

College of Arts and Sciences Chairs Meeting
November 21, 2024
2:00 PM

Agenda

- 1) Approve the Minutes of the September 26, 2024, Chairs Meeting
- 2) Military Credit Evaluation (Mr. David Blair)
- 3) Recruitment Strategies in Biology (Dr. Jason Strickland)
- 4) Budget Update
- 5) External Funding Update
- 6) Annual Part-Time Faculty Evaluations Reminder
- 7) Comprehensive Review of Chairs
- 8) Departmental Program Reviews (Dr. Coleman)
- 9) Assessment Update (Dr. Coleman)
- 10) Reassigned Time Requests Reminder (Dr. Coleman)
- 11) Courseleaf CIM, CAT, and Proposal Deadlines Reminder (Dr. Loomis)
- 12) Advising Updates: Navigate South, SouthALACADA, and Scholarship Changes (Dr. Loomis)
- 13) Probationary, Mid-Probationary, Tenure, and Promotion Deadlines (Dr. Loomis)
- 14) 2024-2025 Internal Grant Deadlines (Dr. Loomis)
- 15) Admitted Student Lists, Gray Associates Data (Dr. Loomis)
- 16) Online Degree Program General Education Scheduling (Dr. Loomis)
- 17) FTFR Retention Summary (Dr. Loomis)
- 18) ASMS Visit – Internships/Research Opportunities for ASMS Students (Dr. Loomis)
- 19) Fall 2024 University Commencement on Friday, December 13, 2024, at 10 a.m.
- 20) Other Business

Chairs' Meeting

Thursday, September 26, 2024

In Attendance: Dr. Sytske Kimball, Dr. Kara Burns, Dr. Zoya Khan, Dr. Jason Coym, Dr. Kevin Meeker, Dr. Justin Sanders, Dr. Jack Shelley-Tremblay, Dr. Madhuri Mulekar, Dr. Roma Hanks, Dr. Kelly Major (Interim Chair), Dr. Jaclyn Bunch, LTC. Jared Sundahl, Dr. David Messenger, Dr. Laura Moore, LTC. Ross Clark, Dr. Robert Coleman, Dr. Eric Loomis, Dr. Andrzej Wierzbicki

Guests: Ms. Morgan Umstead, Mr. Hunter Williams, Ms. Sarah Waddell, Dr. Patrick Shaw (Sitting in for Dr. Ellen Harrington), Dr. John Lehrter (Sitting in for Dr. Sean Powers)

Absent: Dr. Ellen Harrington, Dr. Sean Powers

1. The minutes of the May 30, 2024, Chairs' Meeting were approved.
2. Dr. Wierzbicki introduced Ms. Morgan Umstead, Intellectual Property Assistant in the Office of Commercialization and Industry Collaboration. Ms. Umstead introduced Mr. Hunter Adams, OCIC Interim Director and Patent Attorney for the University of South Alabama. Ms. Umstead stated that the OCIC welcomes faculty who would like to speak with them regarding their services. Mr. Adams stated that the service that the OCIC offers is free and a huge benefit for faculty and students. He encourages faculty to allow the office to educate them on creative endeavors, licensing protection, copyrights, fair use, and patents.
3. Dr. John Lehrter, Associate Professor in the Stokes School of Marine and Environmental Sciences, spoke about the new Ph.D. program called Environment and Society. This program intersects with environmental sciences, political sciences and social sciences. He stated that his department is willing to come to all of the departments to talk about collaborations on the new program. Faculty from the departments of Biology, Earth Sciences, Sociology, Anthropology, and Social Work, Political Science and Criminal Justice, Economics, Management, Coastal and Environmental Engineering are already involved. He stated that students at the Master's level would be best to recruit to the new program. He also stated that there is a large pool of teaching and research assistantships related to the program that are funded and available to any faculty.
4. Dr. Wierzbicki presented the budget update, as of August 31, 2024 (handouts). Departments have over \$3.491 million in reserve funds compared to \$3.363 million this time last year. The summer school revenue will be transferred during the first week of October. After which, funds will be transferred to the departments' supplemental budget. There are almost \$700,000 available in student fees. The Dean reminded Chairs to spend the student fee money to benefit student learning. There is over \$1.2 million in start-up funds. Dr. Wierzbicki encouraged Chairs to remind faculty to use the funds because there have been changes coming from Academic Affairs. They are now only reimbursing what has been spent. The first portion of new travel funds for the current academic year will be transferred in December. Dr. Wierzbicki stated that the College budget deficit is being managed by using cash from reserve accounts and savings from unfilled faculty lines.
5. Dr. Wierzbicki discussed the fall enrollment (handouts). Fall 2024 University enrollment is 14,003 students compared to 13,768 students in fall 2023. Undergraduate enrollment has increased by 3.67% this fall compared to last fall. Graduate enrollment has decreased by 1.90% this fall compared to last fall. A&S undergraduate credit hour production has increased by 3.69% this fall. A&S undergraduate enrollment increased by only seven students this fall. Dr. Loomis explained that this low number could be due to a significant reduction in the aid

offered to incoming test optional students. Dr. Wierzbicki stated that A&S graduate enrollment increased to 294 students this fall, and overall, A&S enrollment is 2,945 students. Dr. Loomis invited Chairs to meet with him and Ms. Sarah Waddell to discuss outreach and marketing to recruit new students.

6. Dr. Wierzbicki presented the sponsored projects update (handouts). As of August 31, 2024, the College has submitted 105 proposals and has been awarded 61 grants, a 58% success rate. \$13.78 million has been awarded as compared to \$6.4 million last year. This is an increase of over \$7.3 million. A&S contributes 23% of the entire university research funding.
7. Dr. Wierzbicki discussed Emeritus Professor nomination requests. He stated that those that are nominated should be recent retirees. Nominations should include a letter of recommendation from the Chair, the nominee's updated CV, and the department's vote. The submission deadline is October 4, 2024.
8. Dr. Wierzbicki announced the Dean's Lecture and Faculty Awards Ceremony, scheduled for Wednesday, November 6, 2024, at the MacQueen Alumni Center. This year's Dean's Lecturer will be Dr. Joshua Foster from the Department of Psychology.
9. Dr. Wierzbicki discussed faculty non-reappointments (handouts). For nine-month faculty in the first year of service, notice should be given at least three months prior to the faculty member's last day of employment, or February 13, 2025. In the second year of service, notice should be given at least six months prior to the last date of employment (November 15, 2024). After two or more years of service, notice should be given at least twelve months prior to the last date of employment (April 22, 2025).
10. Dr. Wierzbicki reminded Chairs of the annual and mid-probationary review of faculty members. The memo from Dr. Andrea Kent was sent to Chairs on September 19, 2024. All annual reviews of full-time and part-time faculty members must be submitted by April 4, 2025. Mid-probationary reviews must be submitted by March 10, 2025. Those faculty members that will go through a mid-probationary review will not have an annual review.
11. Dr. Wierzbicki announced that there are four Chairs scheduled for the Comprehensive Review of Chairs this year. Those Chairs were notified and received materials for their review in June.
12. Dr. Bob Coleman discussed Program Reviews, noting that Dramatic Arts, Philosophy, and Physics received extensions through the fall semester. Due to multiple scheduling issues, there was discussion about an external reviewer for Meteorology, and Dr. Wierzbicki said that he would help find someone to complete the Meteorology program review, possibly virtually. International Studies will complete its program review in the spring of 2025. Anthropology, Criminal Justice, MCLL, Studio Art (BFA), and Visual Art (BA) all have completed program reviews. Geology, Creative Technology, and Theater Arts will begin program reviews in the spring of 2025.
13. Dr. Coleman reminded Chairs that all data for the annual assessment will need to be entered into Watermark, at the very latest, by Friday, October 4, 2024. The original deadline was Friday, September 6, 2024.
14. Dr. Coleman asked Chairs to submit their reassigned time requests by Friday, December 6, 2024. Requests are to be submitted as a Word document. Dr. Wierzbicki discussed giving warnings about reassigned time to faculty members who have not been keeping up with their professional productivity.

15. Dr. Loomis discussed football tailgating (handouts). The October 15th tailgate will be open to all students and faculty in coordination with the Career Development Office with a few employers on site to speak with students. He announced that on Thursday, October 17, there will be a Hire-A-Jag Fair, featuring hundreds of employers at the Mitchell Center.
16. Dr. Loomis reminded Chairs about mandatory midterm grades (handouts). Grading will open on Monday, September 30, 2024. The deadline for submission of midterm grades online via PAWs is Monday, October 7, 2024, by 10:00 a.m.
17. Dr. Loomis discussed 2024-2025 sabbatical requests (handouts). Proposals with Chair recommendations are due on Tuesday, October 1, 2024. If Chairs have multiple applicants, Chairs must rank the faculty sabbatical applications in their recommendation letter, per University policy. Dr. Wierzbicki mentioned that over the six-year period from 2019 – 2025, 54 A&S faculty have been awarded sabbaticals, for an average of nine per year.
18. Dr. Loomis discussed the upcoming USA Day on Saturday, November 2, 2024 (handouts). There will be a college fair, and he will share details on the format with the Chairs once he receives them.
19. Dr. Loomis reminded the Chairs of the tenure and promotion deadlines (handouts). October 21, 2024, is the submission deadline for the candidate's portfolio. January 6, 2025, is the deadline for the Department Chair to meet with candidates. Once Chairs have met with them, the candidates will then have seven days to submit any additional materials to either him or to Dr. Wierzbicki. Dr. Loomis recommended using a separate Google Drive for each external reviewer if Chairs decide to share reviewers' information via Google Drive. January 13, 2025, is the final deadline for submission of all materials to the Dean's Office. Chairs should review the names of candidates on the handout and let him know if any additions or deletions are needed. He then reminded Chairs that the mid-probationary review deadline is Monday, March 10, 2025.
20. Dr. Loomis discussed the Arts and Sciences award timeline (handouts). The first call for nominations for faculty awards will be December 2, 2024. The first call for SDA proposals will be October 4, 2024, and the first call for SPDA proposals will be October 18, 2024. He said a clarification might be added to the eligibility statement for all faculty awards to ensure that only faculty members employed by USA at the time of receiving the award will be eligible to receive the award. Chairs agreed to include the suggested language starting with the 2024-2025 cycle.
21. Ms. Sarah Waddell talked about departmental social media sites and marketing for each department. She stated that each department does not have to have individual social media pages if they cannot be regularly updated, and that posting on the college's social media pages would be fine. She recommended including a photo or graphic with each post. She noted that there are many ways to advertise information and emphasized the best practice of focusing on student success. She mentioned that just sharing a post is not enough. She stated that reposting with your own statement in the caption and tagging anyone relevant along with your department's social media page name and the A&S social media page name would be much more effective. She then asked Chairs to send her the names of those who are in charge of their department's social media pages so that she can help manage the pages. She said she will share all of this information with the Chairs via Google Drive.
22. Dr. Loomis discussed the revised variable topics authorization form (handouts). Chairs were asked to begin using the new Course Attribute field when a variable topics course satisfies a specific program requirement. Ms. Kelly Taylor has created a form via hyperlink to check requirements.

23. Dr. Loomis went over the Courseleaf CIM and 2024-25 curriculum deadlines (handouts). January 10, 2025, will be the deadline for curriculum changes for summer and fall semesters.
24. Dr. Wierzbicki announced that the Fall Commencement will be held on Friday, December 13, 2024, at 10:00 a.m. in the Mitchell Center Arena.
25. Other Business:
 - a. SGA V.P. and A&S student, K.C. Crusoe asked Dr. Wierzbicki to announce to the Chairs that if there are any projects benefitting students that can be funded by the SGA. to let him know and he will convey that to Mr. Crusoe.

Dept.	Org. Budget Operating Fund As of 10/31/24	FY '2023-24		FY '2024-25		Total Revenue	Present 110000 Operating Balance*	Present Supplemental Balance*	Present Balance Combined Operating Accts*
		Operating Supplemental Carryover	Dean's Office Supplemental Transfer	Operating Supplemental Transfer	Dean's Office Supplemental Transfer				
Air Force	5,055.00	429.58	-	-	5,484.58	4,825.25	429.58	5,254.83	
BLY	36,239.00	7,328.05	13,000.00	13,000.00	56,567.05	35,752.91	20,529.87	56,282.78	
CH	3,609.00	23,262.35	15,000.00	15,000.00	41,871.35	(2,531.28)	36,326.05	33,794.77	
CA	57,022.00	1,821.24	10,000.00	10,000.00	68,843.24	56,794.82	11,821.24	68,616.06	
DR	(517.00)	3,327.96	2,000.00	2,000.00	4,810.96	(828.93)	5,327.96	4,499.03	
DR Theatre	20,691.00	-	-	-	20,691.00	19,861.89	-	19,861.89	
ES	12,045.00	(626.11)	14,000.00	14,000.00	25,418.89	12,394.48	13,053.43	25,447.91	
EH	8,990.00	37,172.26	31,000.00	31,000.00	77,162.26	8,651.93	65,982.28	74,634.21	
MCLL	24,526.00	3,042.90	11,000.00	11,000.00	38,568.90	22,296.28	12,952.72	35,249.00	
HY	8,325.00	1,039.83	12,000.00	12,000.00	21,364.83	7,776.27	11,076.05	18,852.32	
Afr Am St	5,000.00	1,533.27	2,000.00	2,000.00	8,533.27	5,000.00	3,606.88	8,606.88	
Intl Studies	380.00	1,878.13	2,000.00	2,000.00	4,258.13	380.00	3,424.13	3,804.13	
MAS	293,471.00	-	14,000.00	14,000.00	307,471.00	300,228.27	-	300,228.27	
MA	4,365.00	156,562.01	31,000.00	31,000.00	191,927.01	2,376.37	143,404.75	145,781.12	
MD	141,512.00	-	2,000.00	2,000.00	143,512.00	139,049.25	-	139,049.25	
Mil Sc	3,657.00	-	5,000.00	5,000.00	8,657.00	2,720.37	5,000.00	7,720.37	
MU	234,129.00	2,821.00	15,000.00	15,000.00	251,950.00	235,472.00	14,034.93	249,506.93	
Marching Band	1,350,543.00	-	-	-	1,350,543.00	1,316,677.95	-	1,316,677.95	
PHL	854.00	16,457.58	5,000.00	5,000.00	22,311.58	(391.14)	20,427.00	20,035.86	
PH	10,695.00	31,966.00	10,000.00	10,000.00	52,661.00	10,099.90	40,081.79	50,181.69	
PSC/CJ	32,437.00	5,002.66	10,000.00	10,000.00	47,439.66	31,975.88	14,466.12	46,442.00	
PSY	(29,506.00)	(1,035.55)	15,000.00	15,000.00	(15,541.55)	(31,438.96)	12,815.75	(18,623.21)	
PSY Lab	12,465.00	-	-	-	12,465.00	11,952.38	-	11,952.38	
PSY Clinic	1,757.00	-	-	-	1,757.00	1,757.00	-	1,757.00	
SY/AN	21,701.00	(5,644.82)	12,000.00	12,000.00	28,056.18	21,213.90	9,073.56	30,287.46	
Archaeology Stu	(480.00)	-	-	-	(480.00)	(880.99)	-	(880.99)	
Social WK	22,500.00	-	-	-	22,500.00	22,246.86	-	22,246.86	
Art & Art History	(44,857.00)	6,576.52	13,000.00	13,000.00	(25,280.48)	(45,130.32)	18,314.58	(26,815.74)	
Balance	2,236,608.00	292,914.86	244,000.00	244,000.00	2,773,522.86	2,188,302.34	462,148.67	2,650,451.01	

8.33% of Fiscal year Elapsed

*Including encumbrances **Disclaimer Budget Commitments are not reflected on Budget Status Reports

11/14/2024

Supplemental Funds	Grand Total
Overhead Funds	476,667.26
Professorship Fund Balances	535,478.53
Start-Up Funds	463,915.75
Student Fee Funds	1,383,477.66
Computer Lab Fees	770,139.14
	127,631.04
	<u>\$ 3,757,309.38</u>

College of Arts & Sciences

Departments	Operating	Supplemental	Overhead	Professorship	Student Fees	Computer Fees	Total
Air Force	4,825.25	429.58	-	-	-	-	5,254.83
Biology	36,752.91	20,529.87	10,801.17	-	4,309.90	-	71,393.85
Chemistry	(2,531.28)	36,326.05	11,766.65	44,149.12	36,940.70	200.00	126,851.24
Communications	56,794.82	11,821.24	-	-	220,256.86	4,310.63	293,183.55
Theatre & Dance	(828.93)	5,327.96	3,560.67	-	-	-	8,059.70
Theatre	19,861.89	-	38.48	-	5,507.93	-	25,408.30
Earth Science	12,394.48	13,053.43	33,517.15	27,594.01	26,418.20	1,048.00	114,025.27
English	8,651.93	65,982.28	26.50	31,275.45	-	-	105,936.16
Modern and Classical Lang. & Lit.	22,296.28	12,952.72	60.00	52,653.65	67,149.76	-	155,112.41
History	7,776.27	11,076.05	4,370.25	4,722.04	-	-	27,944.61
African American Studies	5,000.00	3,606.88	-	-	-	-	8,606.88
International Studies	380.00	3,424.13	-	-	-	-	3,804.13
Marine Sciences	300,228.27	-	78,241.38	9,941.79	-	-	388,411.44
Mathematics/Statistics	2,376.37	143,404.75	56,392.86	123,493.13	-	76,686.25	402,353.36
Math Development Studies	139,049.25	-	-	-	-	-	139,049.25
Military Science	2,720.37	5,000.00	-	-	1,709.03	-	9,429.40
Music	235,472.00	14,034.93	-	-	8,872.32	14,826.01	273,205.26
Marching Band	1,316,677.95	-	-	-	-	-	1,316,677.95
Philosophy	(391.14)	20,427.00	12,192.82	-	-	-	32,228.68
Physics	10,099.90	40,081.79	19,005.11	61,230.58	97,805.48	24,394.15	252,617.01
Political Science/Criminal Justice	31,975.88	14,466.12	-	43,901.81	2,633.38	-	92,977.19
Psychology	(31,438.96)	12,815.75	24,447.74	-	16,253.03	4,988.00	27,065.56
Psychology Lab	11,952.38	-	-	-	-	-	11,952.38
Psychology Clinic	1,757.00	-	-	-	-	-	1,757.00
Sociology/Anthropology/SW	21,213.90	9,073.56	28,687.03	64,954.17	(1,093.05)	1,178.00	124,013.61
Archeology Studies (Lab)	(880.99)	-	251,870.08	-	-	-	250,989.09
Social Work	22,246.86	-	-	-	-	-	22,246.86
Art & Art History	(45,130.32)	18,314.58	500.64	-	283,375.60	-	257,060.50
Total	2,183,477.09	\$462,148.67	\$535,478.53	\$463,915.75	\$770,139.14	\$127,631.04	\$4,547,615.47

#

SPONSORED PROJECTS - 10/1/2023 TO 9/30/2024

College/Dept	Proposals		Awards		Award \$ Received		
	FY24 YTD	FY23 YTD	FY24 YTD	FY23 YTD	FY24 YTD	FY23 YTD	Change vs. FY23 YTD (\$)
Academic Affairs							
Academic Affairs	0	3	0	1	\$0.00	\$795,000.00	-\$795,000.00
	0	3	0	1	\$0.00	\$795,000.00	-\$795,000.00
Academic Success and Retention							
Academic Success and Retention	0	1	1	3	\$450,818.00	\$453,000.00	-\$2,182.00
Career Services	0	1	0	1	\$0.00	\$1,500.00	-\$1,500.00
	0	2	1	4	\$450,818.00	\$454,500.00	-\$3,682.00
College of Allied Health							
Biomedical Sciences	1	1	0	0	\$0.00	\$0.00	\$0.00
College of Allied Health Professions	1	0	0	1	\$0.00	\$50,000.00	-\$50,000.00
EMT Training	1	3	1	3	\$222,622.28	\$252,622.28	-\$30,000.00
Occupational Therapy	1	0	0	0	\$0.00	\$0.00	\$0.00
Physical Therapy	1	1	0	0	\$0.00	\$0.00	\$0.00
Radiological Sciences	0	2	1	0	\$10,000.00	\$0.00	\$10,000.00
Speech Pathology and Audiology	4	2	0	0	\$0.00	\$0.00	\$0.00
	9	9	2	4	\$232,622.28	\$302,622.28	-\$70,000.00
College of Arts and Sciences							
Biology	11	13	7	5	\$178,387.00	\$596,887.76	-\$418,500.76
Center for Archeological Studi	10	3	7	2	\$709,838.66	\$39,492.00	\$670,346.66
Chemistry	3	3	1	0	\$66,136.05	\$0.00	\$66,136.05
Coastal Weather Research Center	1	1	1	1	\$161,320.00	\$152,600.00	\$8,720.00
College of Arts and Sciences - Dean's Office	1	0	0	0	\$0.00	\$0.00	\$0.00
Earth Sciences	5	7	9	6	\$3,461,671.76	\$346,579.19	\$3,115,092.57
English	4	2	2	2	\$15,900.01	\$67,010.00	-\$51,109.99
History	3	4	1	2	\$10,000.00	\$22,809.50	-\$12,809.50
Marine Sciences	49	46	25	27	\$8,149,726.68	\$3,728,908.01	\$4,420,818.67
Math and Statistics	10	15	3	7	\$84,134.00	\$74,256.89	\$9,877.11
Modern & Classical Languages and Literature	1	2	0	0	\$0.00	\$0.00	\$0.00
Philosophy	1	1	1	0	\$31,575.03	\$0.00	\$31,575.03
Physics	5	4	3	4	\$728,991.00	\$388,893.00	\$340,098.00
Political Sci / Criminal Justi	1	1	1	1	\$10,346.00	\$1,016.00	-\$670.00
Psychology	13	13	7	8	\$922,703.00	\$1,253,551.00	-\$330,848.00
Soc / Anthro / Social Wrk	2	8	3	3	\$116,499.00	\$271,324.92	-\$154,825.92
Visual Arts	1	0	2	0	\$3,468.00	\$0.00	\$3,468.00
	121	123	73	68	\$14,650,696.19	\$6,953,328.27	\$7,697,367.92
College of Education and Professional Studies							
Coll of Educ./Profess. Studies - Dean's Office	1	6	0	5	\$0.00	\$735,689.28	-\$735,689.28
Counseling & Instructional Sciences	10	7	5	4	\$1,022,390.00	\$3,118,413.00	-\$2,096,023.00
Ed Office of Contracts	5	0	2	0	\$1,550,757.32	\$0.00	\$1,550,757.32
Health, Kinesiology and Sport	7	7	4	3	\$102,500.00	\$85,327.00	\$17,173.00
Integrative Studies	1	0	0	0	\$0.00	\$0.00	\$0.00
Leadership & Teacher Ed	5	6	10	5	\$1,371,841.08	\$1,800,769.00	-\$428,927.92
	29	26	21	17	\$4,047,488.40	\$5,740,198.28	-\$1,692,709.88
College of Engineering							
Chemical Eng	0	4	2	6	\$192,356.91	\$210,525.62	-\$18,168.71
Civil Eng	35	28	12	13	\$3,881,733.00	\$4,590,807.98	-\$709,074.98
College of Engineering - Dean's Office	8	2	3	2	\$4,500.00	\$3,000.00	\$1,500.00
Electrical Eng	29	18	15	7	\$5,063,744.59	\$635,948.88	\$4,427,795.71
Mechanical Eng	12	10	7	7	\$52,378.00	\$322,998.50	-\$270,620.50
	84	62	39	35	\$9,194,712.50	\$5,763,280.98	\$3,431,431.52
College of Medicine							
Biochem/Molecular Biology	24	12	7	6	\$1,496,982.00	\$1,798,249.24	-\$301,267.24
Center for Disaster Healthcare Preparedness	2	2	4	6	\$3,200,376.14	\$3,033,459.85	\$166,916.29
Center for Healthy Communities	11	6	11	4	\$1,664,209.00	\$1,495,130.08	\$169,078.92
Center for Lung Biology	54	55	26	23	\$6,538,172.00	\$5,434,774.28	\$1,103,397.72
College of Medicine - Dean's Office	3	3	1	2	\$700,329.00	\$59,725,252.00	-\$59,024,923.00
Comparative Medicine	0	1	0	0	\$0.00	\$0.00	\$0.00
Family Medicine	2	6	4	5	\$4,669,964.00	\$4,724,962.00	-\$54,998.00
Internal Medicine	2	4	6	3	\$96,625.00	\$430,777.00	-\$334,152.00
Microbiology/Immunology	15	9	11	10	\$1,544,524.87	\$1,961,347.89	-\$416,823.02
Neurology	2	4	1	3	\$1,810.50	\$14,680.00	-\$12,869.50
OBGYN	1	2	3	3	\$75,499.00	\$109,023.74	-\$33,524.74
Orthopaedics	3	1	1	1	\$1,350.00	\$1,000.00	\$350.00
Pathology	35	49	8	5	\$781,000.00	\$2,141,875.00	-\$1,360,875.00
Pediatrics	9	17	10	21	\$195,275.00	\$363,648.20	-\$168,373.20
Pharmacology	11	13	8	7	\$539,395.77	\$540,856.78	-\$1,461.01
Physiology/Cell Biology	7	8	3	2	\$418,048.70	\$568,029.00	-\$149,980.30
Surgery	1	2	3	2	\$9,725.00	\$161,950.00	-\$152,225.00
	182	194	107	103	\$21,933,285.98	\$82,505,015.06	-\$60,571,729.08
College of Nursing							
Adult Health Nursing	2	2	2	2	\$983,988.00	\$1,038,072.92	-\$54,084.92
College of Nursing - Dean's Office	2	1	2	2	\$1,747,103.00	\$1,715,679.68	\$31,423.32
Community Mental Health	6	9	5	5	\$1,922,030.00	\$3,151,641.00	-\$1,229,611.00

College/Dept	Proposals		Awards		Award \$ Received		
	FY24 YTD	FY23 YTD	FY24 YTD	FY23 YTD	FY24 YTD	FY23 YTD	Change vs. FY23 YTD (\$)
Maternal/Child Health	2	1	2	2	\$20,000.00	\$507,158.00	-\$487,158.00
	12	13	11	11	\$4,673,121.00	\$6,412,551.60	-\$1,739,430.60
Division of Student Affairs							
Counseling and Testing Services	1	0	0	0	\$0.00	\$0.00	\$0.00
Division of Student Affairs	1	1	0	1	\$0.00	\$25,000.00	-\$25,000.00
Upward Bound	0	0	1	1	\$309,505.00	\$309,505.00	\$0.00
	2	1	1	2	\$309,505.00	\$334,505.00	-\$25,000.00
Financial Affairs							
Financial Affairs	1	1	1	1	\$22,152,800.00	\$18,677,857.00	\$3,474,943.00
	1	1	1	1	\$22,152,800.00	\$18,677,857.00	\$3,474,943.00
Global USA							
Center for Cont. Education & Conf. Svs.	0	1	0	1	\$0.00	\$25,072.00	-\$25,072.00
Global USA	1	0	0	0	\$0.00	\$0.00	\$0.00
International Education	0	0	0	1	\$0.00	\$34,990.00	-\$34,990.00
	1	1	0	2	\$0.00	\$60,062.00	-\$60,062.00
Graduate School							
Graduate School	1	1	1	1	\$37,000.00	\$20,000.00	\$17,000.00
	1	1	1	1	\$37,000.00	\$20,000.00	\$17,000.00
Honors College							
Honors College	2	0	2	0	\$21,500.00	\$0.00	\$21,500.00
	2	0	2	0	\$21,500.00	\$0.00	\$21,500.00
Innovation in Learning Center							
Innovation in Learning Center	2	0	1	0	\$184,224.00	\$0.00	\$184,224.00
	2	0	1	0	\$184,224.00	\$0.00	\$184,224.00
Mitchell Cancer Institute							
MCI Clinical Trials	1	0	0	0	\$0.00	\$0.00	\$0.00
MCI Research	0	0	1	1	\$60,014.00	\$60,014.00	\$0.00
Mitchell Cancer Institute	9	5	12	7	\$500,688.18	\$191,693.00	\$308,995.18
USA Health Clinical Trials	16	18	50	43	\$864,174.34	\$1,069,759.23	-\$205,584.89
	26	23	63	51	\$1,424,876.52	\$1,321,466.23	\$103,410.29
Mitchell College of Business							
Management	1	0	1	0	\$280,568.00	\$0.00	\$280,568.00
Marketing	1	1	0	3	\$0.00	\$834,071.00	-\$834,071.00
	2	1	1	3	\$280,568.00	\$834,071.00	-\$553,503.00
Office of Diversity and Inclusion							
Office of Diversity and Inclusion	1	0	1	0	\$14,630.00	\$0.00	\$14,630.00
	1	0	1	0	\$14,630.00	\$0.00	\$14,630.00
Office of Veteran Affairs							
Veteran Affairs	1	0	0	0	\$0.00	\$0.00	\$0.00
	1	0	0	0	\$0.00	\$0.00	\$0.00
Research							
Ctr Commercialization and Indu	0	1	0	0	\$0.00	\$0.00	\$0.00
Research	0	0	0	1	\$0.00	\$2,878,539.36	-\$2,878,539.36
Research Compliance	0	1	0	1	\$0.00	\$49,715.93	-\$49,715.93
Research Innovation	0	1	0	0	\$0.00	\$0.00	\$0.00
Research and Economic Dev	0	1	0	0	\$0.00	\$0.00	\$0.00
South Alabama Ionic Liquids (SAIL)	1	4	2	0	\$6,839,879.00	\$0.00	\$6,839,879.00
	1	8	2	2	\$6,839,879.00	\$2,928,255.29	\$3,911,623.71
School of Computing							
Computer Science	2	3	1	1	\$15,000.00	\$87,641.00	-\$72,641.00
Information Systems & Technology	0	1	0	0	\$0.00	\$0.00	\$0.00
School of Computing - Dean's Office	18	21	15	21	\$6,835,423.08	\$1,552,514.45	\$5,282,908.63
	20	25	16	22	\$6,850,423.08	\$1,640,155.45	\$5,210,267.63
Simulation Lab							
Simulation Lab	1	1	0	0	\$0.00	\$0.00	\$0.00
	1	1	0	0	\$0.00	\$0.00	\$0.00
USA Hospitals							
Childrens Womens Hospital	5	3	4	2	\$1,118,277.00	\$2,000,000.00	-\$881,723.00
University Hospital	3	6	7	9	\$3,038,166.37	\$7,132,418.37	-\$4,094,252.00
	8	9	11	11	\$4,156,443.37	\$9,132,418.37	-\$4,975,975.00
USA Police							
USA Police	1	0	1	0	\$0.00	\$0.00	\$0.00
	1	0	1	0	\$0.00	\$0.00	\$0.00
University Libraries							
Biomedical Library	1	1	1	0	\$15,940.00	\$0.00	\$15,940.00
University Libraries	1	0	0	0	\$0.00	\$0.00	\$0.00

College/Dept	Proposals		Awards		Award \$ Received		Change vs. FY23 YTD (\$)
	FY24 YTD	FY23 YTD	FY24 YTD	FY23 YTD	FY24 YTD	FY23 YTD	
	2	1	1	0	\$15,940.00	\$0.00	\$15,940.00
VP Fin and Adm							
Student Financial Success and Support	1	0	1	0	\$10,000.00	\$0.00	\$10,000.00
VP Fin and Adm	1	0	1	0	\$154,705.00	\$0.00	\$154,705.00
	2	0	2	0	\$164,705.00	\$0.00	\$164,705.00
Grand Total	511	504	358	338	\$97,635,238.32	\$143,875,286.81	-\$46,240,048.49

11) Courseleaf CIM, CAT, and Proposal Deadlines Reminder

CIM Course Change and Proposal Deadlines

New courses that will change your program requirements, or changes to courses that affect registration (e.g., course prerequisites) are due by **January 20th, 2025**

New courses that do not affect program requirements (e.g., electives) are due **March 10th, 2025**

New program proposals for fall, 2026 are due **April 14th, 2025**.

CAT Bulletin Deadlines

Bulletin changes to *major program requirements* need to be made by **January 10th, 2025**.

Changes to other Bulletin materials, not affecting program requirements, have to be completed by **May 9th, 2025**.

12) Advising Updates

Transfer Orientations: A reminder to please make sure transfer advisors make appointments and report on them in Navigate South.

Registration PIN reminder: Most students now have registration PINs (exceptions: seniors, most transfers). Faculty will find the PINs for their advisees on the Student Overview screen in Navigate (under "Alternative I.D."). Students will not be able to register until the advisor gives them the PIN. PINs will be good for one regular term (summer is included with fall).

Navigate South Referrals: Housing, UTeach, and Academic Coaching have been added as referrals. Academic Coaching can be a good option for students with non-specific issues (e.g., not health/mental-health specific issues but having trouble in college).

SouthALACADA: all advising faculty now added to email list of advisor training and workshops.

Scholarship Changes: Jaguar Dream and Jaguar Achievement Scholarships now have slightly more flexibility for renewal. All other renewable scholarships are still 3.0 and 30 earned hours/year.

13) Mid-Probationary and Tenure and Promotion Deadlines

Remaining Deadlines:

- | | |
|--------|---|
| Dec. 4 | Deadline for the completed Department Tenure Committee/Promotion Committee reviews. Deadline for Committee Chairs to add their recommendation narrative, and the completed and signed Tenure and Promotion Committee Forms, to the front of the "Reviews.pdf" document in each candidate's Google Drive folder. |
| Jan. 6 | Deadline for the Department Chair to meet with the candidate and inform the candidate of the recommendation for promotion, tenure, or both. The Chair shares with the |

candidate his or her written recommendation for or against tenure/promotion and gives the candidate a copy this report, as well as of the "Departmental Review Notification" form.

- * Candidates for tenure and/or promotion have one week from the time of the meeting with the Chair to include any additional materials supporting his/her candidacy by sending them as a PDF to the Dean.
- Jan. 13 Deadline to submit all review materials, including Department Chair's recommendation(s) and completed and signed Promotion and Tenure Recommendation and "Departmental Review Notification" form to the Dean's Office.
- Feb. 24 Deadline for a candidate for tenure and/or promotion to submit a written request to the Chair and Dean withdrawing their application for tenure and/or promotion.

Mid-Probationary Review Deadline

Reviews are due with your evaluation by **Monday, March 10, 2025**. You must have met with the candidate to discuss the results of the Departmental and Chair reports by this date.

Chairs set the candidate's and department mid-probationary review committee's deadlines.

14) 2023-4 Internal Grant Deadlines

Support and Development Awards (SDA)

- a. Call for Proposals Oct 4th, 2024
- b. Proposal Deadline Nov. 27th, 2024

Summer Professional Development Awards (SPDA)

- a. Call for Proposals: Oct 18th, reminder Nov. 25th, 2024.
- b. Proposals due Jan 13th, 2025.

Faculty Awards

- a. First call for Nominations will be December 2, 2024
- b. Nominations due by 5:00 p.m., Feb. 14th, 2025.
- c. Supporting Materials from applicants due March 14th, 2025.

15) Admitted Student Lists, Gray Associates Data

We will have a two-stage campaign this spring with admitted students. Contact Loomis if you would like a copy of the Gray Associates Alumni report for your major(s).

16) Online Degree Program General Education Scheduling

Reminder: Students in the new online degree programs will be tagged with a student attribute code (ONLN). Online sections can now be split as with Start South.

17) FTFR Retention Summary

Attached

18) ASMS Visit

Please send Loomis any research opportunities for sophomores and juniors from ASMS for spring and summer/fall by Dec. 3rd.

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
Total Cohort	76%	1,600	71%	1,544	69%	1,749	76%	1,596	76%	1,888
Gender										
Male	72%	597	68%	580	69%	656	71%	600	73%	687
Female	79%	1,003	73%	964	69%	1,093	80%	996	77%	1,201
Race/Ethnicity										
African-American	75%	279	64%	295	63%	435	72%	332	73%	404
Asian	85%	62	82%	65	84%	64	90%	71	88%	67
Hispanic	70%	69	70%	74	65%	88	75%	80	72%	111
Multiracial	71%	82	68%	74	55%	86	71%	87	74%	103
Native-American	100%	8	80%	10	67%	6	63%	8	30%	10
Non-Resident Alien	78%	18	62%	13	73%	15	59%	29	78%	18
Pacific Islander	0%	1	100%	2	N/A	0	0%	1	75%	4
Unknown	77%	61	73%	89	90%	10	63%	16	86%	21
White	77%	1,020	72%	922	72%	1,045	78%	972	77%	1,150
Under Represented Minority										
Non-URM/Unknown	77%	1,243	73%	1,163	71%	1,220	78%	1,175	77%	1,359
Under Represented Minority	75%	357	66%	381	63%	529	72%	421	72%	529
Age										
17 Years Old or Younger	79%	42	73%	64	78%	50	82%	49	78%	49
18 Years Old	77%	1,383	72%	1,329	70%	1,497	77%	1,359	76%	1,629
19 Years Old	71%	144	67%	121	62%	154	69%	150	78%	169
20 Years Old or Older	65%	31	53%	30	50%	48	58%	38	66%	41
Region										
Mobile/Baldwin County	76%	693	70%	644	66%	822	78%	736	74%	864
Rest of Alabama	78%	558	72%	470	70%	488	74%	425	78%	509
Mississippi Service Area	81%	121	73%	132	73%	146	79%	136	75%	137
Florida Service Area	68%	71	67%	95	68%	91	69%	84	68%	91
Rest of United States	76%	139	73%	190	75%	187	78%	186	78%	269
International (Non-Resident Alien)	78%	18	62%	13	73%	15	59%	29	78%	18

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
High School GPA										
3.0 or Lower	60%	146	49%	148	45%	153	50%	139	55%	152
3.01-3.5	67%	374	60%	358	55%	467	62%	339	64%	422
3.51 or Higher	82%	1,071	78%	1,029	78%	1,124	84%	1,117	82%	1,311
ACT Composite Score										
			<i>*Starting in 2020, ACT Super Score used instead of ACT Composite Score</i>							
19 or Lower	73%	258	59%	248	56%	399	65%	327	68%	382
20-21	70%	254	65%	226	63%	246	79%	243	74%	272
22-23	76%	259	72%	245	70%	233	77%	237	77%	261
24-25	79%	248	76%	244	77%	206	81%	183	82%	203
26-27	74%	178	73%	154	81%	145	85%	123	86%	175
28-29	88%	129	78%	117	83%	100	84%	113	85%	103
30 or Higher	86%	184	87%	205	85%	182	92%	155	92%	168
First Generation										
No	77%	1,085	72%	1,021	72%	1,198	79%	1,138	78%	1,316
Yes	73%	303	64%	331	56%	370	71%	326	70%	431
Unknown	78%	212	79%	192	70%	181	67%	132	73%	141
Application Date										
On or Before October 1	--	--	--	--	79%	442	84%	458	84%	590
After October 1 - December 1	--	--	--	--	71%	832	78%	732	74%	850
After December 1 - February 15	--	--	--	--	60%	223	66%	199	69%	214
After February 15 - May 1	--	--	--	--	57%	162	63%	120	70%	145
After May 1	--	--	--	--	48%	90	62%	87	61%	89
Acceptance Date										
On or Before February 15	--	--	--	--	72%	1,421	80%	1,276	78%	1,552
After February 15 - May 1	--	--	--	--	59%	194	68%	179	67%	204
After May 1	--	--	--	--	46%	134	53%	141	60%	132
Number of USA Days Attended										
Did Not Attend/Unknown	75%	1,204	69%	1,237	69%	1,747	75%	1,283	75%	1,569
Attended 1 or More USA Days	80%	396	79%	307	50%	2	81%	313	80%	319

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
Number of Campus Recruitment Visits Attended										
Did Not Attend/Unknown	--	--	--	--	64%	921	71%	618	69%	627
Attended 1 Campus Visit Event	--	--	--	--	74%	762	79%	742	78%	952
Attended Multiple Campus Visit Events	--	--	--	--	77%	66	81%	236	83%	309
Number of Individual/Family Tours Attended										
Did Not Attend/Unknown	--	--	--	--	65%	979	73%	929	72%	1,096
Attended 1 Individual/Family Tour	--	--	--	--	74%	745	80%	641	81%	756
Attended Multiple Individual/Family Tours	--	--	--	--	68%	25	85%	26	83%	36
Group/High School Tour Attendance										
Did Not Attend/Unknown	--	--	--	--	69%	1,745	76%	1,548	76%	1,792
Attended Group/High School Tour	--	--	--	--	50%	4	75%	48	76%	96
JagDay High School Tour Attendance										
Did Not Attend/Unknown	--	--	--	--	--	--	--	--	76%	1,617
Attended JagDay High School Tour	--	--	--	--	--	--	--	--	76%	271
College Preview Day Attendance										
Did Not Attend/Unknown	--	--	--	--	68%	1,663	76%	1,559	75%	1,826
Attended College Preview Event	--	--	--	--	78%	86	68%	37	87%	62
Test Optional Admit										
No	--	--	--	--	74%	1,347	80%	1,240	79%	1,421
Yes	--	--	--	--	52%	402	65%	356	66%	467
Pell Grant										
Did Not Receive Pell Grant	79%	995	74%	970	75%	985	80%	920	80%	1,052
Received Pell Grant	72%	605	65%	574	61%	764	72%	676	71%	836
Subsidized Stafford Loan										
Did Not Receive Subsidized Stafford Loan	80%	935	74%	976	75%	1,001	80%	1,003	79%	1,141
Received Subsidized Stafford Loan	72%	665	65%	568	60%	748	69%	593	71%	747
Veteran Aid										
Did Not Receive Veteran Aid	--	--	--	--	68%	1,637	77%	1,502	75%	1,742
Received Veteran Aid	--	--	--	--	75%	112	70%	94	80%	146

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
Orientation Session										
	<i>*2021 Virtual Only</i>									
Did Not Attend/Unknown	69%	13	29%	21	47%	78	50%	42	54%	39
August	62%	39	52%	33	48%	46	66%	77	54%	39
Transfer/Adult/Other	76%	41	60%	10	69%	13	50%	8	50%	6
May Orientation	--	--	--	--	--	--	--	--	--	--
May/Summer Term Orientation	91%	33	78%	23	67%	33	76%	37	67%	73
Freshman Session 1	83%	166	87%	167	77%	291	80%	179	86%	201
Freshman Session 2	85%	160	82%	182	78%	273	80%	189	78%	208
Freshman Session 3	81%	175	78%	180	75%	258	--	--	82%	92
Freshman Session 4	80%	189	76%	174	69%	251	79%	188	80%	99
Freshman Session 5	75%	185	80%	157	65%	221	80%	180	80%	207
Freshman Session 6	77%	168	66%	151	62%	186	73%	169	82%	207
Freshman Session 7	68%	154	62%	154	49%	99	77%	133	77%	184
Freshman Session 8	72%	106	56%	114	--	--	74%	125	69%	189
Freshman Session 9	67%	91	61%	79	--	--	81%	150	59%	100
Freshman Session 10	66%	80	48%	99	--	--	--	--	--	--
Freshman Session 10/August	--	--	--	--	--	--	--	--	--	--
Freshman Session 11	--	--	--	--	--	--	--	--	--	--
Freshman Session 12	--	--	--	--	--	--	--	--	--	--
International Orientation	--	--	--	--	--	--	--	--	--	--
Pre Convocation Virtual Orientation	--	--	--	--	--	--	74%	106	76%	236
Post Convocation Virtual Orientation	--	--	--	--	--	--	54%	13	25%	8
Decision Day Attendance										
Did Not Attend/Unknown	--	--	--	--	69%	1,734	76%	1,483	76%	1,869
Attended Decision Day	--	--	--	--	60%	15	79%	113	79%	19
Freshman Scholarship First Year										
Did Not Receive Freshman Scholarship	72%	666	59%	528	61%	847	69%	792	71%	1,133
Received Freshman Scholarship	80%	934	77%	1,016	76%	902	83%	804	83%	755

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
Freshman Scholarship Residency First Year										
Did Not Receive Freshman Scholarship	72%	666	59%	528	61%	847	69%	792	71%	1,133
Other Residency for Scholarship	80%	730	76%	739	75%	669	85%	566	83%	558
In-State Service Area	82%	130	79%	149	77%	135	81%	134	80%	94
In-State Talent and Ability	74%	74	80%	128	81%	98	78%	104	83%	103
Renewed Freshman Scholarship Second Year										
Did Not Receive Freshman Scholarship	72%	666	59%	528	61%	847	69%	792	71%	1,133
Scholarship Not Renewed	53%	408	38%	374	36%	332	41%	230	39%	216
Renewed Freshman Scholarship	100%	526	100%	642	100%	570	100%	574	100%	539
JagAchieve Scholarship First Year										
Did Not Receive JagAchieve Scholarship	--	--	--	--	--	--	76%	1,153	77%	1,034
Received JagAchieve Scholarship	--	--	--	--	--	--	76%	443	74%	854
JagDream Scholarship First Year										
Did Not Receive JagDream Scholarship	--	--	--	--	--	--	77%	881	78%	1,198
Received JagDream Scholarship Only	--	--	--	--	--	--	65%	126	58%	90
Received JagDream and FAS or JagAchieve	--	--	--	--	--	--	77%	589	74%	600
Housing										
Off-Campus	75%	610	66%	662	64%	624	76%	511	72%	614
On-Campus	77%	990	75%	882	71%	1,125	76%	1,085	77%	1,274
Freshman Housing Residency Policy										
Lived On Campus	--	--	--	--	71%	1,125	76%	1,085	77%	1,274
Residing with Parent/Grandparent/Guardian	--	--	--	--	77%	284	81%	191	81%	221
Other Documented Justification	--	--	--	--	70%	27	86%	7	45%	29
Did Not Document Justification	--	--	--	--	52%	313	72%	313	70%	364
Learning Community										
Did Not Participate in Learning Community	79%	320	65%	343	60%	407	71%	313	74%	482
Participated in Learning Community	76%	1,280	73%	1,201	71%	1,342	78%	1,283	76%	1,406
Honors Student										
Not an Honors Student	--	--	--	--	68%	1,654	75%	1,515	75%	1,794
Honors Student	--	--	--	--	91%	95	95%	81	97%	94

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
First Year Experience (FYE) Course Taken										
AHP 101	--	--	--	--	74%	126	88%	153	83%	160
BUS 150	--	--	--	--	65%	155	65%	159	71%	183
CAS 100	--	--	--	--	68%	639	70%	526	72%	585
CIS 101	--	--	--	--	74%	86	86%	95	82%	93
EDU 100	--	--	--	--	71%	34	86%	28	82%	39
EG 101	--	--	--	--	83%	115	80%	106	81%	98
KIN 100	--	--	--	--	67%	119	76%	104	81%	113
NU 101	--	--	--	--	71%	279	84%	263	77%	291
Did Not Take FYE Course	--	--	--	--	59%	196	73%	162	75%	326
Greek Life										
Did Not Participate in Greek Life	75%	1,393	68%	1,370	67%	1,597	75%	1,412	74%	1,646
Participated in Greek Life	89%	207	91%	174	86%	152	89%	184	88%	242
Student Organizations (non-Greek RSOs)										
Did Not Participate in a RSO	--	--	--	--	65%	1,453	72%	1,204	72%	1,342
Participated in a RSO	--	--	--	--	87%	296	90%	392	86%	546
RSO Leadership (non-Greek RSOs)										
Not Involved as a RSO Leader	--	--	--	--	69%	1,732	76%	1,584	76%	1,873
Held RSO Leadership Position	--	--	--	--	94%	17	100%	12	93%	15
Total RSO Involvement (includes Greek Life)										
Did Not Participate in a RSO	--	--	--	--	64%	1,335	71%	1,106	71%	1,274
Participated in 1 RSO/GO	--	--	--	--	84%	286	88%	274	81%	269
Participated in 2 RSO/GOs	--	--	--	--	89%	83	89%	113	88%	163
Participated in 3 or More RSO/GOs	--	--	--	--	91%	45	91%	103	88%	182
Work Study First Fall Semester										
No	--	--	--	--	--	--	76%	1,575	76%	1,874
Yes	--	--	--	--	--	--	81%	21	86%	14

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
Multicultural Leadership Center Participation										
No MLCs	--	--	--	--	--	--	76%	1,526	75%	1,774
1 MLC Organization	--	--	--	--	--	--	84%	51	90%	89
2 or More MLC Organizations	--	--	--	--	--	--	89%	19	100%	25
South Serves Participation										
Did Not Participate in South Serves	--	--	--	--	--	--	73%	1,327	72%	1,386
Attended 1 Service Experience	--	--	--	--	--	--	89%	134	82%	239
Attended 2 or 3 Service Experiences	--	--	--	--	--	--	90%	67	90%	144
Attended 4 or 5 Service Experiences	--	--	--	--	--	--	94%	32	86%	70
Attended 6 or More Service Experiences	--	--	--	--	--	--	100%	36	94%	49
Learning Commons Session Attendance										
Did Not Visit Learning Commons	--	--	--	--	--	--	74%	784	73%	1,266
Attended 1 Learning Commons Session	--	--	--	--	--	--	75%	224	82%	244
Attended 2 Learning Commons Sessions	--	--	--	--	--	--	75%	109	69%	106
Attended 3 or 4 Learning Commons Sessions	--	--	--	--	--	--	81%	132	82%	96
Attended 5 to 8 Learning Commons Sessions	--	--	--	--	--	--	78%	153	86%	93
Attended 9 to 12 Learning Commons Sessions	--	--	--	--	--	--	76%	90	85%	41
Attended 13 to 16 Learning Commons Sessions	--	--	--	--	--	--	93%	43	93%	14
Attended 17 or More Learning Commons Sessions	--	--	--	--	--	--	87%	61	86%	28
LC Group Work/Work Study Group Sessions										
Did Not Attend LC Group Work/Study Group Session	--	--	--	--	--	--	--	--	73%	1,384
1 Group Work/Study Group Session	--	--	--	--	--	--	--	--	79%	220
2 Group Work/Study Group Sessions	--	--	--	--	--	--	--	--	79%	86
3 or 4 Group Work/Study Group Sessions	--	--	--	--	--	--	--	--	88%	82
5 to 8 Group Work/Study Group Sessions	--	--	--	--	--	--	--	--	86%	72
9 or More Group Work/Study Group Sessions	--	--	--	--	--	--	--	--	89%	44

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
LC Study Time Session Attendance										
Did Not Attend LC Study Time Session	--	--	--	--	--	--	--	--	75%	1,520
1 Study Time Session	--	--	--	--	--	--	--	--	81%	197
2 Study Time Sessions	--	--	--	--	--	--	--	--	77%	73
3 or 4 Study Time Sessions	--	--	--	--	--	--	--	--	79%	61
5 or More Group Work/Study Group Sessions	--	--	--	--	--	--	--	--	86%	37
Recreation Center Usage First Fall										
Did Not Visit Recreation Center	--	--	--	--	49%	451	68%	372	66%	337
Occasionally (1-16 Visits)	--	--	--	--	75%	987	79%	869	78%	1,130
About 1-2 Times Per Week (17-32 Visits)	--	--	--	--	79%	159	78%	181	74%	225
About 2-3 Times Per Week (33-48 Visits)	--	--	--	--	77%	73	76%	82	85%	104
About 3-4 Times Per Week (49-64 Visits)	--	--	--	--	73%	44	86%	43	82%	56
About 4-5 Times Per Week (65-80 Visits)	--	--	--	--	90%	20	83%	29	89%	18
More Than 5 Times Per Week (81 or More Visits)	--	--	--	--	80%	15	70%	20	72%	18
Initial College										
Allied Health	79%	235	76%	221	74%	225	85%	236	81%	276
Arts & Sciences	71%	484	68%	476	67%	538	72%	453	74%	572
Business	76%	163	63%	134	65%	197	65%	169	68%	202
Computing	81%	101	82%	56	72%	92	88%	104	81%	98
Education	78%	170	70%	170	67%	186	76%	156	76%	207
Engineering	79%	168	71%	187	72%	201	71%	189	76%	202
Nursing	80%	279	73%	300	69%	310	82%	289	77%	331
Advising Appointments First Fall										
No AATS Appointments	--	--	--	--	36%	128	52%	54	73%	468
1 Appointment	--	--	--	--	75%	808	80%	829	79%	870
2 Appointments	--	--	--	--	72%	467	76%	466	73%	372
3 Appointments	--	--	--	--	69%	205	74%	167	74%	136
4 Appointments	--	--	--	--	54%	98	62%	45	79%	33
5 or More Appointments	--	--	--	--	44%	43	54%	35	78%	9

2019 through 2023 Freshman Cohort One-Year Retention Rate Comparisons

Comparison Group	2019 Cohort One-Year Retention	2019 Cohort Count	2020 Cohort One-Year Retention	2020 Cohort Count	2021 Cohort One-Year Retention	2021 Cohort Count	2022 Cohort One-Year Retention	2022 Cohort Count	2023 Cohort One-Year Retention	2023 Cohort Count
First Advising Appointment First Fall										
No AATS Appointments	--	--	--	--	36%	128	52%	54	73%	468
First Advised in August	--	--	--	--	59%	110	68%	202	69%	213
First Advised in September	--	--	--	--	77%	648	83%	477	82%	477
First Advised in October	--	--	--	--	71%	684	79%	745	79%	576
First Advised in November	--	--	--	--	59%	158	61%	106	65%	139
First Advised in December	--	--	--	--	57%	21	33%	12	47%	15
# At-Risk Midterm Grades Fall Semester										
No At Risk MT Grades	87%	873	85%	845	85%	868	90%	916	87%	1,150
1 At Risk MT Grades	80%	380	71%	284	71%	343	72%	332	75%	350
2 At Risk MT Grades	57%	149	60%	170	61%	207	64%	151	55%	152
3 At Risk MT Grades	48%	112	39%	118	45%	130	38%	80	47%	105
4 or More At Risk MT Grades	23%	86	22%	127	18%	201	24%	117	23%	131
Probation After Fall Semester										
Not On Probation	85%	1,341	76%	1,351	74%	1,498	85%	1,357	85%	1,601
On Probation	30%	259	37%	193	37%	251	27%	239	24%	287
USA GPA at End of Summer										
2.0 or Lower	18%	234	20%	307	22%	406	23%	261	25%	334
2.01-2.5	71%	134	71%	163	74%	178	72%	148	72%	144
2.51-3.0	82%	244	79%	216	79%	257	81%	242	81%	283
3.01-3.5	89%	369	88%	299	86%	331	90%	393	89%	447
3.51-4.0	92%	598	91%	533	92%	537	94%	530	93%	664
USA Hours Earned at End of Summer										
0-6 Hours	4%	99	5%	126	1%	163	6%	109	3%	132
6.5-12 Hours	10%	92	9%	88	16%	114	13%	82	11%	88
12.5-18 Hours	37%	115	23%	111	26%	141	30%	106	29%	119
18.5-24 Hours	80%	121	61%	101	63%	147	69%	112	65%	116
24.5-30 Hours	87%	423	84%	401	86%	434	88%	440	86%	492
30.5 or More Hours	96%	729	95%	691	96%	710	97%	725	96%	925