Call to Order and Introductory Remarks

Ms. Betty Stocker
Announcement: SACSCOC Update

Dr. Wade Shaffer
Presentation of
UPD Accreditation Award

Mr. Randy Rikel Introduces
Mr. Max Westbrook
Announcement:
Emerging Leaders Academy

Dr. Wade Shaffer Introduces
Dr. Neil Meredith & Steven McLean

West Texas A&M University
Mission

- Small group of faculty and staff members tasked with studying WTAMU’s employee turnover
  - Identify areas of opportunity that may exist to impact employee retention in a positive manner
Announcement: Emerging Leaders Academy

Topics of Interest

Salary | Parking | Casual Fridays | Discrimination | Workload | Reasons to Stay

Reasons to Leave | Supervisors | Faculty Research & Development | Tuition Remittances | Faculty/Staff Dining Space
Announcement:
Emerging Leaders Academy

Reasons that Staff Stay

1. My job is meaningful, enjoyable, and satisfying
2. My insurance benefits
3. I am able to maintain an adequate work-life balance
4. My relationship with co-workers
5. I am proud to work for the university and have a sense of belonging
Reasons that Staff Leave

1. My salary
2. Lack of opportunities for advancement and career growth
3. Family reasons
4. My job stress level
5. There is inadequate recognition for my work
Discrimination

- 15% of faculty and 11% of staff reported experiencing discrimination
- Recommendation
  - Develop antidiscrimination statement for present employees
  - Encourage reporting of Title IX and other discrimination violations
    - Develop and distribute standard operating procedure for reporting
    - Appointment of ombudsman role
I figured out how to get a parking space. I bought a parked car!
Announcement: Emerging Leaders Academy

Parking

- Staff concern - unequal employee treatment for parking
  - Recommendation: Restructure parking to give equal parking spot preference to faculty and staff
Staff Workload

- Desire expressed for “more employees” and “equality in how the workload is allocated.”
- Possible solutions: increased staffing, time-saving technologies and strategies, realignment of individual job duties
Supervisors

“Supervisors need more training in effective management.”

Recommendation: Initial and ongoing training for supervisors. Topics would include:

- Equitable treatment and professional development of employees
- Diversity and discrimination issues
Announcement: Emerging Leaders Academy

Staff Salaries

- Recommendation
  - Pursue 2.5 percent annual allocations for “market adjustments” to be competitive for similar positions; special attention provided to lowest paid employees
Announcement:  
Emerging Leaders Academy  

So, how do you like our new employee retention policy?
Announcement:
Emerging Leaders Academy

Report Website
www.wtamu.edu/EmployeeRetention

Emerging Leaders Academy Members

Dr. Neil Meredith  Dr. Amy Von Lintel
Steven McLean  Giselle Alvarado
Dr. Ty Lawrence  Dr. Michelle Bartlett
Mark Hiner  Chance Haugen
Dr. Nathan Howell  Dr. Lisa Garza
Announcement:
Campus Concealed Carry Update

Mr. Mike Knox
President’s Comments

Dr. J. Patrick O’Brien
Accomplishments
Headcount Enrollment

- **Fall 2006**: 7,412 students (5,577 Total, 2,835 Undergraduate)
- **Fall 2007**: 7,502 students (5,639 Total, 2,863 Undergraduate)
- **Fall 2008**: 7,535 students (5,707 Total, 2,828 Undergraduate)
- **Fall 2009**: 7,769 students (5,947 Total, 2,822 Undergraduate)
- **Fall 2010**: 7,839 students (6,140 Total, 2,699 Undergraduate)
- **Fall 2011**: 7,868 students (6,242 Total, 2,626 Undergraduate)
- **Fall 2012**: 7,909 students (6,323 Total, 2,586 Undergraduate)
- **Fall 2013**: 8,381 students (6,706 Total, 2,675 Undergraduate)
- **Fall 2014**: 8,970 students (7,064 Total, 2,906 Undergraduate)
- **Fall 2015**: 9,482 students (7,305 Total, 2,177 Undergraduate)

Total enrollment increased by 28% since Fall 2006.

- 2006: 7,412 students
- 2015: 9,482 students

Total students range from 7,412 to 9,482, with a 28% increase since 2006.
Degrees Awarded

Total Degrees Awarded
Total Bachelors Degrees Awarded
Total Masters and Doctoral Degrees Awarded

Fall 06  |  Fall 07  |  Fall 08  |  Fall 09  |  Fall 10  |  Fall 11  |  Fall 12  |  Fall 13  |  Fall 14  |  Fall 15
---      |         |         |         |         |         |         |         |         |         
1,060    | 1,112   | 1,213   | 1,214   | 1,220   | 1,294   | 1,253   | 1,375   | 1,453   | 1,453   
1,407    | 1,463   | 1,631   | 1,554   | 1,598   | 1,615   | 1,601   | 1,760   | 1,847   | 1,928   
347      | 351     | 418     | 340     | 378     | 321     | 348     | 385     | 394     | 475     

Total Degrees Awarded
Four-Year Graduation Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Same Institution</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2008</td>
<td>19.3%</td>
<td>20.9%</td>
</tr>
<tr>
<td>FY 2009</td>
<td>22.0%</td>
<td>23.2%</td>
</tr>
<tr>
<td>FY 2010</td>
<td>23.5%</td>
<td>25.3%</td>
</tr>
<tr>
<td>FY 2011</td>
<td>24.6%</td>
<td>26.0%</td>
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<tr>
<td>FY 2012</td>
<td>22.5%</td>
<td>24.9%</td>
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<tr>
<td>FY 2013</td>
<td>21.8%</td>
<td>23.8%</td>
</tr>
<tr>
<td>FY 2014</td>
<td>27.4%</td>
<td>29.9%</td>
</tr>
<tr>
<td>FY 2015</td>
<td>24.7%</td>
<td>26.0%</td>
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Six-Year Graduation Rates

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<thead>
<tr>
<th>Year</th>
<th>Same Institution</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>FY 2008</td>
<td>40.1%</td>
<td>47.6%</td>
</tr>
<tr>
<td>FY 2009</td>
<td>37.8%</td>
<td>46.4%</td>
</tr>
<tr>
<td>FY 2010</td>
<td>39.7%</td>
<td>45.6%</td>
</tr>
<tr>
<td>FY 2011</td>
<td>41.5%</td>
<td>47.4%</td>
</tr>
<tr>
<td>FY 2012</td>
<td>42.9%</td>
<td>48.2%</td>
</tr>
<tr>
<td>FY 2013</td>
<td>40.3%</td>
<td>46.3%</td>
</tr>
<tr>
<td>FY 2014</td>
<td>40.5%</td>
<td>48.0%</td>
</tr>
<tr>
<td>FY 2015</td>
<td>39.6%</td>
<td>45.4%</td>
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First-Year Persistence Rates

<table>
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<tr>
<th>Year</th>
<th>Same institution</th>
<th>Total</th>
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<tbody>
<tr>
<td>Fall 2007</td>
<td>64.0%</td>
<td>81.4%</td>
</tr>
<tr>
<td>Fall 2008</td>
<td>63.7%</td>
<td>80.3%</td>
</tr>
<tr>
<td>Fall 2009</td>
<td>61.4%</td>
<td>80.4%</td>
</tr>
<tr>
<td>Fall 2010</td>
<td>64.1%</td>
<td>80.4%</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>61.3%</td>
<td>75.7%</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>65.1%</td>
<td>78.1%</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>66.0%</td>
<td>78.8%</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>63.1%</td>
<td>75.4%</td>
</tr>
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</table>
Achievements
Sample of Achievements

- WTAMU is ranked 11th in the nation in the most recent *U.S. News & World Report* for its Online undergraduate degree programs.

- The on-line MBA program at WTAMU is ranked 36th best in the nation – 2nd highest ranked program in the State of Texas.

- For on-line graduate business programs (other than MBA programs) WTAMU’s MS in Finance & Economics is ranked 12th best in the nation – again, 2nd highest ranked program in the State of Texas.

- On-line graduate business programs are ranked best for veterans at #10, highest ranked program in the State of Texas.

- The Master of Science in Finance & Economics was ranked #5 in The Financial Engineer’s 2015 Financial Economics Rankings of economics and finance graduate programs.
Sample of Achievements

- The online undergraduate Criminal Justice program was rank # 11 among “2016 Best Online Bachelor’s Programs” by U.S. News and World Report and ranked # 2 in the nation by CollegeChoice.net.

- Nursing
  - SuperScholar Best Online (Undergraduate) Nursing Program 2015 – Rank # 38.
  - 2015 Best College Reviews Online RN to BSN Programs - Rank # 6.
  - 2015 Great Value Colleges Top Online RN to BSN Programs – Rank #20
  - TopRNtoBNS.com 2016 – Rank #37.
Sample of Achievements

- WTAMU achieved recognition as a Hispanic Serving Institution (HSI).
- WTAMU has achieved status as an All Steinway School.
- WTAMU was designated as a Military Order of the Purple Heart University.
- The TAMUS BOR approved at its April 2016 meeting the establishment of the Center for the Study of the American West.
Sample of Achievements

- The Electronic Media Program brought in more awards this year than in any other year in the history of the program. The program garnered a grand total of 52 awards including the National Broadcasting Society’s (NBS) Chapter of the Year.
Sample of Achievements

- Student Scholarships
  - Sally Bell was awarded a Fulbright Student grant to teach English in Columbia in 2016-2017.
  - Randall Viera won a Boren Award to study Arabic in Jordan, Spring and Summer 2016.
  - Trang Nguyen was awarded a Gilman International Scholarship to Japan, Spring 2016.
Sample of Achievements

- The Buff’s Cross Country team earned its third-consecutive Lone Star Conference title. They finished the season ranked 18th in the nation.
- The Lady Buff’s Basketball team won the 2015 LSC Championship, and made it to the South Central Regional Tournament.
- The Lady Buff’s Track & Field (Indoor) earned its third-consecutive Lone Star Conference title. They finished the season ranked 19th in the nation.
- The Lady Buff’s Golf team finished in 3rd place at Super Region 4, and thereby qualified for the national championship tournament.
Sample of Achievements

- Lady Buff’s Softball won the 2016 LSC Regular Season Championship (third straight LSC Championship) and the 2016 LSC Tournament Championship. WT will be hosting the 2016 South Central Regional Championship this week.

- The West Texas A&M equestrian team has qualified for the IHSA National Championship after earning Reserve Team Champion at the National Western Semi-Finals Championships in March.
Sample of Achievements

- As of the conclusion of the 2014-15 season, the WTAMU Athletic program was ranked 9th among the 216 ranked NCAA Division II member institutions in the Learfield Sports Director’s Cup.

- For the 2014-15 Academic Year, WTAMU student-athletes set a new high for overall GPA at 2.98 (previous high set the previous year was a 2.96).
Budget FY17
West Texas A&M University

FY 2017 Revenue Budget

- **Tuition and Fees (Gross)**: 38%
- **State Appropriations**: 28%
- **Contracts and Grants**: 14%
- **Contributions**: 3%
- **Investment Income**: 0%
- **Sales and Services (Gross)**: 17%

Total Revenue Budget: $175,851,000
West Texas A&M University

FY 2017 Expenditure Budget

Personnel Costs 45%
Utilities 3%
Scholarships 19%
Equipment (Capitalized) 5%
Debt Service and Renovations 10%
Operations and Maintenance 18%

Total Expenditure Budget $158,432,000
West Texas A&M University

State Appropriations - GR (Less TRB's)
(in thousands)

<table>
<thead>
<tr>
<th>Year</th>
<th>Appropriations (in thousands)</th>
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<tbody>
<tr>
<td>FY 2008</td>
<td>$26,070</td>
</tr>
<tr>
<td>FY 2009</td>
<td>$26,045</td>
</tr>
<tr>
<td>FY 2010</td>
<td>$26,840</td>
</tr>
<tr>
<td>FY 2011</td>
<td>$26,867</td>
</tr>
<tr>
<td>FY 2012</td>
<td>$23,096</td>
</tr>
<tr>
<td>FY 2013</td>
<td>$22,880</td>
</tr>
<tr>
<td>FY 2014</td>
<td>$23,238</td>
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<tr>
<td>FY 2015</td>
<td>$23,153</td>
</tr>
<tr>
<td>FY 2016</td>
<td>$27,825</td>
</tr>
<tr>
<td>FY 2017</td>
<td>$27,723</td>
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## West Texas A&M University
### Budgeted Expenditure Increases

<table>
<thead>
<tr>
<th>Category</th>
<th>FY17</th>
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<tbody>
<tr>
<td>Faculty Positions</td>
<td>$469,000</td>
</tr>
<tr>
<td>Staff Positions</td>
<td>$446,561</td>
</tr>
<tr>
<td>Funding for Summer Session</td>
<td>$125,000</td>
</tr>
<tr>
<td>Salary and Benefit Increases</td>
<td>$1,505,000</td>
</tr>
<tr>
<td>System Assessments, SSC and Utilities Increases</td>
<td>$392,500</td>
</tr>
<tr>
<td>Athletic Scholarships</td>
<td>$200,000</td>
</tr>
<tr>
<td>Electrical Engineering Equipment</td>
<td>$100,000</td>
</tr>
<tr>
<td>QEP (GA, Faculty Grants, Faculty Development and Travel)</td>
<td>$44,900</td>
</tr>
<tr>
<td>Recruiting and Marketing</td>
<td>$120,000</td>
</tr>
<tr>
<td>Civitas Learning Network &amp; Assessment Management System (HEAF)</td>
<td>$176,000</td>
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<tr>
<td>Graduate Program Incentives for Faculty Grants</td>
<td>$40,000</td>
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<tr>
<td>General M&amp;O Increases</td>
<td>$65,000</td>
</tr>
<tr>
<td>Recycling &amp; Shredding Services</td>
<td>$93,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$3,776,961</strong></td>
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</table>
West Texas A&M University
New Faculty Positions

<table>
<thead>
<tr>
<th>FY17</th>
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<tbody>
<tr>
<td>Assistant Professor of Agricultural Communication/Media</td>
</tr>
<tr>
<td>Assistant Professor of Computer Science</td>
</tr>
<tr>
<td>Assistant Professor of Accounting</td>
</tr>
<tr>
<td>Assistant Professor of Sax, Jazz, Music Theory</td>
</tr>
<tr>
<td>Nursing Instructor</td>
</tr>
<tr>
<td>Criminal Justice Instructor</td>
</tr>
<tr>
<td>Finance Instructor</td>
</tr>
<tr>
<td>Plus upgrade pay of current School Psychology Position</td>
</tr>
</tbody>
</table>
# West Texas A&M University

## New Staff Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Department</th>
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</thead>
<tbody>
<tr>
<td>Librarian - Library</td>
<td>Library</td>
</tr>
<tr>
<td>Early Alert Coordinator - Advising</td>
<td>Advising</td>
</tr>
<tr>
<td>Secretary – Dean’s Office - ANR</td>
<td>Dean’s Office - ANR</td>
</tr>
<tr>
<td>Secretary - QEP Support – Provost Office</td>
<td>Provost Office</td>
</tr>
<tr>
<td>UPD Positions – Amarillo Center</td>
<td></td>
</tr>
<tr>
<td>Accountant – Post Award - Business Office</td>
<td>Business Office</td>
</tr>
<tr>
<td>Accountant II – Business Office</td>
<td></td>
</tr>
<tr>
<td>Merchandise Buyer - Bookstore</td>
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<tr>
<td>Campus Visit Coordinator - Admissions</td>
<td>Admissions</td>
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<tr>
<td>Admissions Records Assistant - Admissions</td>
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<tr>
<td>ITS Online Media Production Coordinator - IT</td>
<td>IT</td>
</tr>
</tbody>
</table>
Awards to Retirees

Dr. J. Patrick O’Brien
Presentation of Service Awards

Dr. J. Patrick O’Brien
Presentation of Service Awards

Mr. Randy Rikel
Patrick Bolwahnn

Gold Card Office
Aaron Parker

Central Supply
Presentation of Service Awards

Dr. Wade Shaffer
Gonda Stayton

Cornette Library
Catherine Corr

Cornette Library
Presentation of Service Awards

Mr. Mike Knox
Dr. James Gibbs

Medical Services
Presentation of Service Awards

Dr. Angela Spaulding
Presentation of Service Awards

Mr. James Webb
Presentation of Service Awards

Mr. Dan Garcia
Ginger Chrowstowski

Registrar

West Texas A&M University
Presentation of Service Awards

Mr. Tim Bynum
Presentation of Service Awards

Mr. Michael McBroom
Presentation of Service Awards

Mr. Buster Ratliff
Mary Moore

Panhandle-Plains Historical Museum
Presentation of Degrees/Certification Certificates

Dr. Wade Shaffer
Staff Council Activities of 2015-2016

Ms. Betty Stocker
Recognition of
2015-2016 Staff Council Representatives

Ms. Betty Stocker
Introduction of
2016-2017 Staff Council Representatives

Ms. Betty Stocker
Business Meeting

Ms. Betty Stocker
Door Prize Drawings Announced

Ms. Betty Stocker