Board backs goals, raises tuition

With approval of a 16 percent tuition hike for this fall, the AU Board of Trustees agreed on June 2 to stick with the final year of a five-year plan to enhance the university’s quality and finances.

The tuition increase was the last major link in priorities established in January 1999 and was a major element of budget guidelines the board approved for the administration to use in developing the 2003-04 AU budget. That budget year, which starts Oct. 1, will be the final one in the five-year plan.

President William Walker said the university has been very successful in implementing the first four years of the plan, and he urged the board to stick with its commitment. A majority of the board agreed, voting for the full amount of the tuition increase despite a request by some members to scale it back to 12 percent, the same amount as the board approved last year for 2002-03.

With state appropriations projected to fall more than 6 percent in 2003-04, Walker said the full increase is necessary to prevent the state’s economic problems from eroding four years of progress toward goals set in 1999.

Several trustees, even some who voted for the tuition increase, said they fear that the rising cost of tuition will squeeze out students from working-class families, but they noted that the upward trend in tuition affects most universities across the nation.

Executive Vice President Don Large said a larger increase is needed this year because of the decline in state appropriations and because Auburn did not make as much progress as anticipated in moving tuition to the regional average in 2002-03. Auburn’s peers across the Southeast responded to reduced state funding across the region by increasing their tuition an average of more than 10 percent, rather than the 6 percent to 7 percent hikes across the region that AU budget planners had expected. As a result, Auburn’s tuition rose only 1.5 percentage points to 93.8 percent of the regional average for in-state students and from 89.8 percent to 90.7 percent of the regional average for non-resident students.

The 2003-04 increase will raise tuition this fall by (See Board of Trustees, page 2)
Chinese art
AU has received its second major gift of Chinese art from a California-based foundation that fosters cultural exchanges with Asian countries. David Wu, president of the Ritz Foundation of Rosemead, Calif., presented the university a painting by Chinese master artist Wan Yo Kee on May 30. The Ritz Foundation presented an earlier painting by the same artist in 2000. Kee is one of the most prominent living Chinese artists painting in the ancestral style of his homeland. Displaying the painting, from left, are Judy Kuan of the Ritz Foundation, College of Liberal Arts Associate Dean Anthony Carey, AU Senior Presidential Assistant John Heilman and David Wu.

Board of Trustees
(Continued from page 1)
$290 per semester, to $2,115, for in-state residents, and $870, to $6,345, for non-residents. AU-Montgomery tuition will rise 15 percent to $1,950 for in-state residents and $5,850 for non-residents.

Even if the Alabama Legislature and voters approve new taxes or the state finds other ways to reduce the size of its budget cuts, Walker and Large said, the university needs the additional tuition money to meet or come close to the goals established in 1999.

Although proponents of the tuition increase cited pay raises for faculty as an important goal for the coming year, Barbara Struempler, AU faculty adviser to the board, said the tuition increase will do more than help move faculty salaries closer to the regional average. She noted that the tuition increase will be part of a funding package that also supports the Peaks of Excellence program and a major program to upgrade campus facilities.

Student Government Association President Jonathan McConnell asked the board to limit the increase to 12 percent because that was what most students had expected and some would be unable to meet the higher tuition. Struempler countered that many students who complain about high tuition manage to afford cell phones, fancy cars and extravagant lifestyles.

Struempler urged the trustees to stick with their plan to bring faculty salaries to the regional average as part of the board’s goal to improve the university’s regional and national standing. She said the goal will be impossible to meet if pay is not more competitive.

Trustee Bobby Lowder noted that the gap per student between a 12 percent increase and a 16 percent increase was about $70 per semester. He said that failure of the board to approve the full amount would hamper the administration’s ability to achieve goals that the board, itself, had set.

Walker said he expects the university to have another five-year plan in place when the current one expires in the fall of 2004. The AU president said he expects people throughout the university community to play a role in developing recommendations.

The tuition increase was a major part of budget guidelines proposed by the university’s Budget Advisory Committee. The board authorized the administration to follow those guidelines in planning for the 2003-04 fiscal year, which starts Oct. 1. The tuition increase would provide about half the $31 million anticipated in additional revenues, despite a projected reduction of $8.5 million in state appropriations.

Technology transfer office restructuring
AU’s Office of Technology Transfer is implementing a three-phase restructuring as it prepares for a large-scale initiative to increase royalties from intellectual property and technology transfer.

Improvements will be noticeable as early as this summer, says OTT Director Jan Dowdle Thornton.

“Our first phase is centered on a detailed examination of our current method of operation,” Thornton said.

The primary focus of phase two will involve maximizing opportunities for licensing intellectual properties to commercial developers.

Phase three will involve developing a vehicle to enable Auburn to retain intellectual properties longer for a greater share of royalties.


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Direct inquiries, suggestions and news items to AU Report, 23 Samford Hall, Auburn University, AL 36849-5109. Telephone 334/844-9999. E-mail: summero@auburn.edu
**Motor Pool discontinues operations**

AU’s Transportation Services Motor Pool discontinued services on June 1.

Until Purchasing Services competitively bids vehicle rental service and establishes a standing contract, the Office of Administrative Services advises departments needing rental vehicles to contact automobile rental agencies directly.

Commercial rental agencies often accommodate AU departments and offices by, upon request, establishing departmental direct billing accounts.

Otherwise, individuals on business for their office may use a personal credit card and submit the bill as part of official travel reimbursement expenses.

AU-issued Visa Purchasing Cards are limited to the purchase of “goods” and may not be used to obtain “services,” such as vehicle rentals.

Bob Ritenbaugh, interim head of Administrative Services, said a purchase order is not required for a vehicle rental under $2,500.

Ritenbaugh said a 48-hour minimum advance notice is strongly recommended to assure vehicle availability.

Purchasing Services will notify campus departments once a vehicle rental company contract is established.

**New veterinary building**

The new Large Animal Teaching Hospital at the College of Veterinary Medicine will bear the name of the college’s former dean, J. Thomas Vaughan. Dedication is planned for Aug. 29.

**New building named for former dean**

Auburn’s Board of Trustees voted June 2 to name the College of Veterinary Medicine’s new large animal teaching hospital for former veterinary dean Tom Vaughan.

The John Thomas Vaughan Large Animal Teaching Hospital is scheduled for completion this summer and dedication on Aug. 29. It will be a 71,500 square-foot facility with modern surgical suites, an intensive care unit, pharmacy, radiology section, field services unit, offices, conference room and a 60-seat classroom.

“We are very pleased the university is honoring Dr. Vaughan,” said Dean Timothy Boosinger, who submitted the resolution to the board. “He has been a legend in veterinary medicine for many years and has brought much prestige to Auburn.”

Vaughan, an internationally recognized equine surgeon, served as dean from 1977-95. He earned his doctor of veterinary medicine degree from Auburn in 1955 and immediately joined the faculty. From 1970-74, he headed the large animal hospital at Cornell University.

Vaughan returned to Auburn in 1974 as head of the Department of Large Animal Surgery and Medicine. He has held numerous offices, including president of the American College of Veterinary Surgeons and the American Association of Equine Practitioners.

He continues to reside in Auburn and speaks locally and abroad on equine surgery. In April, he served as a keynote speaker for the College of Veterinary Medicine’s 96th annual conference.

“He is highly respected throughout the world and it is fitting that our new hospital will bear his name,” Boosinger added.

**Board of Trustees approves guidelines for budget, buyout plan, shared degrees, other action items**

The AU Board of Trustees on June 2:

- Agreed to increase tuition 16 percent to offset reduced state appropriations and meet goals of a five-year plan established in 1999.
- Established guidelines for the 2003-04 AU budget.
- Approved an employee severance plan for the Alabama Agricultural Experiment Station and the Alabama Cooperative Extension System to help offset the effects on those units of the reduction in state appropriations for next year.
- Selected Earlon McWhorter as president pro tempore and presiding officer, succeeding W. James Samford, whose term ended.
- Approved a joint master of science in nursing degree between AU and Auburn University-Montgomery.
- Approved a shared education specialist degree between AUM and Alabama State University.
- Voted to name the new Large Animal Teaching Hospital for J. Thomas Vaughan, dean emeritus of the College of Veterinary Medicine.
- Approved a recommendation from the University Senate and the administration for the immediate past chair of the Senate each year to serve as faculty adviser to the board.
- Approved a proposal to expedite transfer of surplus computers, chairs and similar property to Alabama public schools and state agencies.
Campus Forum

Does AU really want diversity among its campus leadership?

By Kimberly Lenease King, Associate Professor and President of Auburn Black Caucus, and Willie D. Larkin, Chair-Elect, University Senate

In the May 6 University Senate meeting and in the May 19 AU Report, questions were raised about the search process for provost. The questions posed were not meant to question the efforts or the integrity of the Search Committee. However, concerns regarding the search process were raised by Professor Middleton as early as February of this year at a previous University Senate meeting.

Therefore, the questions were raised to begin an intellectual dialogue and debate on best practices and processes when diversity is really a “core value.” It is with this in mind that each member of this university come to understand what is necessary if we do not want to continually fall short of our goals with respect to diversity. We write this column to continue the dialogue initiated by Professor Middleton.

The Search Committee co-chairs’ response to some of the questions posed in the University Senate meeting of May 6 underscores the need to continue the dialogue on how Auburn University will proceed with searches in a manner that “truly” offers us the best possibility of achieving a highly qualified diverse pool of candidates. Without such a discussion, we will continue to fail in our efforts to identify the best candidates, especially those representing racial/ethnic diversity.

Professors Moriarity and Rodger report that Korn/Ferry “contacted 85 senior administrators — dean’s level or higher — of historically black universities.” We simply have to question Korn/Ferry in this practice. Why didn’t Korn/Ferry focus on contacting African, Asian and Hispanic American candidates currently employed in senior level administrative positions at predominantly white institutions similar to Auburn?

The sole female candidate who interviewed on campus had a background more similar to the male candidates that we interviewed. Understandably, such a background made her a competitive candidate. A similar background is also necessary if racially diverse candidates are to be more competitive. Consequently, since the missions at HBCUs differ from that of Auburn University, competitive candidates are less likely to be found at HBCUs. Thus, it does not appear that the efforts of Korn/Ferry, knowingly or not, were designed to net competitive candidates.

Furthermore, given our history at AU, even if there were good candidates at HBCUs, it would take a phone call from the president or another high-ranking AU official (like the provost) — but in this case the provost is a candidate) or Board of Trustees member to convey to those candidates that AU is serious about diversity and to communicate a genuine desire for them to apply.

The circumstances surrounding our search for the provost highlight the need for training. If you review a transcript of the Senate meeting on May 6, Professor Middleton questioned the AA/EEO officer about the timing and nature of the training for the Search Committee.

From this query and the AU Report column by the co-chairs of the Provost Search Committee, we learned two things: 1) diversity training for the Provost Search Committee did not occur prior to when they met with and hired Korn/Ferry and 2) that the chair of the search committee seemed to think that they “did not need training in procedure.” This statement reflects what we don’t know about procuring qualified candidates from racially and ethnically diverse backgrounds. It is precisely matters of procedure that continue to reproduce candidate pools that lack diversity or pools that contain racial/ethnic diversity but without viable candidates.

Institutions that have an established record of recruiting a racially and ethnically diverse senior administrative staff can attest to the need to have the potential candidates wooed by administrators currently on campus. Simply rely on what you know about supply and demand...if there are few African, Asian or Hispanic Americans with senior administrative experience on campuses similar to Auburn University, it would take some courting to get them to consider a position here when they are being approached by other institutions with the same goal: diversity.

It is the recruitment process that determines the choices that we have in the end. Training prior to the meeting with Korn/Ferry would have given search committee members the ability to ask the right questions and give better direction to the search firm.

We must also question the timing of the on-campus interviews. Having participated in searches for (See Diversity, page 5)
Science program goes to summer camp

Kathleen Tate and Octavia Tripp, assistant professors in the College of Education’s Department of Curriculum and Teaching, have joined forces to offer middle school girls in Tuskegee the chance to explore science in a nontraditional way June 16-20.

The two are sponsoring a week-long, hands-on summer science camp for fifth, sixth and seventh grade girls called “TNT Interdisciplinary Summer Science Camp for Girls.” The camp, which is sure to be “dynamite and out-of-sight,” has a space theme. The girls will learn about rocketry, robotics and flight and aviation through a combination of activities.

The culminating event, which is open to the public, takes place June 20, from 1 p.m.-3 p.m. during the award luncheon at Tuskegee Institute Middle School. The girls will perform skits for their family, friends and Auburn University representatives as well as the keynote speaker — former NASA astronaut and retired Navy pilot, Capt. Winston Scott.

“It’s wonderful that Capt. Scott is speaking and sharing his experiences in space and discussing what it’s like for his female colleagues to be in space,” Tripp said. “We’re excited and honored that he agreed to come and be the keynote speaker for our first summer science camp.”

This initial camp is the first of an annual summer camp that will take place in a three-year cycle.

Diversity

(continued from page 4)

senior level administrators at other institutions, Auburn never seems to be in a hurry... such a pace privileges those candidates already on campus.

According to the co-chairs of the search committee, President Walker gave the committee its charge in October 2002. As we have had an acting provost for some time, why wouldn’t we charge the committee at the beginning of the year?

Secondly, why did it take seven months to bring candidates to campus? Does the time frame hinder us from seeking highly qualified external candidates? If we conduct the search in a way that privileges the internal candidate, doesn’t that lessen the likelihood that we can achieve our goal of diversity?

Diversity... that’s if diversity is REALLY a ‘core value,’ given Auburn’s history, any candidate brought to campus should meet that criteria or at least be able to discuss their track record at their previous institution regarding diversity... that’s if diversity is REALLY a ‘core value’ here at Auburn University.

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Campus Forum is a periodic discussion of issues in higher education that are of special concern to the AU community but which are not generally featured in the mass media. Views expressed are those of the contributors. Generally, column length is restricted to 800 words or less. To paraphrase the U.S. Supreme Court in its ruling on 2000 presidential election, the exception in length for this column is not a precedent for future Campus Forum columns.
Board approves incentive package to reduce AAES, ACES payrolls

The Alabama Agricultural Experiment Station and the Alabama Cooperative Extension System will offer their employees a buyout incentive to reduce their payrolls for the 2003-04 fiscal year, which starts Oct. 1.

The AU Board of Trustees approved the severance package on June 2. Under that plan, AAES and ACES will offer employees financial incentives to retire or leave the system for jobs elsewhere. Salary savings through reduced staffing levels will help offset the impact of reduced state appropriations in next year’s budget.

Both divisions will offer their faculty and staff members an incentive of 2 percent times annual salary times number of years of service. Thus, a faculty or staff member with 20 years experience in AAES or ACES and earning $50,000 per year could receive a $20,000 bonus, before taxes, by retiring or resigning under terms of the severance package.

The divisions are sending letters providing details of the offer to their employees. AAES and ACES employees will have until Aug. 1 to accept the offer if they wish to participate. Those who accept the buyout must leave the system by Dec. 31.

Based on experience with similar offers in 1995 and 1999, ACES predicts 33 or 34 personnel to accept the offer. AAES projects that 52 faculty and 45 staff members will accept the severance package.

John Jensen, interim director of the AAES and interim dean of the College of Agriculture, said the Experiment Station will keep all research centers open but will consolidate management operations in seven centers from 13 to compensate for the attrition.

Gaines Smith, interim director of the Extension System, said the latest severance package will help meet the immediate need but the trend for state and federal revenues does not look promising.

A projected decrease of 6.34 percent in state appropriations for 2003-04 will cause the Extension System and the Experiment Station to lose approximately $1 million each year next year. Unlike the academic divisions at Auburn and Montgomery, the extension and agricultural research divisions cannot offset any of the cost through tuition.

Experiment Station ‘seed’ money goes to projects in search of external funds

Rural Alabama teens, bovine-biting flies, type 2 diabetes, endangered beach mice, west Alabama shrimp farming and an invasive grass some call the “weed from hell” are among the subjects targeted for study in 22 AU research projects that will receive a total of $803,232 in funding through a new Alabama Agricultural Experiment Station competitive grants initiative.

The projects approved for funding came from among 78 research proposals that Experiment Station researchers in five AU colleges and schools submitted to the AAES Foundation Grant Program, established this year in an effort to help the AAES contend with the most serious funding crisis it has faced in its 120-year history.

“These are primarily seed grants,” said Kira Bowen, research coordinator, AU College of Agriculture. “They will allow researchers to conduct pilot studies and generate preliminary data that they can use to go after additional funding from sources outside of Auburn University.”

The review committee gave priority to proposals that showed the strongest potential for leading to extramural funding from government agencies, private companies, foundations or individuals, Bowen said.

The AAES’s financial problems have been steadily mounting since the mid-1980s, when federal support for agricultural research programs began to decline even as the AAES faced rising salaries and increasing operation and maintenance costs. The AAES Foundation Grant Program is “a move to begin rebuilding the foundation, the funding base, of the Experiment Station before the trend becomes irreversible,” AU interim Provost John Pritchett said.

Pritchett credited State Rep. Richard Lindsey of Centre for legislative leadership in securing continuing funds to make the program a permanent part of AU’s annual appropriation.

The AAES Foundation Grant awards are capped at $40,000 annually for projects involving more than one researcher and $20,000 for single-investigator projects. The grants are awarded for up to three years, but second- and third-year funding will be contingent on productivity. Bowen said researchers in the multi-year projects will be required each year to document their accomplishments and the progress they have made toward obtaining extramural funding.

The funded projects involve AAES researchers in the colleges of Agriculture, Science and Mathematics, Human Sciences and Veterinary Medicine and the School of Forestry and Wildlife Sciences.

For online information about the 22 projects awarded AAES Foundation Grants, go to www.ag.auburn.edu/exmurfund/aaes_fg_report.html.
AU Theatre works with local schools

Assistant Professor Daydrie Hague of the Department of Theatre in the College of Liberal Arts will lead a new service learning initiative with Theatre Performance majors in collaboration with the City of Auburn and Auburn City Schools.

The initiative, “Acting Out: Drama on the Move,” involves a theatrical performance in which the college students dramatize works of literature and poetry.

An interactive workshop for local school children will accompany the performance. The workshop is intended to enable the children to experience theatre by doing it as well as watching it.

The first major presentation is scheduled for the week of Sept. 29-Oct. 3 as part of the “Adventures in Art” experience at the Jan Dempsey Center for the Performing Arts by the City of Auburn and local schools.

The program will continue throughout the 2003-04 academic year with workshops and presentations for students at the schools. For more information contact Hague at 844-6613.

Song and ‘Daunce’

The AU Department of Theatre showcased two faculty members in spring semester during the premier production of “Daunce,” a special, choreographed production. Shown above, Judith Nelson, new dance professor, performed her original choreography with Worth Gardner, chair of the Theatre Department, who wrote and performed an original composition for the collaboration.

Chemistry professorship to honor Land

The College of Sciences and Mathematics has established the James E. Land Professorship to honor a faculty member who retired in 1975 after 37 years as a chemistry professor at Auburn.

The professorship will provide a means to reward superior chemistry faculty members who demonstrate a strong commitment to their students, research and outreach, said Howard Hargis, head of the Department of Chemistry. Recipients will be rewarded through such means as a salary supplement, travel, research, equipment or assistants.

“Dr. Land was regarded as an excellent teacher who had great skills in dealing with students and his faculty colleagues, and he was highly respected throughout the Auburn University community,” said Hargis. “The professorship is a great way in which faculty members who make particularly significant contributions to the department can be recognized and rewarded for their excellent performance.”

Land, who was a chemistry professor at Auburn from 1938-75, earned his bachelor’s degree in chemistry from Clemson, his master’s from Tulane and his doctorate from the University of North Carolina at Chapel Hill. He also served in the Naval Reserve for 30 years and retired as a captain in 1975.

In 2002, Land received the College of Sciences and Mathematics Former Faculty Award in recognition of his nearly four decades of service as a professor.

“Dr. Land is still an influential teacher, an alert scholar and a delightful gentlemen. He is what I first encountered at Auburn and what I would hope all students meet when they arrive on campus. His character is firm, his lessons sound, his standards high and his heart is open,” said Graden Kirksey, a chemistry professor at the University of Memphis and a 1966 AU Chemistry alumnus whose gift launched the professorship.

“I am pleased to have a part in beginning the James E. Land Professorship in chemistry because it will enable Auburn to attract superior scholars and maintain an outstanding intellectual climate for its students.” Kirksey added.

LaRocque chairs Kennedy Center regional festival

AU Theatre Professor Dan LaRocque began a three-year term as regional chair of the Kennedy Center American College Theatre Festival on June 1. The position involves serving on the festival’s national committee in Washington, D.C., as one of eight regional chairs and overseeing festival activities and programs in 10 Southern states.

The Kennedy Center American College Theatre Festival is a year-round program in eight geographic regions in the United States. With funding and administrative support from the Kennedy Center, the regional chair coordinates all aspects of the assessment of college theatre productions on the local level, the selection of festival productions at the regional level, and supervises the regional festival and regional award programs.

LaRocque has been involved with the festival for 12 years, serving previously as district vice-chair and graduate auditions coordinator.

Last year more than 1,200 college and university students and faculty participated in the regional festival at the Savannah College of Art and Design. This year’s regional festival will be at the University of Alabama Birmingham.

The Kennedy Center offers professional development opportunities in the arts for teachers and develops national and community outreach programs.
**AU Family Fun Day**

Hundreds of AU employees and their families turned out for rain-delayed Family Fun Day activities on the lawn of the President’s Home.

The annual festival draws together dozens of volunteers coordinated by Albert Snipes of Human Resources. The photos on this page provide scenes from Family Fun Day.

Above: Doug Ingram and canine Boomer, both of AUPD, greet Kelton Brown, Stephanie Spencer, six-year-old Abby, and little sister Becca.

Left: Calvin Calhoun tests kicking accuracy under the eye of volunteer Ruffin Duncan.

Below, left: Emily DeVries puts as dad Dennis, right, watches.

Below, right: Artist Nita Williams draws a caricature of Adam Stough.

**HRD offers seminar on elderly care**

The Office of Human Resources will sponsor a Human Resources Development seminar on June 24 to advise faculty and staff on options for short- and long-term care of elderly family members.

Jackie Pinkard from the Area Agency on Aging will explain options ranging from assistance with meals to long-term nursing and teaching. The seminar will be from 9 a.m.-11 a.m. at Dixon Conference Center.

To register, complete the online HRD form at www.auburn.edu/administration/hrdhuman_resources/ or contact Heather Crozier at vannhea@auburn.edu or 844-4145.

**SBDC to offer small business seminars**

The AU Small Business Development Center will hold planning seminars this summer.

Sessions will cover the services of the SBDC, small business loans and financing, marketing and other general information to start a business.

The meetings are June 30, July 21 and Aug. 18 in Lowder Building room 152 from 6 p.m.-8 p.m. 

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