Summary of the 4/23/2012 Meeting of the CU Engineering Administrative Council

Brief Items:
- Biotech Building Dedication is 3 pm on 4/26/12 – all welcome
- BOLD Celebration of Excellence is 5 pm on 4/26/12 in the Engineering Lobby
- EAC meeting is 8 am – 4 pm on 4/27/12 in the DLC; admin council members encouraged to attend
- Engineering Awards Banquet 6 pm on 4/27/12, includes DEAA, student, and faculty/staff awards
- College Faculty/Staff Year-end Celebration is 3:30 pm on 5/3/12 in the DLC Lobby
- Engineering Recognition Ceremony is 8 pm on 5/10/2012 in Coors

Faculty and Exempt Raise Process: There will be a 2% pool for faculty, with 4% maximum. Pre-approved promotions and retentions are extra. Also, there is a 2% pool for professional-exempt employees, with restrictions for those with salaries over $100K. Other parameters will be similar to last year, including 60% of the general-merit pool for faculty distributed on a percentage basis and 40% on an absolute basis. It was recommended and approved that the raises be based on the average rating of the past two years.

Faculty Development: It was discussed and agreed that faculty members rated below expectations in any one category (teaching, research, service) should work with their chairs to develop relevant improvement plans, starting with the current evaluations. Individual mentoring is recommended as part of the plans. If sufficient improvement is not achieved within the next two evaluations, then an overall evaluation of below expectations may result and lead to a campus requirement to develop professional improvement plans. Rob will talk to Jeff Cox about implementation.

Retention: Rob noted that the Engineering Advisory Council’s Retention Task Force will be presenting its findings and recommendations at the upcoming EAC meeting. Rob presented a power-point presentation of an analysis of the Fall 2010 freshmen cohort and of the students who graduated or left our college during AY 2010-11. About half of the students who left our college did so with CU overall GPAs above 2.5. Positive correlations for higher retention rates were observed with higher academic performance, living in engineering dorms, and taking and passing freshmen courses that are part of the first-year engineering curriculum. In the future, we will seek to add transfer students to the analysis and compare admissions qualifications with retention. One key issue for improvement appears to be adequate preparation and accurate placement for first-year math and science courses.