

FACULTY SENATE MINUTES

May 8, 2023

The Pittsburg State University Faculty Senate met at 3:00 p.m. on Monday, May 8, 2023, with Karen Johnson, President, presiding.

Past Minutes

Minutes from the April 24, 2023 meeting were approved.

Guests

Faculty Senate welcomed Doug Ball to discuss the upcoming budget. See attached for full report. We are still around six weeks away from having all the pieces we need to finalize the budget. PSU continues to be less expensive than the majority of our peers and other MIAA institutions. The NISS Playbook and pay raise funding was approved following omnibus action. The budget item to assist with inflation costs did not pass. PSU will be asking KBOR for a 5% tuition increase for AY 2024.

Announcements

Provost and Vice President of Academic Affairs – Dr. Howard Smith

Provost Smith reported that the KBOR Council of Chief Academic Officers will discuss the Associate of Arts proposal at their next meeting. There has been some pushback by some of the community colleges. In addition, the new major for the DNP will have a first reading. Provost Smith also reported that CARES numbers are up compared to last year. Lastly, some reappointment letters sent recently were incorrect; these are being corrected.

PSU/KNEA – Amy Hite, President

President Hite reported the two KNEA members have won Apple Awards; she congratulated Laura Washburn and John Franklin. KNEA Happy Hour will be held on Wednesday at Jolly Fox from 5-7pm. Meet and Confer met today. The hope is to be done and have the contract to KBOR by May 20th so that it can be ratified at the June KBOR meeting. There are a couple of items still in discussion.

Student Senate – Tarryn Brenner, Representative

No report.

Unclassified Professional Senate – Tammy Higgins, President

Ms. Higgins reported that President Shipp gave an update at their last meeting. UPS currently has nine positions to fill; five candidates have accepted. UPS and USS will continue to work on recommending strategies that help address the issues that were raised in the Docking Institute survey.

University Support Staff – Diane Letner, President

No report.

Faculty Senate President – Karen Johnson, President

President Johnson thanked those who served this year on Faculty Senate and on committees.

Committee Reports

Academic Affairs – Mike Carper, Chair

No report.

Undergraduate Curriculum – Janet Zepernick, Chair

All submissions up for review were passed and recommended for approval by Faculty Senate. See agenda for details.

All curriculum items recommended by the Undergraduate Curriculum Committee were approved.

Library Services/Learning Resources – Chase Dearing, Chair

The committee met on April 18th and received an update from Library Services staff. Axe Library extended hours in response to student feedback. In addition, information was shared regarding the Kanopy video on demand services and the construction project for the Student Success Center. See agenda for additional details.

Online and Distance Learning – Laurent Pretot, Chair

No report.

Academic Honors – Kris Lawson, Chair

No report.

Honors College – Rion Huffman, Chair

It was reported that three candidates were interviewed for the Honors College Director position. The committee has forwarded their recommendation to the Provost. In addition, the committee met with the Provost to discuss the Evaluation Report that was submitted earlier in the year. See attached for full report.

Writing Across the Curriculum – Jason Clemensen, Chair

No report.

Diversity and Multicultural Affairs – Laura Washburn, Chair

No report.

Student-Faculty – Cole Shewmake, Chair

The committee presented its second reading on adding language to the university's plagiarism policy statement to address the increasing use of AI software. See agenda for details. Jamie Brooksher had no issue with the proposed language.

The additional language was approved.

All University Committee – John Daley, Chair

No report.

Faculty Affairs – Amy Hite, Chair

It was reported that travel requests continue to be reviewed and approved based on the new guidelines.

Constitution Committee – Casie Hermansson, Chair

The committee proposed updated changes to be made to the constitution to be voted on at the next general faculty meeting, to be held in August 2023. See agenda for details.

It was approved to take the proposal to the next general faculty meeting for a vote.

Pitt State Pathway Committee – Bob Kehle, Chair

It was reported that assessment of current and future general education will be a focus for next year's committee. In addition, the committee recommended that the committee be renamed to General Education beginning Fall 2024.

Budget Committee – Kent Runyan, Chair

The committee met with Doug Ball on April 21, 2023 to discuss preliminary budget planning. See agenda for details.

Academic Honesty – Rebeca Book, Chair

No report.

Unfinished Business

None.

New Business

None.

Open Forum

President Johnson was thanked by the Senators for her service as President.

Meeting Adjourned Meeting adjourned Monday, May 8, 2023, at 4:08 p.m.


Melinda Roelfs, Recording Secretary

FACULTY SENATE MEMBERSHIP (2022-2023)

	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
Karen Johnson, (President)	X	X	X	X	X	X	X	X	X
Rebeca Book, (President Elect)	X	X	X	X	X	X	X	X	X
Jordan Backs, TWL	X	X	X		X	X		X	X
Tim Bailey, HPSS	X	X	X		X	X		X	
Susan Carlson, At-Large									
Browyn Conrad, WGS	X	X	X	X	X	X	X	X	X
Kari Cronister, FCS	X			X		X	X	X	
Marcus Daczewitz, TCHL	X	X	X	X	X	X	X	X	
John Daley, HPSS	X				X		X	X	
Kristi Frisbee, At-Large		X	X	X	X		X	X	X
Andrew George, BIOL	X	X	X	X	X	X		X	X
Ram Gupta, CHEM	X	X	X	*	*	X		X	*
Rick Hardy, HHPR	X	X		X	X	X		X	
Todd Hastings, MUSIC				X	X	*	X	X	
Casie Hermansson, ENGML		X		X		X	X	X	X
Ashleigh Heter, NURS	X		X			X	X	X	X
Amy Hite, At-Large	X	X	X				X	X	X
Ananda Jayawardhana, At-Large	X	X	X	X	X	X	X	X	X
Mark Johnson, At-Large	X		X	X				X	
Randy Jones, AUTO					X	X	X		
Myriam Krepps, ENGML	X	X	X	X	X	X	X	*	X
Chris Labuda, Library	X		X	X	X	X	X	X	X
Kris Lawson, At-Large	X	X	X	X	X	X	X	X	X
Janet Lewis, ART	X	X	X	X	X	X	X	X	X
Kristen Livingston, COMM	X	X	X	X	X	X	X	X	X
Kristen Maceli, KUSB	X	X	X	X	X	X	X	X	X
Barbara McClaskey, At-Large	X	X	X	X	X	X	X	X	X
Ruth Monnier, At-Large		X	X	X	X	X		X	X
Clifford Morris, At-Large	X	X	X	X	X	X	X	X	X
Shannon Nicklaus, CMCET	X	X	X	X	X	X			X
David Pearson, PHYS	X	X		X	X	X		X	X
Laurent Pretot, PSYCH	X	X	X			X	X	X	
Jason Reid, TWL		X		X	X		X	X	X
Kent Runyan, At-Large		X	X		X	X	X		X
Ashley Shaw, TCHL	X	X		X		X	X		
Josh Shay, MIL									
Cole Shewmake, (Past President)			X	X	X	X	X		X
Dan Spielbusch, ETECH	X	X	X	X	X	X		*	X
Scott Thuong, MATH		X	X	X	X	X		X	X
David Weaver, KUSB	X	X	X	X	X	X	X	X	X
Gail Yarick, At-Large	X	X	X	X	X		X	X	
USS Senate Representative		X			X		X	X	
UPS Senate Representative	X	X	X	X	X	X	X	X	X
Student Government Representative				X					
Student				X					

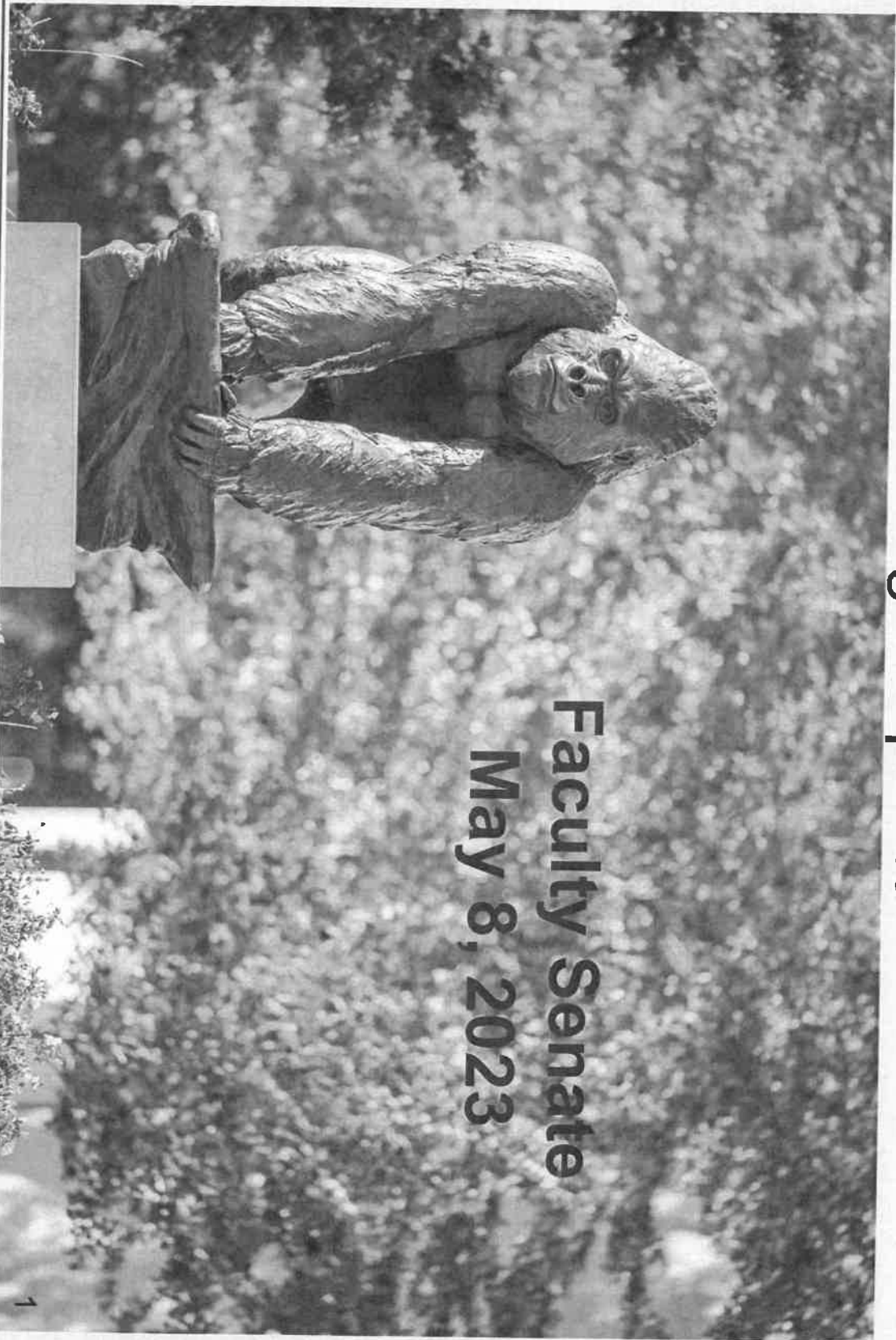
*Substitutes: 12/12/22 Khamis Siam for Ram Gupta; 1/23/23 Khamis Siam, Jeannice Parker guest; 2/27/23 Robert Kehle for Todd Hastings, Tatiana Goris guest; 4/24/23 Khamis Siam, Daniel Maxwell for Dan Spielbusch, Grant Moss for Myriam Krepps; 5/8/23 Khamis Siam for Ram Gupta



Pittsburgh State University

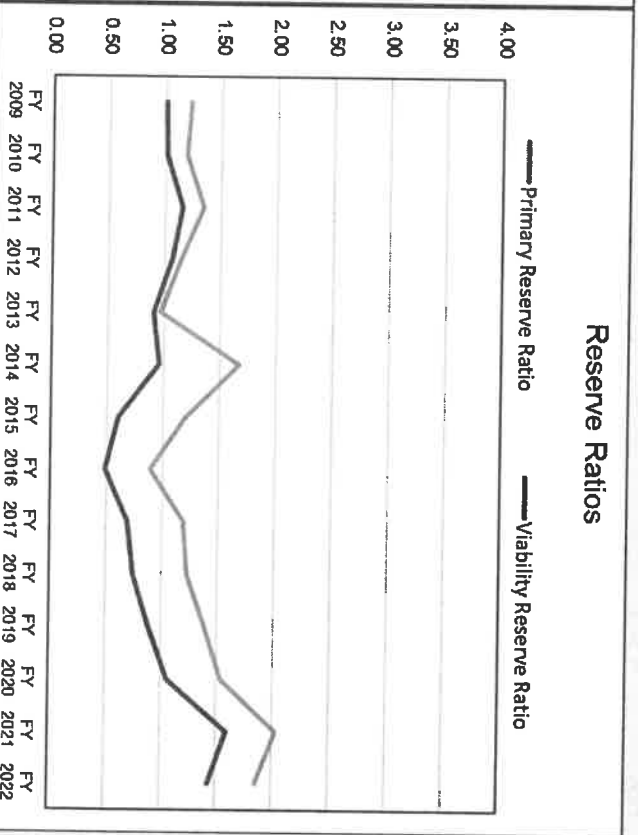
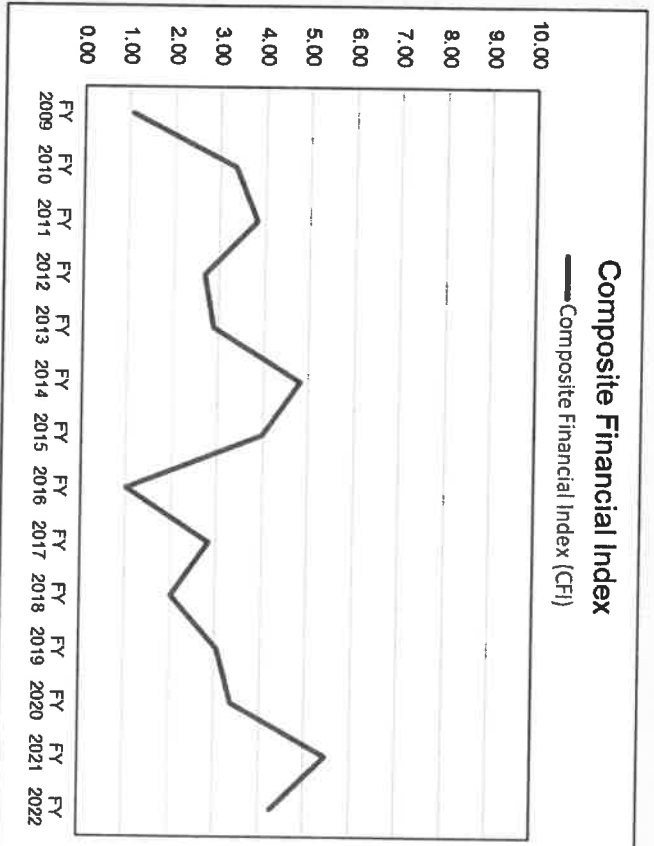
Budget Update

Faculty Senate
May 8, 2023



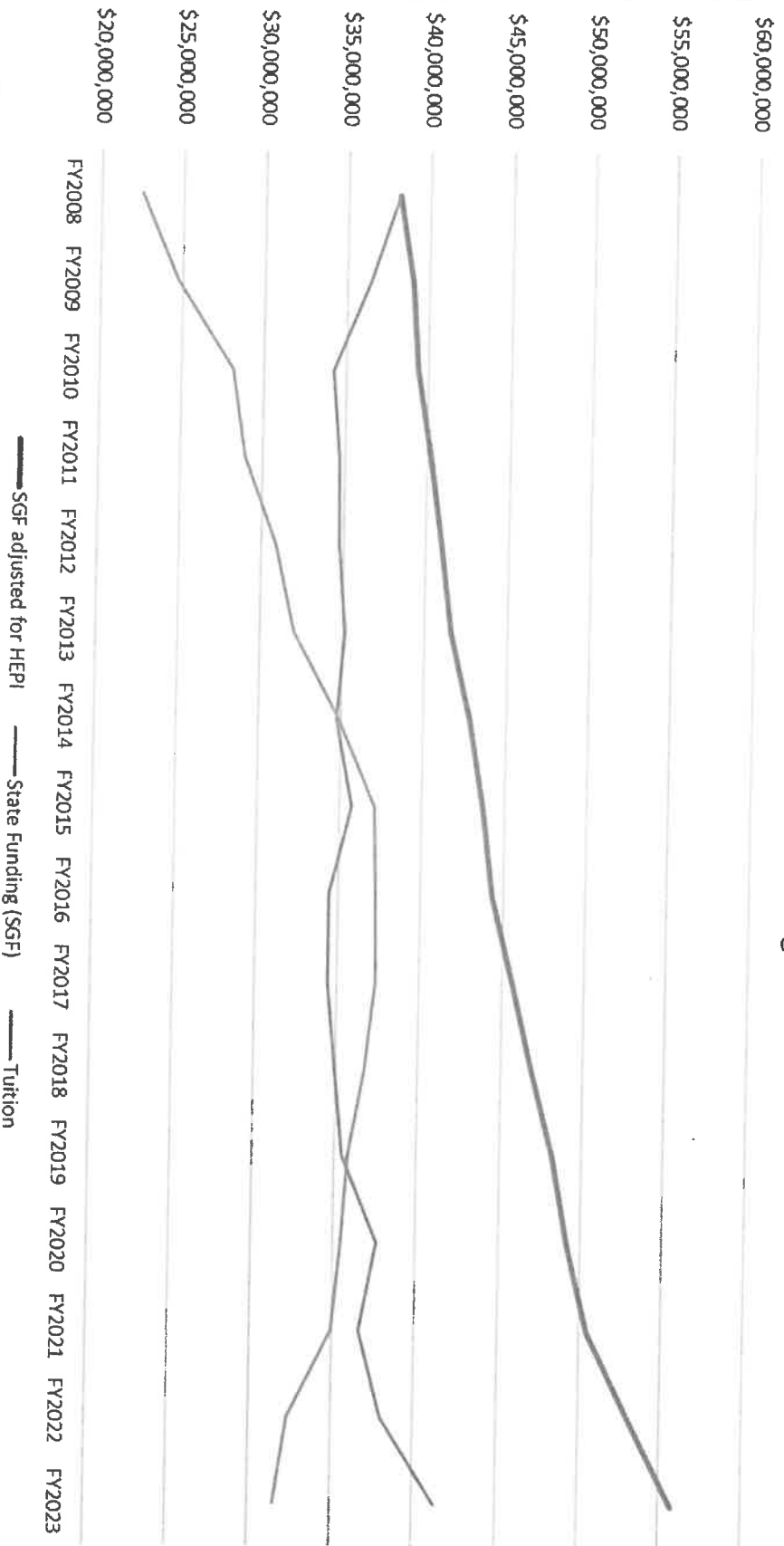
CFI Results

- Composite Financial Index (CFI) dropped just over one point in FY2022
- Negative Foundation investment return FY22 vs very strong FY21 was primary factor
- Current CFI is in target range
- Enrollment declines put significant pressure on CFI result



General Use Funding Trend

Pittsburg State Funding

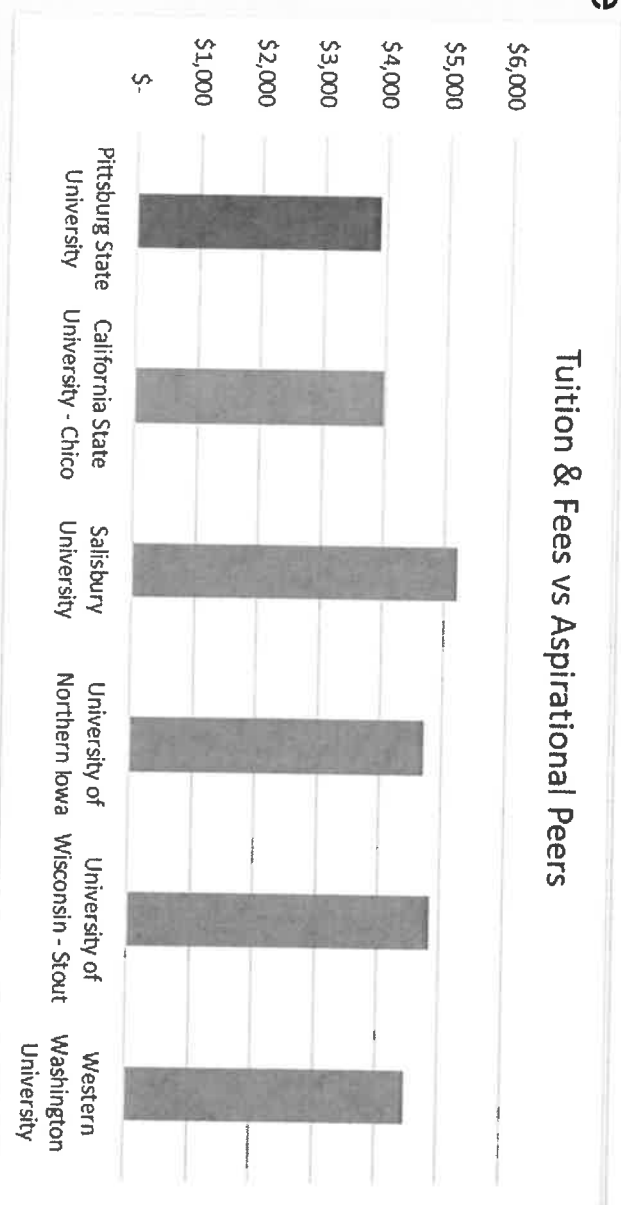
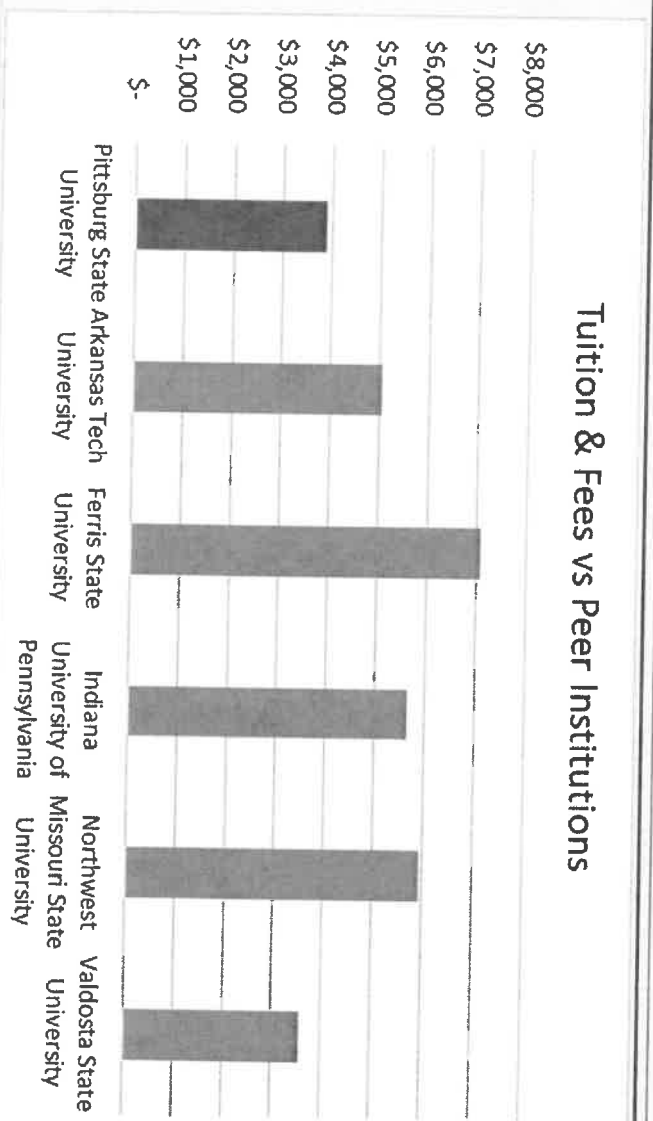


Tuition & Fees vs Peers

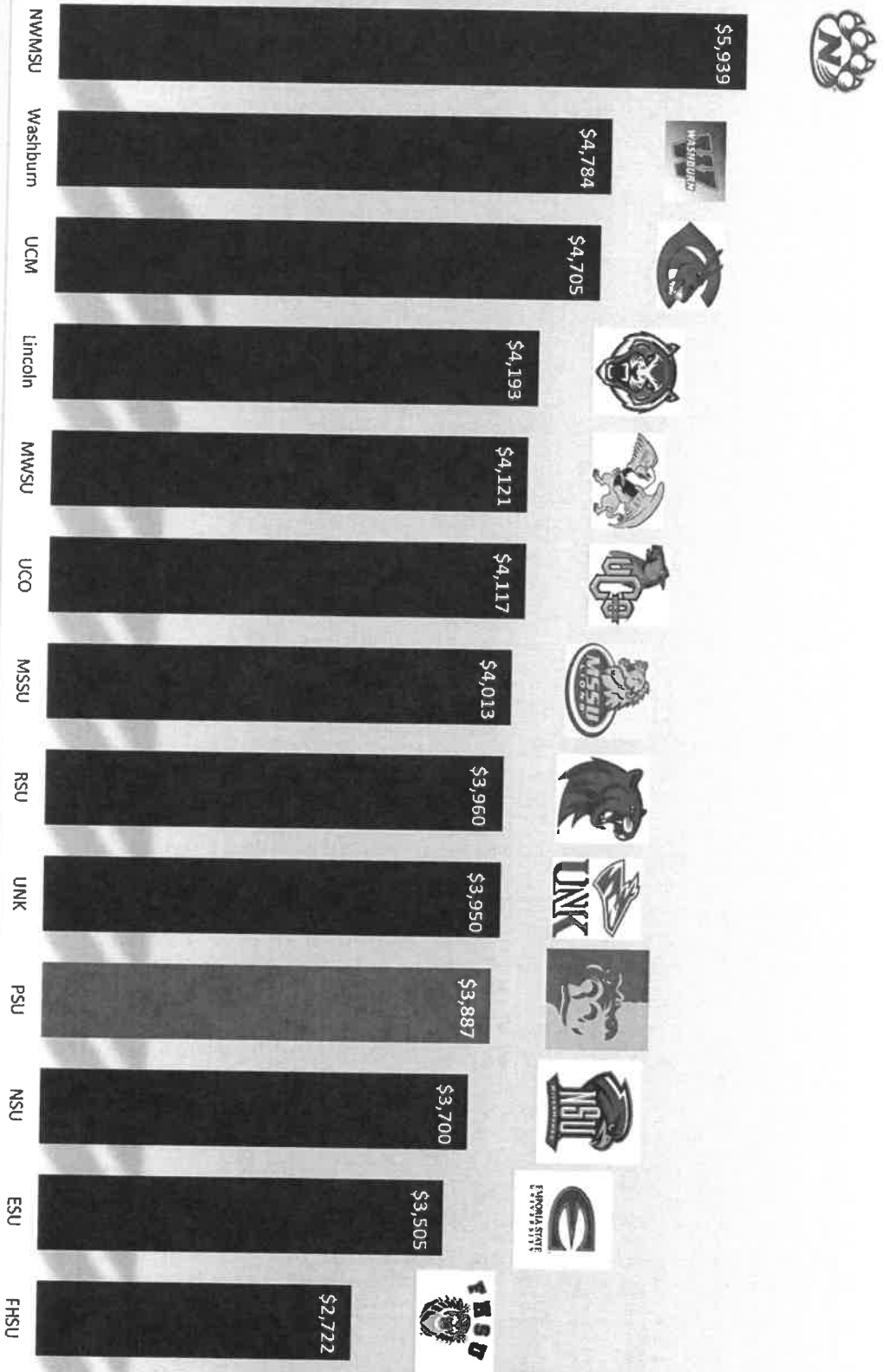
Pitt State continues to be less expensive than peers selected by KBOR (except Valdosta State)

- Georgia increased state funding 27% and lowered tuition rates 7.6%

Note: Tuition and Fees per semester for 2022-2023 full time undergraduate (15 hours)



Tuition & Fees vs MIAA



Note: Tuition and Fees per semester
(full time undergraduate)

Pittsburg State- Preliminary Budget Planning FY24

State Funding (Operating Budget-Recurring items)	Amount	Governor's		Legislative		Omnibus	
		Budget	Budget	Budget	Action	(smaller amount)	
NISS Playbook	\$ 1,000,000	Yes	No	No	Yes		
Inflation	900,000	Yes	No	No	No		
Pay Plan--approximately		Yes	Deferred until Omnibus		Yes		

Enrollment Change:
 FY23 (This year) (\$700,000)
 FY24 ?

Tuition Ranges:
 Each 1% increase (\$29/semester) generates approximately \$300,000
 (if applied to all categories)

Key Investment Needs:

Category	Estimates (Annual Costs)
Salary Increases--TBD	Each 1% is \$507,000
Faculty Promotions & Merit	\$ 60,000
Benefit Cost Increases--approximately	300,000
Utilities--approximately	750,000
Oracle Software for Financial Aid & SIS	325,000
Student Success & Advising and Data Analytics	1,300,000-1,400,000 (first phase)
Recruiting Staff Additions--approximately	200,000
Scholarship Structure for Retention & Recruiting	Not yet known



Pittsburg State University Honors College Evaluation 2023

Compiled by the PSU Faculty Senate Honors College Committee

In the Fall of 2022, the Faculty Senate Honors College Committee was given the task to evaluate and make recommendations for changes to the Honors College at Pittsburg State University. The committee found that the current structure of the Honors College is strong compared to peer institutions; however, there are multiple areas where changes would improve the student and faculty experience. These changes include restructuring the scholarship system, adjusting the application requirements, creating a faculty fellows' program, and considering a dedicated student space, amongst others. Below is the report outlining the charges of the committee, methodology, results and recommendations.

Charges of the committee

The committee was charged with a holistic review and evaluation of the Honors College at PSU, but specific charges were outlined as well by the Provost of Academic Affairs. The charges included the following:

1. How does our program compare to other regents and MIAA institutions?
2. Should it be called the Honors Program?
3. How can we serve more students?
4. Should additional benefits be considered?
5. How can we address lack of connectedness to University Departments?
6. Image Review – Substantiality of programs and review of student attitudes.
7. Role of Director

During the review of the program, the committee found additional charges to consider, including:

1. How can diversity be increased within the program?
2. Pillar Point System
3. "Honors" clarification - Academic Honors vs. Honors College
4. Application Rubric – Test Scores, Reference Letters, GPA Requirements

Methodology

When considering the main charges, committee members felt that stakeholders should be surveyed to gain insights. Stakeholders were identified as those directly affected by potential changes: Faculty, current Honors College students, Honors College Alumni, and prospective Honors College students (currently in High School). Surveys were crafted to fit a specific stakeholder audience, with some carryover questions. Survey questions are listed below.

PSU Faculty

1. Is the Honors college beneficial in recruiting students to your program or any other program at Pitt State?
2. Rank the current requirements for admission to the Honors College from most important (1) to least important (8)
 - a. GPA
 - b. ACT/SAT score
 - c. Reference letters
 - d. Essays
 - e. Extracurricular involvement (school and community)
 - f. Awards and recognitions
 - g. Work Experience
 - h. Personal Interview
3. What other selection requirements should be considered?
4. If you were renaming the Honors College, what name would be more appropriate to you?
5. Do you have thoughts on improving the Honors College?

Current Honors College Students

1. Would you have attended Pitt State without the HC scholarship?
2. Rank the factors that influenced your decision to choose the Honors College at Pittsburg State University from most important (1) to least important (6).
 - 1.1. Scholarship
 - 1.2. Travel Abroad Stipend
 - 1.3. Academic Programs
 - 1.4. Networking Opportunities
 - 1.5. Leadership Opportunities
 - 1.6. Location Convenience
 - 1.7. Other
3. Should non-academic activities (Community Service, Social Events, Campus Involvement) be required for Honors College membership?
4. Rank the current application requirements for selection to the Honors College from most important (1) to least important (8).
 - 1.1. GPA
 - 1.2. ACT/SAT score
 - 1.3. Reference letters
 - 1.4. Essays

Commented [MHT]: I feel like we need a page break here. Just for "prettiness."

- 1.5. Extracurricular involvement (school and community)
 - 1.6. Awards and recognitions
 - 1.7. Work Experience
 - 1.8. Personal Interview
5. What other selection requirements should be considered?
 6. When considering the current Honors College Scholarship structure, which of the following options would you support?
 - a. Keep the structure as it is
 - b. Change the structure to offer more scholarships with lower dollar amounts (more student participants)
 - c. Change the structure to offer fewer scholarships with higher dollar amounts (fewer student participants)

Honors College Alumni

1. Would you have attended Pitt State without the HC scholarship?
2. Do you think Honors College was beneficial to your college experience?
3. Rank the factors that influenced your decision to choose the Honors College at Pittsburg State University from most important (1) to least important (6).
 - a. Scholarship
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 - f. Awards and recognitions
 - g. Work Experience
 - h. Personal Interview
6. What other selection requirements should be considered?
7. When considering potential new benefits for Honors College students, please rank the following options from most important (1) to least important (4).
 - a. Special Housing
 - b. Early Class Registration
 - c. Exclusive Scholarships
 - d. Research and Internship Opportunities

Prospective Honors College Students

1. Rank the following benefits of the Pittsburg State University Honors College from most important (1) to least important (4) in your decision to attend Pitt State:
 - a. Scholarship/stipend
 - b. Study Abroad stipend
 - c. Priority Enrollment
 - d. Honors Housing Clusters
2. Which of the following statements best describes your expectations of being a potential student in the Pitt State HC?
 - a. Build community through interactions that demonstrate a passion for learning and respect for diversity
 - b. Display intellectual curiosity, envision new ways of thinking and learning, and eagerly and respectfully discuss ideas and issues throughout the campus
 - c. Show commitment that honors the college community and contributes to its ongoing life, showing respect for and dedication to learning
3. When considering the current requirements for admission to the Honors College, which do you deem most important? Please rank from most important (1) to least important (8).
 - a. GPA
 - b. ACT/SAT score
 - c. Reference letters
 - d. Essays
 - e. Extracurricular involvement (school and community)
 - f. Awards and recognitions
 - g. Work Experience
 - h. Personal Interview
4. When making your decision to attend a Universities Honors Program, please rank the following considerations from most important (1) to least important (4):
 - a. Scholarship amount
 - b. University Experience
 - c. Travel Abroad Stipend/Program
 - d. Specific Academic Programs at the University

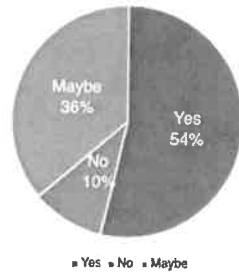
Results

Survey results were organized into respective charts and data was analyzed for insight into possible correlation, or lack thereof, between the distinct groups. This report will first list the results according to the group surveyed, then the results will be synthesized when crossover is identified.

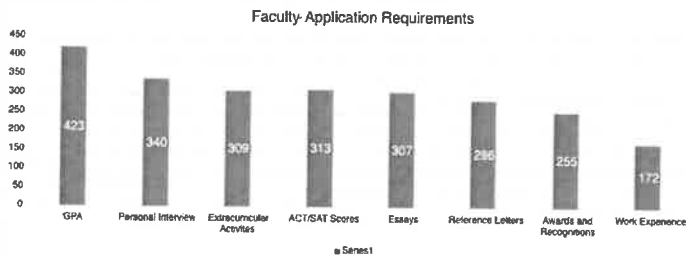
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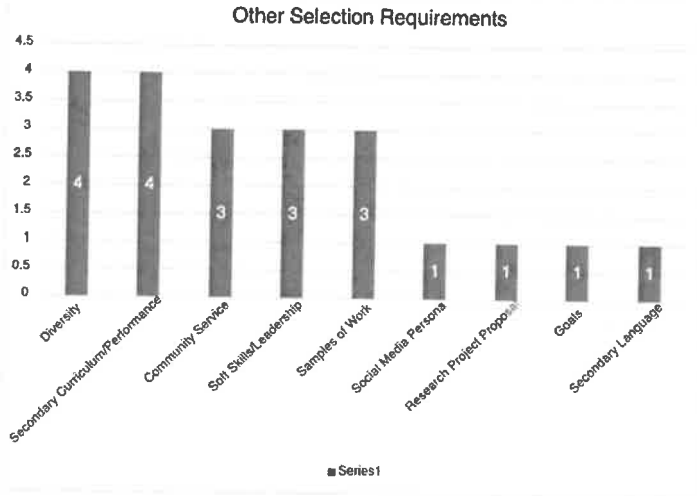
Would you have attended PSU without the HC Scholarship?



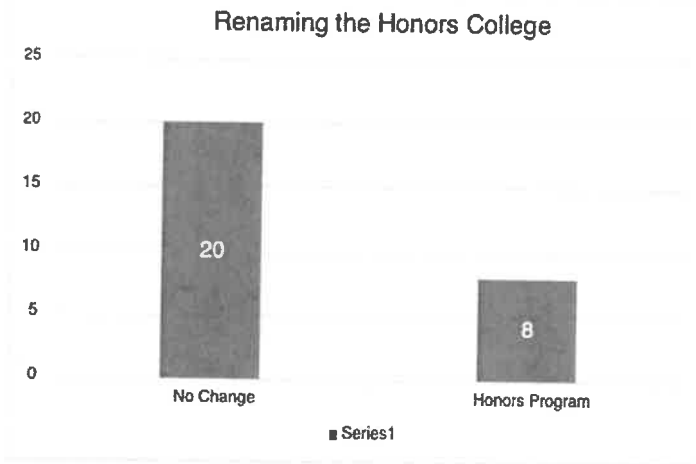
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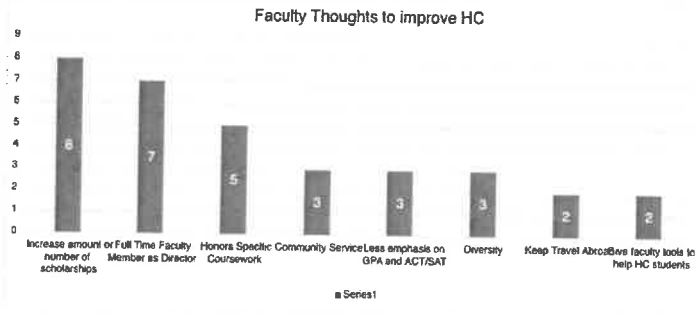
3. What other selection requirements should be considered?



4. If you were renaming the Honors College, what name would be more appropriate to you?



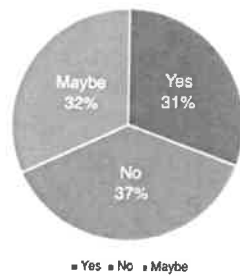
5. Do you have thoughts on improving the Honors College?



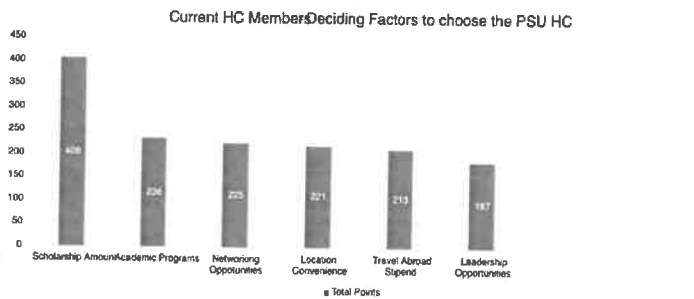
Current Honors College Students

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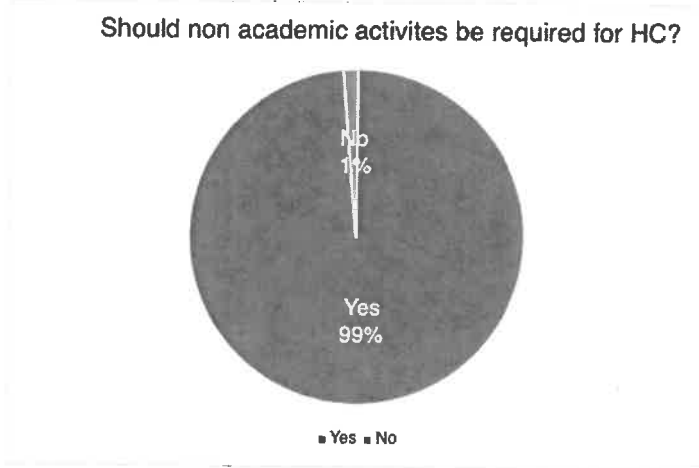
Would you have attended PSU without the HC Scholarship?



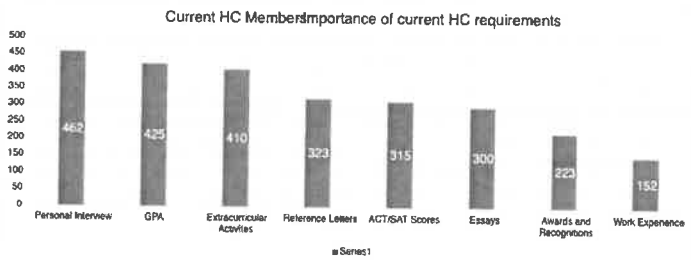
2. Rank the factors that influenced your decision to choose the Honors College at Pittsburg State University from most important (1) to least important (6).



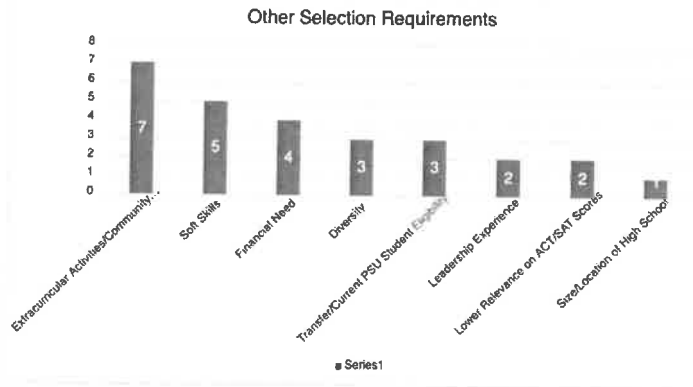
3. Should non-academic activities (Community Service, Social Events, Campus Involvement) be required for Honors College membership?



4. Rank the current application requirements for selection to the Honors College from most important (1) to least important (8).

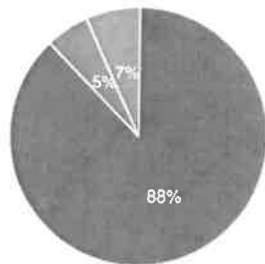


5. What other selection requirements should be considered?



6. When considering the current Honors College Scholarship structure, which of the following options would you support?

HC Structure Potential Changes

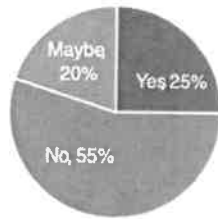


- Keep the structure as is
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Honors College Alumni

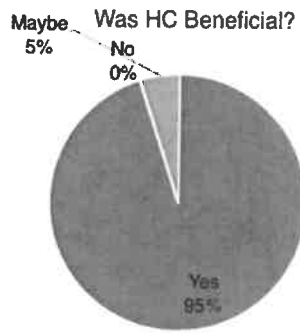
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Would you have attended PSU without the HC Scholarship?



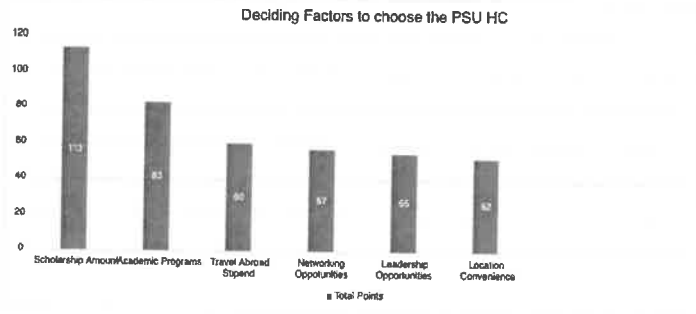
■ Yes ■ No ■ Maybe

2. Do you think Honors College was beneficial to your college experience?

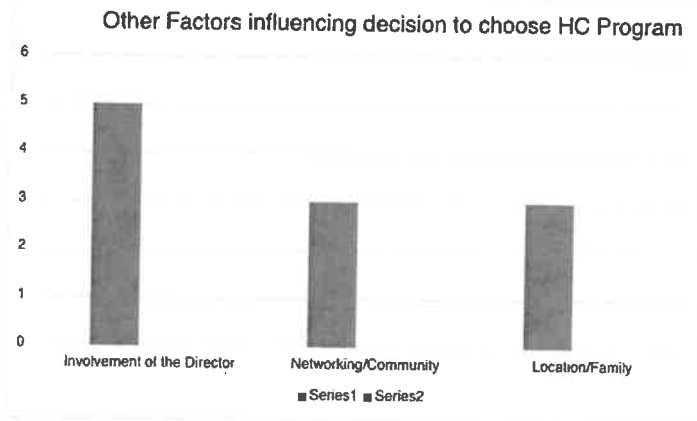


■ Yes ■ No ■ Maybe

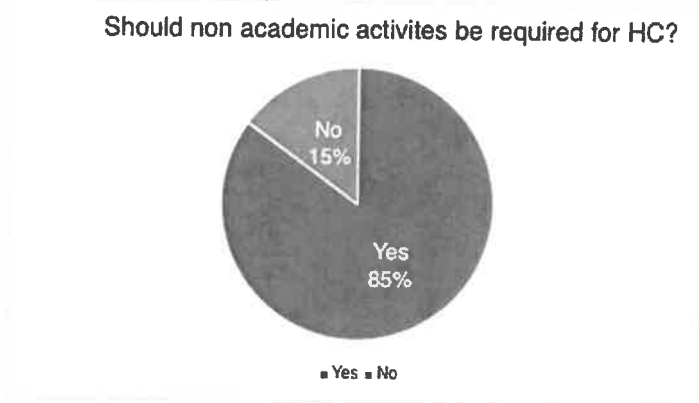
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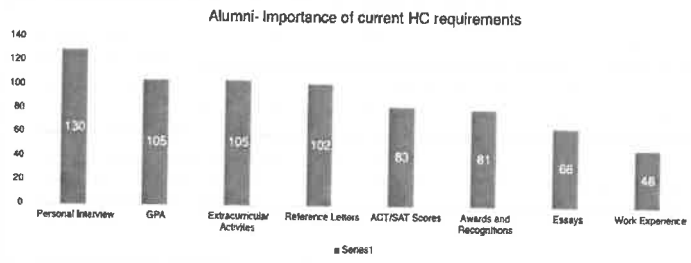
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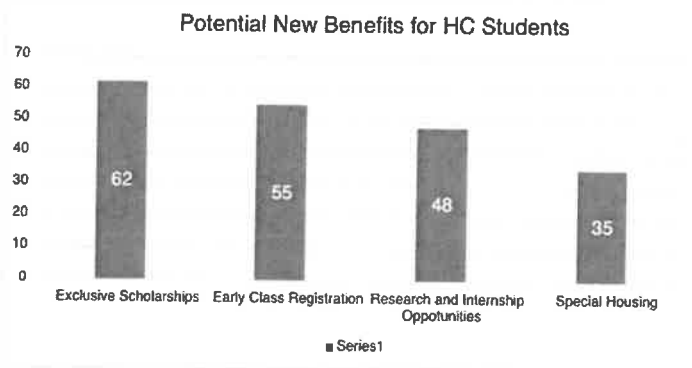
5. Rank the current application requirements for selection to the Honors College from most important (1) to least important (8).



6. What other selection requirements should be considered?

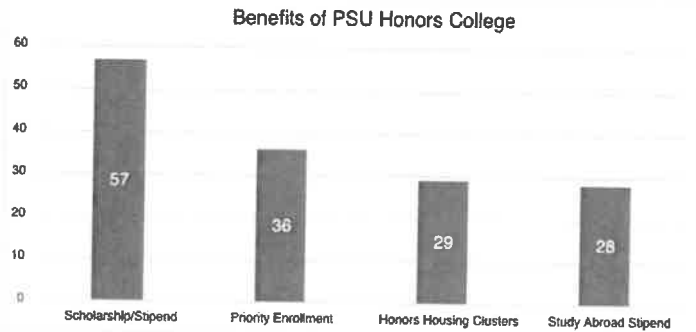


7. When considering potential new benefits for Honors College students, please rank the following options from most important (1) to least important (4).

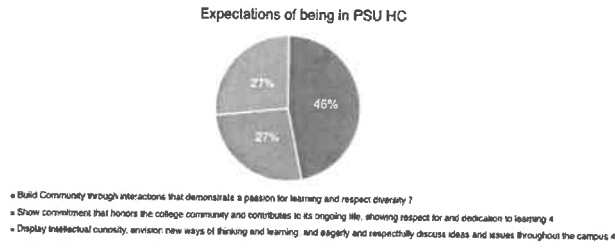


Prospective Honors College Students

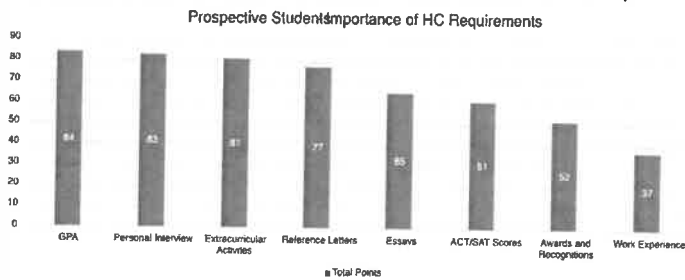
- Rank the following benefits of the Pittsburg State University Honors College from most important (1) to least important (4) in your decision to attend Pitt State:



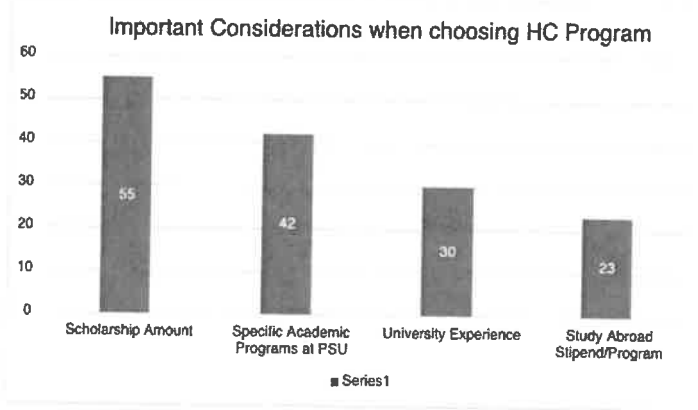
- Which of the following statements best describes your expectations of being a potential student in the Pitt State HC?



- When considering the current requirements for admission to the Honors College, which do you deem most important? Please rank from most important (1) to least important (8).



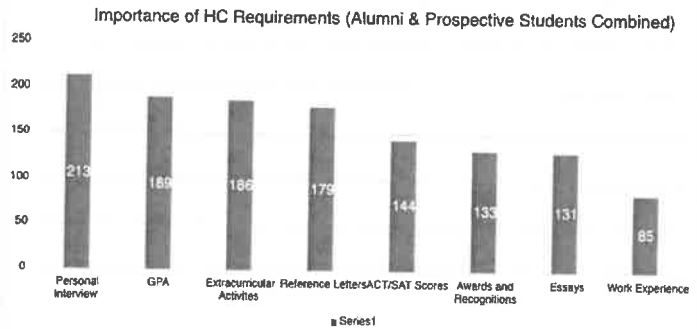
4. When making your decision to attend a Universities Honors Program, please rank the following considerations from most important (1) to least important (4):



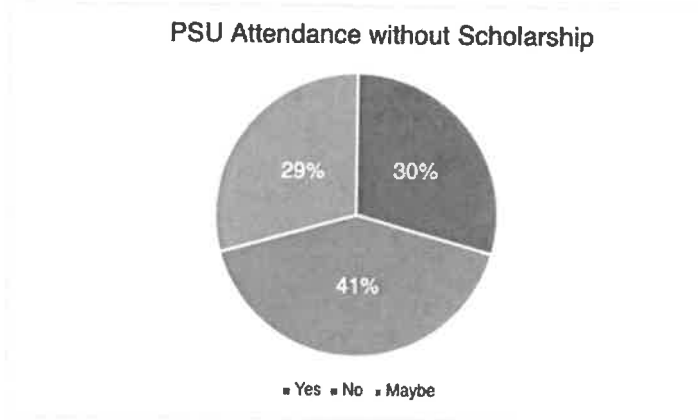
Overlap Areas

These are areas where the same question was asked of multiple groups.

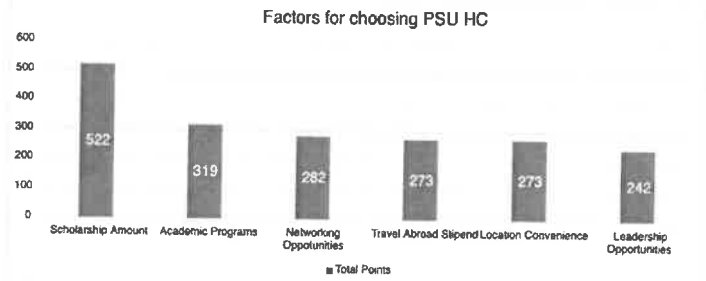
When considering the current requirements for admission to the Honors College, which do you deem most important? Please rank from most important (1) to least important (8). (Alumni & Prospective Students Combined)



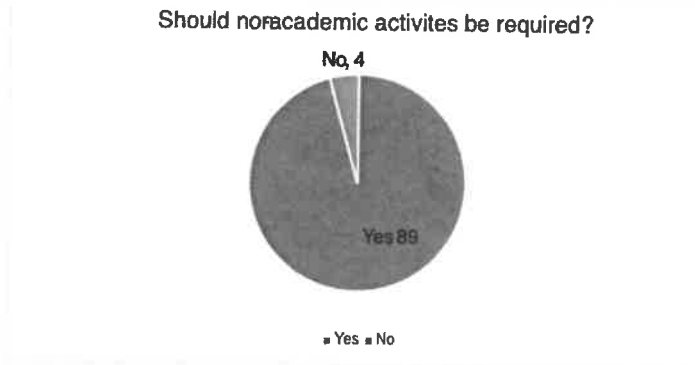
Would you have attended PSU without the Honors College Scholarship? (Current HC students and Alumni combined)



Rank the factors that influenced your decision to choose the Honors College at Pittsburg State University from most important (1) to least important (6). (Alumni & Current Students Combined)



Should non-academic activities (Community Service, Social Events, Campus Involvement) be required for Honors College membership? (Alumni & Current HC Students combined)



Peer Comparison Table

When considering how PSU compares with similar Regents and MIAA institutions, the committee investigated 14 comparable institutions. Although the committee compiled more than is in the table, the data displayed was deemed most relevant to its charge.

	Scholarship amount	Application criteria	Administrative Structure	Naming Structure
Central Missouri	Nothing specific; \$1k study abroad stipend and \$1k for Senior Project	HS GPA of 3.5 or higher or College GPA of 3.5 or higher for Transfer. NO interview.	Director (2/2 course load) Assistant Director (3/3 course load) 2 Faculty Fellows (stipends)	College
Central Oklahoma	\$1k-\$2k for 4 years	HS GPA of 3.0, 20 ACT and active member of student organizations or local community involvement.		Program
Emporia State	Nothing Noted	ACT Comp of 26 OR HS GPA of 3.5 or better Transfer students GPA of 3.5 or better Short essay required	Associate Provost and Dan; Lecturer and Administrative Specialist	College

Fort Hays State	Regents: Full Tuition and fees, complete room and board, \$450 additional costs Tier 1: \$10k total (\$4k tuition and fees, \$6k room and board) Tier 2: \$6,700 (\$3,500 tuition/\$3,200 room)	3.5 GPA – ACT/SAT are not required, but for scholarships... Regents: 3.7 GPA – 32 ACT or 1430 SAT Tier 1: 3.5 GPA & 31 ACT Tier 2: 3.5 GPA & 30 ACT or 1370 SAT	Director, Admin Specialist, Success & Engagement Coordinator (student), Recruitment & Outreach Coordinator (student), Honors Ambassador (student)	College
Missouri Southern	Evans Scholarship: \$6,500 per year (\$3,250 per semester) 35-40 awarded per year – ALL HC students receive the same amount.	3.7 GPA OR 28 ACT OR 1300 SAT OR Top 10% of HS class. Interview required.	Director (2/2 course load) Assistant Director (3/3 course load)	Program
Missouri Western State	Max. \$28,700 for 4 years for freshmen Transfer award \$500-\$1500 based on hours earned	Nothing specific for Honors, but a “Griffon Guarantee” scholarship program is implemented.	No information available	Program
Northwest State	Nothing specific for Honors Students – President’s Scholarship available for \$8,000, only 10 awarded	HS GPA of 3.5, 3.75 is recommended. Transfer GPA of 3.5. Essay required.	No information available	Program
Washburn	Nothing specific, but a range of University wide scholarships are available			
Rogers State University	Full Tuition, fees, books, on campus housing and meals.	3.5 GPA 26 ACT On campus interview	Director	Program
Missouri State	None specific for Honors	Invitation only after students are admitted. If they have received the Board of Governors Scholarship or an ACT of 27, SAT of 1280, top 10%	Director	College

		of high school class or 3.9 GPA.		
Kansas University	Honors Opportunity Awards - \$1,500 This can be used for Study Abroad, Service Work, Internships, Conference Attendance, Off-Campus Research Yarick_Morgan Prize for Excellence - \$10k – Only ONE scholarship per year (they can give a 2 nd every 3-4 years)	Holistic process that includes an essay and short answer prompts as well as GPA, transcripts and ACT/SAT scores. There is no minimum GPA or test score, it is a holistic process.	Director, 9 Full time employees, 1 part time graduate assistant, 14 faculty fellows.	Program
University of Missouri	Research and academic scholarships available but not guaranteed	ACT of 31+ SAT of 1390+ High school GPA of 3.75 or above ACT score of 28-30 and top 20% class rank SAT score of 1300-1380 and top 20% class rank	Dean, Associate Dean, Director of Advising, Advisors	College
University of Oklahoma	One \$500 scholarship listed	ACT of 30 or SAT of 1360 GPA 3.75 or top 10% of class	Dean, Associate Dean	College
Oklahoma State	No scholarships are guaranteed. Instead, multiple scholarships are available and HC students are automatically in consideration for them. They are awarded based on	3.85 GPA OR 3.75 AND ACT Composite of 27 or SAT of 1260 OR 3.75 (unweighted) - Apply for a holistic review. Transfers & Current Students: Fewer than 60 hours: 3.3 GPA	Dean Associate Dean Dean Honors Teaching Assistant (2) Honors Program Manager Honors Academic Counselor (7)	College

	Financial Need (FAFSA). \$2,500/semester one time (\$5,000 total) that's needs based.	60-93 Hours: 3.4 GPA 94 or more: 3.5 GPA	Executive Administrative Assistant	
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Recommendations

After carefully evaluating survey data, the committee recommends the following for consideration.

1. How does our program compare to other regents and MIAA institutions?

The committee used the [peer comparison table](#) (referenced above) to inform many decisions. Findings are summarized as follows.

- a. **Scholarships:** For institutions the size of PSU, the committee found that of nine peer institutions, five institutions offered no specific scholarships for honors students, while the remaining four offered various tiers that compared favorably with PSU's structure. For larger (Research/D1) institutions, the structure was very different. Very few scholarships were offered, seemingly because of the large student population. These institutions averaged over 1,500 students in their programs. While certain scholarships were offered in these programs, they were mainly needs based.
- b. **Application Criteria:** For most institutions, a combination of GPA and standardized test score (ACT/SAT) served as the criteria for application. However, the committee found flexibility in some institutions with an either/or structure. The process varied from strict GPA/ACT requirements for highly competitive scholarships (all expenses covered including housing and fees) to very low requirements (3.0 GPA and 20 ACT) simply for inclusion. The middle ground seemed to be a 3.5-3.75 GPA and/or 27 ACT.
- c. **Administrative Structure:** Of the nine peer institutions that were investigated, only five had comparable programs in size and scope. Of those five programs, only one had a single position over the Honors College/Program. The other four programs had a minimum of two positions (Director/Assistant Director, etc.) with some programs having multiple positions in place to assist with the development of the program(s).
- d. **Naming Structure:** The committee found the nomenclature used was either Honors College or Honors Program. Typically, the denotation of "College" referred to robust programs that were either large in scope or funding dollars and infrastructure. While "Program" was used for either smaller or less robust entities that did not have as much funding or as much infrastructure. According to these findings, PSU would more naturally fit into the "College" denotation.

2. Should it be called the Honors Program?

Based off results of the internal surveys and the committees' investigation of peer institutions, no name change is recommended at this time; however, a holistic review of the Honors College and Academic Honors Program (previously Departmental Academic Honors) should be undertaken to clarify the identity across campus. The committee recommends the formation of a joint task force consisting of the following Faculty Senate committees: Academic Honors,

Honors College, and the Constitution Committee.

3. How can we serve more students?

Scholarship Structure

A change to the scholarship structure is recommended. Currently, each cohort consists of 30 students with three tiers of scholarships. The committee recommends this structure to expand to 35 students in each cohort funded at a flat level of \$5,000/year with a \$2,000 Study Abroad Stipend for a total of \$770,000 per cohort. This will eliminate the current tiered scholarship structure. However, with this change, students will be allowed to stack any other scholarships on top of the Honors College scholarship. Previously, recipients of the Presidential scholarship were not allowed to stack other scholarships. This practice would be revoked under the new structure.

Transfer Students

The committee also recommends a structure for inclusion of Transfer Students. The structure is still under consideration by the committee. The Honors College previously had a policy in place for inclusion of Transfer students and it was discontinued due to ineffectiveness. Peer institutions have policies; however, the policies do not serve as a proper blueprint for PSU's Honors College. Therefore, the committee will continue to work on this aspect with an addendum to the report being offered upon completion.

4. Should additional benefits be considered?

Dedicated Student Space

The committee recommends that a dedicated space for Honors College students to enhance collaboration and collegiality among the members be considered. The committee found many institutions had a dedicated space for their honors students. These ranged from entire facilities to conference rooms with dual purposes.

Student Research Grant

Funding an Honors College Student Research Grant to incentivize research projects from Honors College students. Research opportunities were mentioned by prospective and current Honors College students in the data.

5. How can we address the lack of connectedness to University Departments?

Faculty Fellows Program

A Faculty Fellows program would inspire interdisciplinary collaboration. Faculty partners would apply to teach courses offered strictly to Honors College students as part of the General Education curriculum. Four General Education substitution courses would be created to meet learning outcomes of the state's General Education requirements. Faculty Fellows would serve as Honors College liaisons between the Honors College and the individual departments/schools. Compensation should be provided to these positions. This program, and the courses emerging from it, will serve as a blueprint for all students in the future, not just Honors College students.

Commented [MH2]: We need to add that students would be allowed to stack other PSU scholarships on top of this one.

6. Image Review – Substantiality of programs and review of student attitudes.

The committee feels that the Scholarship re-structuring, the Faculty Fellows program, and the Student Research Grant will address this area. Additionally, the dedicated space would serve to raise the profile of the program.

7. Role of Director

After considering the workload of the Director and considering the administrative structure of peer institutions, the committee recommends an **Assistant to the Director or Co-Directors** that should come from different areas (i.e., different departments, colleges or schools). Below, the committee has provided a sample job description that was built off the existing description with additional context. If needed, the committee could help draft revised job description(s) if the recommendation of creating a CO/Assistant position is accepted.

Potential Job Description:

The Director of the Honors College provides academic leadership for the Honors College and related scholar development activities at Pittsburg State University, working collaboratively with academic deans, department chairs, individual faculty and the Honors College and Academic Honors Committees of the Faculty Senate.

20% - Provide administrative leadership and management for the Honors College:

1. Work with Honors College Committee of Faculty Senate to establish and administer academic structure of the program, eligibility and continuation criteria and selection process.
2. Ensure sufficient honors course offerings, through designated general education sections or specially designed interdisciplinary courses, to provide a stimulating academic experience for honors college students in their first two years.
3. Monitor continuing student eligibility and administer satisfactory progress policy for scholarship continuation.
4. Participate as an ex officio member of the Faculty Senate Honors College committee, and Academic Honors committee. As well as serving as a standing member of the Study Abroad committee.
5. Manage Honors College OOE budget and study abroad component of stipend budget.
6. Coordinate and Facilitate the Study Abroad experience. Lead or travel with at most one Honors College Study Abroad Program every two years.- *This was changed from the previous job description in response to feedback from the Study Abroad committee.*

20% - Mentor and advise honors college students to facilitate their achievement and success.

1. Mentor individual honors college students, encouraging them to take full advantage of academic and co-curricular resources at the University.
2. Facilitate new honors college students transition to the university through special orientation activities coordinated with the CARES program and honors college sections of the Gorilla Gateway course.
3. Serve as faculty advisor to honors college association.

4. Maintain XX office hours per week in the Student Success Center. - *The committee is not sure about this requirement, but it was discussed.*
 5. Coordinate university initiatives to promote student success in national scholarship competitions (may involve work with high achieving students who may not be members of the honors college).
- 50% - Fulfill duties and responsibilities as a tenured or tenure earning faculty member as determined in consultation with academic department head.
- 5% - Engage in professional development activities related to college honors programs to continually improve PSU program and enhance reputation of the University.
- 5% - Engage in university service and undertake special projects and other duties as assigned

Additional Charges Revealed:

8. **How can diversity be increased within the program?**
The committee recommends two primary strategies to increase diversity. First, the committee believes revising application standards to a system of GPA and/or standardized testing will result in a larger, more diverse population applying to the Honors College. Second, the committee proposes reworking the initial application evaluation rubric to ensure its inclusiveness and diversity of perspective. Currently, the rubric skews towards academic achievement and less towards the holistic values of the student (i.e., community service, essay response, etc.). To implement this system effectively, the committee recommends that the new Director(s) meet directly with high school guidance counselors to discuss changes.
9. **Pillar Point System**
The current Pillar Point system needs to be evaluated so that it aligns with the current goals of the honors college. The current committee will continue to prioritize this objective, and we strongly recommend that future committees and the upcoming Director of the Honors College continue to pursue this charge
10. **"Honors" clarification - Academic Honors vs. Honors College**
The committee recommends that the Academic Honors Committee, the Honors College Committee, and the Faculty Senate Constitution Committee collaborate to clarify the difference between the two current "honors" programs.
11. **Application Rubric – Test Scores, Reference Letters, GPA Requirements**
The committee suggests a comprehensive assessment of the application process and proposes modifications to the rubric to incorporate adjustments to the application requirements. Additionally, the committee recommends asking references for answers to directed, short answer questions instead of submitting a letter.