

Athens State University
Enrollment/Student Affairs Committee
October 18, 2019

The Enrollment/Student Affairs Committee held a meeting on Friday, October 18, 2019 in Conference Room 126 of the Sandridge Student Center.

PRESIDING: Macke Mauldin

The meeting was called to order at 1:13 p.m. by Mr. Mauldin.

ROLL CALL

The following committee members were present:

Macke Mauldin, Jim America, Dr. Elizabeth Pruett, Amber Skantz, Sarah McAbee, and Chad Easterling.

Derrek Smith, Mitchell Bazzel, Crystal Creekmore, Michael Radden, Richard Collie and Kim Braden (recording) were also present. Jimmy Baker and Shane Hammett were absent.

The minutes from July 19, 2019 were approved as written by all committee members (McAbee/America).

OLD BUSINESS

NONE

NEW BUSINESS

1. Title III Grant Funding:

a. Overview and First Steps (Derrek Smith):

- i. Served on the grant committee; work was completed in 3 weeks. Was asked by Dr. Ingle last year to compile a list of issues students have with his office. Majority of the ideas in the grant came from the paper Derrek presented to Dr. Ingle.
- ii. \$2.1 million (over 5 years) awarded to Athens State to impact Student Services.
- iii. Funds will be used to hire student success coaches (advisors).
- iv. All of our students start at different points. Never on the same pathway.
- v. Goal is to have an advising center that will be focused on the life of the student at Athens State. Help students understand where they are and where they should be.

- vi. Shift the expertise of faculty to allow professional staff to help. This will allow faculty to focus on their areas of expertise. For example: the newest SSC advisor has allowed the College of Business to focus more on creating an Accounting certificate that they have been putting off for years.
 - vii. Grant will bring us to standards that a lot of universities are already doing.
 - viii. Plan is to hire 2 new Student Success Coaches by the end of the year and 1 more next year. Will also hire a staff member for Career Development Center in 2020.
 - ix. Funded for specific software that will help us identify students that need “touches”.
 - x. Will also help fund new position of Restrictive Programs Accountant.
 - xi. Create a Pathway to success course: combines financial aid, career readiness, writing, and create ownership of what it takes to earn a degree.
 - xii. Also included is career readiness and cultural/diversity initiative.
- b. Career Services (Michael Radden):**
- i. Will great 2 new courses: Pathways to Success (3-hour course) and Career Counseling Seminar (1-hour Course).
 - ii. Pathways course will be a full semester course taken in the 1st semester. Will give students an introduction to Career Services.
 - iii. Handshake software registration will now be an assignment for students.
 - iv. Last 4 weeks of the course will include a career assessment:
 1. UScience—triangulates career interest, aptitude and personality. This should help increase retention and decrease change of majors. Test will be completed online and students will see results immediately. Students will be required to write a career analysis paper based on results.
 - v. Other parts of the Pathways course will focus on social media, how to market yourself, resume writing, interviewing skills, etc.
 - vi. The other course will be a career capstone course taken after 2 semesters. This course will re-sharpen tools, review topics, review career specific resumes, and cover professional and ethics. The focus will be career readiness and success.
 - vii. Discussion:
 1. As an employer, this is a great path for students.
 2. Credit hours will be paid by the grant.
 3. No other 300 level course of this nature offered.
 4. Capstone piece is important. Some of these students don’t have anyone at home that has finished college. Good mentors will teach them how to fit in, what to wear, etc. Good for young first generation students.

c. Financial Literacy (Mitchell Bazzel):

- i. Cash Course—free tool available to any of our students.
- ii. Geared toward current students. Uses info graphics, short videos to reach students.
- iii. Covers budgets, monitor funds, and being good stewards of money.
- iv. Getting to students early is helpful to teach them how to complete a degree using financial aid. Many students run out of aid before they transfer to Athens State.
- v. Students that use of all of their aid before transferring how nothing to show for their debt. Working on a campaign to inform students about cash course once they have applied. Could we create an agreement with other schools to get information out to students earlier?
- vi. Course will cover all of these pieces. Hopefully, this will help students see the end when they transfer here.
- vii. Also includes financial tools—Q & A with answers from financial experts.
- viii. Assignments required by Pathways Course:
 1. Budgeting Basics
 2. Test your Student Loan IQ
 3. Funding Sources
 4. Paying Back Student Loans
 5. Saving and Investing
- ix. Discussions:
 1. Some students are being coached without a degree in mind and that's a real dis-service. Students are also self-advising.
 2. \$138,500 is the federal loan limit. Average debt at Athens State = \$26,000.00.
 3. Excellent material—it's amazing how many employees that have to be tracked down after 1 year to remind them to enroll in the 401k.
 4. All backgrounds of students and some never know who to budget.
 5. Faculty are excited—teach teachers how to budget, especially for the last semester during internship when they are not able to work. Teach them how to save.

d. Diversity and Inclusion (Richard Collie):

- i. Richard is a recent certified Diversity Professional. One of 400 in the US. Athens State now has 4.
- ii. Activities to support the Title III grant:
 1. Establish a committee to lead diversity and inclusion activities.
 2. Plan and implement diversity day.
 3. Develop speaker list for climate conversations for lunch and learns.
 4. Host diversity and inclusion workshops and lunch and learns.
 5. The committee will consist of at least one other CDP members of the ARRAAMT and at least 3 students that are underrepresented.

6. Diversity Day Spring semester: music, food and fun. The theme is "I AM ATHENS".
 7. Speaker Series: Tim Allson—Dealing with Unconscious Bias: "Being #1 @ being #2.
 8. The workshops will consist of best practices as it relates to diversity awareness, cultural competence, the multigenerational workforce, micro-inequities, etc.
- e. **Alabama Recruit and Retain African American Males Pilot Program (ARRAAMT):**
- i. awarded a \$275,000 grant.
 - ii. Scholarship requirements: African American male, background check for state certification, enroll in an education major, 200-word essay, agreement of participation at campus events and student success opportunities, two-year teaching requirement in Alabama, and a minimum 2.5 GPA to be eligible.
 - iii. Will include peer mentoring—current students will help new students.
 - iv. Will be on radio in Montgomery this weekend advertising.
 - v. Mr. Mauldin has a recommendation for a speaker-give him a call to discuss.
- f. **Admissions Pro (Crystal Creekmore):**
- i. Robust communication tool for new students. Texting, emailing and mailers.
 - ii. In the process of getting this system up and running.
- g. **Spring Enrollment Goals (Crystal Creekmore):**
- i. Our strategic plan states we will increase enrollment by 1% over last year's enrollment:
 1. CHP = 36, 190
 2. Headcount = 2,831
 - ii. Office is short staffed at the moment. Recruiting plan in place for the fall semester.

2. Other Discussion:

- a. All of this is exciting! Can we require financial aid students to go through financial literacy course? We can work the information into any class and push the course out to all students. Every student will see this during the pathways course.
- b. We can force students that are placed on financial aid suspension/probation to complete financial literacy.
- c. Lots of good news! Thank you to everyone for the work.

The meeting was adjourned at 2:18 pm (Pruett/Easterling)