

Geier Standing Committee
Minutes of April 1, 2005
UC Iris Room

The meeting was called to order by Dr. Charles Pinder, Chair, at 2:10 pm

In Attendance: Dr. Pinder; Mr. Jackson; Bruce Shanks; Terry Hardaway; Kevin Kennedy; Angela Watson; Dr. Rainey; Michael Powell; Sonja Stewart; Dr. Groppe

Approval of Minutes:

Review of Agenda:

1. Developmental Studies Project with Geier Funding – Dr. Stan Groppe
2. Geier Criteria For Funded Activities – Mr. Richard Jackson, Senior Advisor to the President
3. Rank Order Recommendations for Geier Funding –
4. Select tasks for meeting on April 8, 2005

1. Guidelines for 2004-05 Geier Funds – Dr. Groppe

Dr. Groppe explained to the committee that he is new to the DSP grant writing task; this grant will be the first grant he has personally written under this program. The grant is designed to assist the University in preparing students for college curriculum studies. Typically, these students come to APSU under prepared for college curriculum. Numbers were not available; however, there is a large number of AA students (as well as others) that need assistance in becoming ready for college.

This year the University will be going to a computerized system. Focus has been shifted from training faculty to the students because the program designers (software) are willing to give free workshops to faculty. Grant money will be used to give incoming students basic computer skills so they will have the skills to operate the computerized developmental programs and gain the skills necessary to succeed in studies. September 30 has been set as the date and the money has been approved by TBR for use by students. The amount of money is \$2500.00

Discussion regarding the finer points of this grant followed. Mr. Jackson clarified the reduction in hours in each curriculum. Dr. Groppe clarified the workshops will be “not for credit” workshops aimed at those who come to the University without the necessary computer skills to maneuver around in the various programs. This grant is available to all TBR institutions and is non-competitive.

2. Richard Jackson – Criteria for Funded Activities

DSP is not heavily focused on with Geier Funds. Other areas are pretty targeted as well, for instance, the high performing students. 2 H graduate scholarships – could not be used for DSP; Other race faculty and staff monies – you cannot use any of these funds for DSP programs.

Consent degree scholarships are even more specifically targeted for specific groups and funds are not available for use as DSP funds.

I. Rank Order

A. Recruitment of AA Faculty

Item 1. Already being done:

With the salary offered, the best pool of applicants will be newly graduated or soon to be graduates. We also need to advertise within our local area. At conferences, a person in the discipline recruiting should be at the conference – a Minority if possible or someone who can relate;

Item 2. Cannot be altered:

Make our salaries comparable with other TBR institutions to assist with recruitment;

Item 3. We do very little recruiting because of limited funds:

Redefine where we are recruiting and focus more on the southeastern area or in our immediate area (more southern areas)--we may be more successful;

Item 4. Good working suggestion-needs to go forward with revisions; however, tuition cannot be paid if they are not already a student at a Geier Fund Institution; we have identified graduate students and brought them to APSU and promised the department that if the contact hours show justification-- a tenure tract position would be given to that department.

Find African American students about to graduate with a masters or ABD– in areas of interest that we need and contract to pay their tuition (repayment of student loans);

Item 5. Nothing the committee can do with this suggestion:

Identify reasons why someone would want to come to APSU – both inside and outside the discipline. Find the positive aspects of this University and focus on them and overcome the negative press to attract faculty

Item 6. Key is to make sure that we understand what we consider is a bonus; however, Mr. Jackson explained that no one at the departmental level is authorized to discuss salary with a prospective faculty member;

*Educate the search committee chair with knowledge of funds available for African American faculty recruitment such as a one- **Geier Standing Committee** time sign on bonus (\$3,000 is the usual amount);*

Items 7 and 8. These are suggestions that cannot be aided by Geier Funds.

Advertise in the disciplinary websites and with professional organizations; also recruit at conferences and To recruit faculty who will be happy and stay – we need an “out-vision ;” try to assist those in other schools with their degrees and attract them to APSU (a post masters recruiting strategy).

B. Retention of AA Faculty

Item 1 and 3. These are the same, are good suggestions, should be combined and sent forward;

Mentoring – not only minority to minority but minority to majority and majority to minority; and Develop and implement a mentoring system for faculty;

Item 2. Already being done

Identify individuals who are at our University (staff members) and encouraging them to grow into faculty positions;

Item 3. Suggestion included with item number one
Develop and implement a mentoring system for faculty;

Item 4. Already being done
Again, growing your own within APSU; staff members need to be encouraged to succeed;

Item 5. Nothing that can be done through Geier funding
Improve the atmosphere for minority faculty members;

Item 6. Good suggestion – needs to go forward; this could be handled by a new Geier proposal.
Provide reassigned time for faculty to do research;

Item 7. The equity is really being done by our employees now—they are repaying funds while they are employed and in the educational program.
There needs to be equity between Geier course repayment/time owed for education and the University required repayment/time owed for “Grow Your Own;”

Item 8. Nothing that can be handled by the Geier Fund
Take a look at the retention/tenure committees; AA faculty members may have done quite a bit of research and may have qualifications greater than the reviewer; and

Item 9. Nothing that can be handled by the Geier Fund
The environment itself is a recruitment tool. When was the last time the faculty were surveyed to see how they feel about working at APSU. Good information can be gained just by asking. Houston Davis will be asked about TBR mandates for student surveys and faculty/staff satisfaction surveys.

II. Rank Order

A. Recruitment of AA Students

Item 1. We do have students recruiting students; however, we do not have specific minority teams; Good suggestion, send forward;
A student recruitment team is very important. We need to use our alumni more to recruit;

Item 2. Same as Item 1;
Students recruiting students--their satisfaction will recruit others;

Item 3. Basically the same as Item 1 and 2;
Focus on Nashville for recruitment and visit traditionally black schools;

Item 4. Student Organizations could set themselves up as recruiters;
Reconstitute our efforts to go into areas with high concentrations of AA students such as Nashville (Memphis, Chattanooga);

Item 5. Further discussion is needed – if we are using money (\$85,000) to help the students we are getting; is there a way we can get more of the money to be used to assist more students. Answer – we have asked for \$50,000 more for two consecutive years and not gotten a cent more. This needs to be moved to the funded category;

Use student organizations to help recruit. Student organizations need to get out into the schools; utilizing our athletes to recruit;

Item 6. Combine with #1;

We don't spend a lot of time with students who are not "scholars" but most students have the potential to be a scholar if they have the appropriate support. We need to devote as much time to our middle students as we do our scholars;

Item 7. Covered under number 5;

Connect with college fairs and work more with churches are goods way to connect with prospective students;

Item 8. Not a funded item;

Sororities and Fraternities offering scholarships should be contacted to let them know that we would welcome their recipients as our students; and

Item 9. Does not appear to be a Geier fundable idea.

After speaking to several students, comments received were: "I could not speak to a person, I was put on hold." "When I asked for information I was told to visit the web site or go on line." "I was told I would be sent information. I am enrolled in APSU and I have yet to receive the information." We need to turn them on before we turn them off."

B. Retention of AA Students

Item 1. Continue and Enhance

Offer scholarships and awards for AA students;

Item 2. Possible funded idea – Mr. Jackson will write proposal

Strong mentorship of students;

Item 3. Covered under number 2

Student/faculty mentoring program;

Item 4. Already being done

Find out from minority students why they think this is a good place to be and also find out what doesn't work here. If we gather the information, we should use it and address the issues;

Item 5. Covered by number 2

Advisors are not available or don't return calls; they can't be seen. Nobody wants to take ownership of the students. Students want to talk to somebody; they want face to face contact and interaction. They are sent from department to department without receiving the help they need. They are not asking to be held by the hand, however, they do need assistance;

Item 6. Covered by number 2

Continue improving advisement;

Item 7. Covered by number 2

The July 6, 2004, minority report emphasized the social environment and noted if a student is failing we will loose them. We need intervention before that happens;

Items 8 and 9. These are not fundable items

A committee member was told, "My advisor at Ft. Campbell speaks to me, my advisor at APSU main campus doesn't ever speak to me." This is not acceptable; and this committee needs to be mindful of the admission standards increasing; the admission standards for students 21 years and older changing. We should be mindful of these developments.

At the next meeting (April 8, 12:30 pm, Iris Room), we will fill in the blue and yellow handout sheets. It is unlikely the University will receive anymore money so we must make a very strong case to redistribute current level of Geier funding. If what the university is doing is everything possible and it is working, our recommendation would be to continue doing what is in place.

Dr. Rainey – Offered the following suggestion: While she was at another university, a recruiting tool was carried out once a year with students being brought to the campus; they would actually go through the rigors of admissions and filling out applications. They were housed in the dorm and they paid a nominal fee. If they agreed to attend the University, they were given a scholarship.

Dr. Pinder asked Dr. Rainey to write a proposal for a similar program for APSU and she agreed.

With no further business to discuss, the meeting was adjourned at 3:35 pm

Respectfully submitted,

Darlene Thomas, Recording Secretary