

Provost Report, October Faculty Senate Meeting

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Provost and Executive Vice Chancellor
October 9, 2023

Topics

- Follow-up from Faculty Senate Agenda Committee meeting
- Functional study of Academic Affairs
- Strategic Plan for Academic Programming
- Strategic Plan for Research, Scholarship and Creative Activities



Academic Affairs

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Resources and Forms



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Here you will find Standard Operating Procedures and the Faculty Handbook for faculty governance and ethics. Access Travel Resources and Additional Guidance for hassle-free travel. Navigate Promotion, Tenure, and Reappointment processes. Discover Resources, Policies, and essential Forms and Procedures that help shape academic excellence.

Academic Affairs Standard Operating Procedures (AASOPs)

Discover Appalachian State University's Academic Affairs Standard Operating Procedures (AASOPs), a dynamic resource for faculty governance and academic excellence. Access detailed protocols, committee processes, and essential documents for effective faculty processes. Established consultation with the Faculty Senate, Human Resources, the Office of General Counsel and the Council of Chairs, the AASOPs Review Committee (ARC) continually enhances these procedures to ensure academic quality.

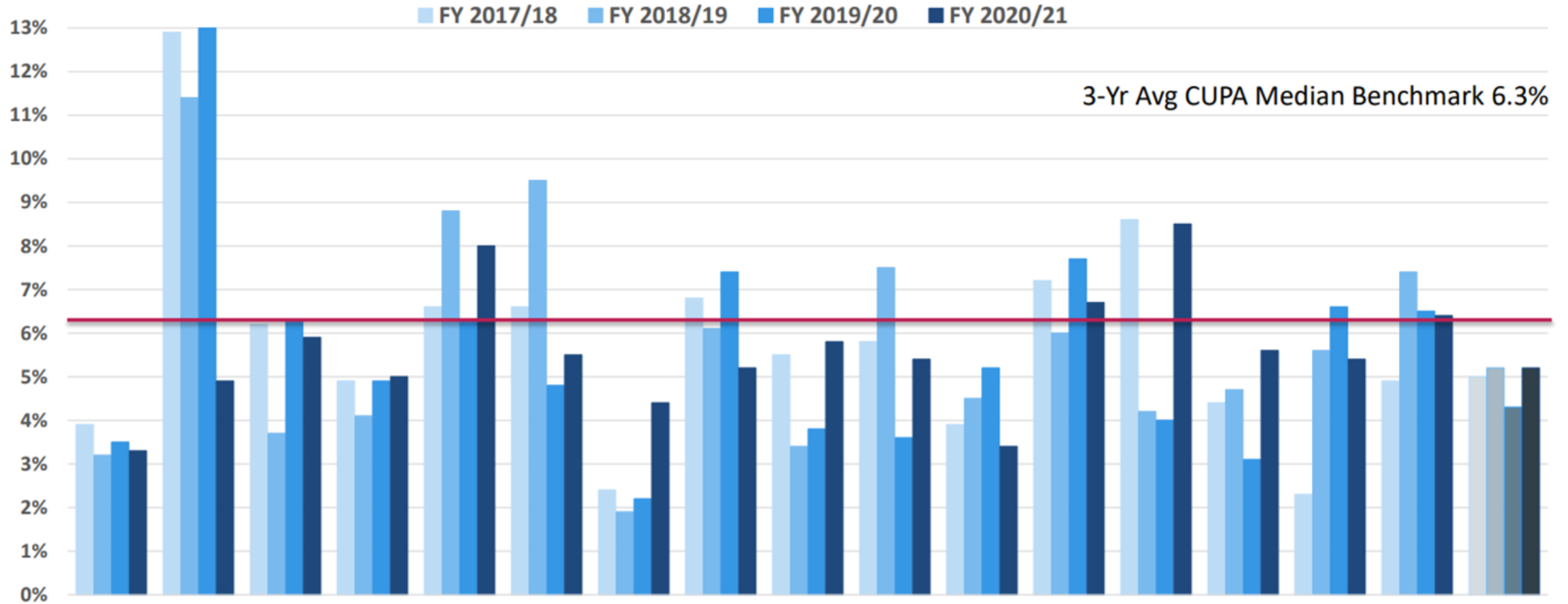
[View Academic Affairs Standard Operating Procedures \(AASOPs\)](#)

Faculty Handbook

Explore the comprehensive Appalachian State University Faculty Handbook, an invaluable resource detailing academic rights, ethical standards, and professional responsibilities for faculty members. This handbook offers clear insights into academic freedom, ethical conduct, workload expectations, and more. Discover the essential guidelines that shape the academic journey at Appalachian State University.

[View the Faculty Handbook](#)

Turnover % By Institution – All **FACULTY** (excluding involuntary turnover) Over Four Fiscal Years



	ASU	ECSU	ECU	FSU	NCAT	NCCU	NCSU	UNCA	UNCC	UNC-CH	UNCG	UNCP	UNCSA	UNCW	WCU	WSSU	SYS AVG
FY 2017/18	3.90%	12.90%	6.20%	4.90%	6.60%	6.60%	2.40%	6.80%	5.50%	5.80%	3.90%	7.20%	8.60%	4.40%	2.30%	4.90%	5.00%
FY 2018/19	3.20%	11.40%	3.70%	4.10%	8.80%	9.50%	1.90%	6.10%	3.40%	7.50%	4.50%	6.00%	4.20%	4.70%	5.60%	7.40%	5.20%
FY 2019/20	3.50%	13.00%	6.30%	4.90%	6.30%	4.80%	2.20%	7.40%	3.80%	3.60%	5.20%	7.70%	4.00%	3.10%	6.60%	6.50%	4.30%
FY 2020/21	3.30%	4.90%	5.90%	5.00%	8.00%	5.50%	4.40%	5.20%	5.80%	5.40%	3.40%	6.70%	8.50%	5.60%	5.40%	6.40%	5.20%
4-YR AVG	3.5%	10.6%	5.5%	4.7%	7.4%	6.6%	2.7%	6.4%	4.6%	5.6%	4.2%	6.9%	6.2%	4.5%	5.0%	6.3%	5.0%





**Salary
increases
every year
funding and/or
authority
provided**

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Important Budget Update

Friday, September 22, 2023

Dear Faculty, Staff and Students,

Budget news from Raleigh is once again, excellent for App State, and **we extend our sincere thanks to our legislators for securing important appropriations specifically for our Boone and Hickory campuses, as well as key compensation increases for university employees.**

Thanks also, to the UNC System Board of Governors, UNC System leadership and App State's Board of Trustees, who have supported the funding priorities my leadership team and I have put forth to ensure we can continue to expand access to an exceptional App State education for the people of our region.

The new [biennial budget](#) continues a record of historically significant support for our university and demonstrates the confidence in the work we are doing.

Please keep reading for key highlights.

Compensation:

- **A 7% across-the-board salary increase, which will be broken down into a 4% increase for this fiscal year, and a 3% increase in the 2024-25 fiscal year.** The 4% increase for the current fiscal year will be **retroactive to July 1, 2023.**

Functional Study - Methodology

Rigorous process and inclusive approach collected and analyzed data from App State community and peer institutions.

- Online questionnaire available to all faculty and staff
- 1:1 interviews with 19 direct reports
- Focus groups with 8 key groups, including Chancellor's Council, deans, department chairs and Faculty Senate officers
- Analysis of relevant information from 13 peer institutions, as well as interviews with Academic Affairs leaders at 5 of those peers

Functional Study - Results

- **Strengths:** partnerships among divisional leaders, support for faculty development, engagement in strategic planning, culture of collaboration and commitment to student success
- **Opportunities:** operations, communications within division, leadership and strategy, and structure, staffing and resources

Functional Study - Key Actions & Next Steps

Key actions:

- Enhancements to grants process and travel approval and reimbursement process
- Structural realignments in several areas, including Student Success unit and Center of Excellence in Teaching and Learning for Student Success

Next steps:

- Develop Strategic Plan for Academic Programming
- Implement new Strategic Plan for Research, Scholarship and Creative Activities
- Consider additional staffing, position and operational enhancements

Strategic Plan for Academic Programming

- Create ambitious vision for future of academic programming to further differentiate App State.
- Guide development of new and enhanced academic programs, identify resources and actions needed to deliver programs, and advance App State's Strategic Plan.
- Led by **Dr. Neva Specht**, senior vice provost of faculty policies and development, and **Dr. Ashley Colquitt**, associate vice provost and dean of Graduate School.
- Hold 10 listening sessions between Sept. 27-Nov. 6, with key findings to be shared afterward.

Institutional Research, Assessment and Planning

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Strategic Plan for Research, Scholarship, and Creative Activities

Strategic Planning

Strategic Plan for Research, Scholarship, and Creative Activities

[Process for Developing the Plan](#)

[Master Plan](#)

[Climate Action Plan](#)

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Strategic Plan for Research, Scholarship, and Creative Activities

In [Appalachian State University's 2022-2027 Strategic Plan](#), one of the six strategic priorities is advancing research, innovation and creativity. The university has developed a strategic plan to accomplish this priority by building a roadmap to facilitate research, scholarship and creative activities (RSCA) at App State. This is the first such plan in the history of the university.

The new [Strategic Plan for RSCA](#) has four goals, each of which is supported by multiple strategies and action items.

Process for Developing the RSCA Strategic Plan

The Strategic Plan for RSCA was developed through an [inclusive, iterative process](#) that reflects the diverse perspectives of the App State Community. A steering committee and working group led the development effort, with the support of faculty and staff members who contributed their ideas through a series of meetings held in person and on Zoom, as well as through an anonymous online survey.

Implementation Plan and Next Steps

Interim Vice Provost for Research and Innovation Christine Hendren, Ph.D. will lead implementation of the Strategic Plan for RSCA through a process that will engage members of the App State Community in a range of activities to help bring the new plan to life. The steering committee will share the implementation plan this fall and begin to engage the community in a series of steps designed to leverage research strengths and assets and explore opportunities. Through this systematic process, App State will collectively articulate and enhance our shared vision for excellence in research, scholarship and creative activities at our university.