University Advancement**

### **Director of Major Gifts**

Funding for the position has enabled University Advancement to restore a critical fundraising position. An initial search was completed over the summer but the candidate ultimately chose to decline the University's offer. The search is already underway to fill the position.

Working with President Davies and VP Tim Seydel, the EOU Foundation matched the position funding to restore the Alumni and Annual Fund position – budgeting for \$100,000 in staff support for Advancement – thus providing the University with a 1 to 1 match, leveraging two positions for the cost of one.

The major gifts director will focus no less than 50% of their time pursuing gifts over \$100,000. During campaigns, the director will coordinate much of the work to develop our prospect lists and campaign details. This position will also cultivate those new donor prospects, build our planned and estate giving programs, and begin working with athletics to develop and expand our donor base.