**Academic Affairs Report**

**October 2013**

**INSTITUTIONAL DATA**

The following information, reported by the Registrar’s Office, reflects enrollment, retention, and graduation data as of the 6th class day of the Fall 2013 term.

**All-College Enrollment**

Fall 2013 Matriculants 1163 (664 or 57% women, 499 or 43% men)

Fall 2013 Student FTEs 1160 (1158 full-time, 5 part-time)

**Fall 2013 Cohort**

Fall 2013 Entering Cohort 334 (198 or 59% women, 136 or 41% men)

Fall 2013 New Transfer Students 15 (8 women, 7 men)

Fall 2013 New Exchange Students 1 (Spain)

Fall 2013 12+ High School students 2

**Four-Year Graduation Rates**

Class of 2013 (Entered Fall 2009) 65%

Class of 2012 (Entered Fall 2008) 66%

Class of 2011 (Entered Fall 2007) 68%

Class of 2010 (Entered Fall 2006) 63%

Class of 2009 (Entered Fall 2005) 69%

Class of 2008 (Entered Fall 2004) 62%

**First-Year Retention Rates (First-Year to Sophomore Year)**

Class of 2016 (Entered Fall 2012) 81%

Class of 2015 (Entered Fall 2011) 83%

Class of 2014 (Entered Fall 2010) 80%

Class of 2013 (Entered Fall 2009) 81%

Class of 2012 (Entered Fall 2008) 80%

Class of 2011 (Entered Fall 2007) 83%

**Student/Faculty Ratio**

The ratio of the Student FTE to the Faculty FTE is a necessary but somewhat artificial metric that reflects data from a single moment: the numbers of students and faculty in classrooms on the 6th class day of the Fall Term. The ratio does not reflect faculty under contract throughout the academic year, nor does it reveal much about average class size. That said, the ratio is still a useful convention, and it figures in the Strategic Plan, where a 13/1 ratio is the institutional goal.

Fall 2013 Student FTE: 1160.

Fall 2013 Faculty FTE: 98.08.

Fall 2013 S/F ratio: **11.83/1**

By comparison the s/f ratio in recent years has been:

Fall 2010: 10.9/1

Fall 2011: 11.78/1

Fall 2012 11.5/1

**NSSE DATA**

2013 marks at least the 12th year in which Hanover has participated in the National Survey of Student Engagement (NSSE). Academic Affairs typically reports on selected data in the October report, but I failed to collect it in a timely manner this year. The information from the Spring 2013 administration of the survey will be included in my February report.

**RECENT ACTIVITIES**

**Newby Hall Renovation**

In October 2012 I reported on the Department of Education’s use of a $50,000 gift from Don Mount (HC ’50) to renovate the east end of Newby Hall, creating a Model Technology Classroom and a Technology Resource Center. With the help of Physical Plant staff, EDU has since used remaining funds to extend renovations to the west wing of the building.

**Business Scholars Furniture Gift**

In October 2012 I also reported on a generous gift enabling a significant technology upgrade of a classroom in the Science Center. Additional gifts to BSP in Spring and Summer 2013, along with funds from the Academic Affairs gift account, have enabled the refurnishing of that classroom.

**Ken and Kendal Gladish Center for Teaching and Learning**

In November 2012 the former Learning Center vacated its quarters on the top floor of the Brown Campus Center for a 1,700 sf home in the former Technical Services Area of Duggan Library. This new home for peer tutoring, disability services, instructional technology support, and library instruction will be dedicated this October as the *Ken and Kendal Gladish Center for Teaching and Learning*.

**Renewal of Richter Funding**

In October 2011 the trustees of the Paul K. Richter Memorial Fund and the Evalyn E. Cook Richter Memorial Fund provided $63,620 in funding for 2011-2012, which enabled seventeen students to pursue independent learning projects outside the range of the curriculum and the typical classroom experience. The Richter Trusts renewed funding for 2012-2013, providing an additional $64,000 that supported 18 student projects. Funding for the program has now been renewed for a third year, again with $64,000.

**Health and Biomedical Scholars Program**

Information on the HBSP, including a registration form for students interested in health-related careers, is now available on the Hanover website: <http://prehealth.hanover.edu/>.

The Medical Scholars Externship program, piloted in Winter 2013 with the assistance of alumnus Dr. Travis Clegg of the local King’s Daughters’ Hospital, continues in 2013-2014 as a ten-week shadowing experience modeled on clinical rotations in medical school. Seventeen area physicians and health professionals are participating in the program.

The 2013-2014 speaker series commences on October 24 with “Pediatric Intensive Care,” a talk by Dr. Michael J. Hobson (HC ’00), a graduate of the IU School of Medicine and an attending physician at Riley Hospital for Children in Indianapolis.

I regret to say that at the end of AY 2013-2014 Luke Starnes, Assistant Professor of Biology and Director of the HBSP, will be leaving Hanover, and leaving teaching, in order to pursue a health-related career himself. The program developed to date by Luke will continue—and continue to develop—in Fall 2014 under the direction of Steve Steiner, Professor of Chemistry.

**Hanover 101**

167 of 334 students in the entering Fall 2013 cohort registered for Hanover 101, the 0.5 unit course emphasizing the academic and social skills necessary for success in college.  Of those 167 students,  79 (47%) were required to enroll on the basis of standardized test scores and high school GPAs that suggest they might be “at risk” for academic success.  The other 53% enrolled on personal (or parental) initiative. The growth of HAN 101 and its role in supporting “at risk” students in particular is conveyed in the table below:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **AY** | **First-Year**  **Cohort** | **“At Risk”**  **Students in Cohort** | **% of**  **FY Cohort**  **“At Risk”** | **Total**  **HAN 101**  **Enrollment** | **% of**  **FY Cohort in HAN 101** | **“At Risk”**  **Students in HAN 101** | **% of All “At Risk” Students Enrolled**  **In HAN 101** |
| 2010-2011 | 320 | 67 | 21% | 109 | 34% | 64 | 96% |
| 2011-2012 | 321 | 90 | 28% | 122 | 38% | 83 | 92% |
| 2012-2013 | 372 | 108 | 29% | 173 | 47% | 82 | 76% |
| 2013-2014 | 334 | 97 | 29% | 167 | 50% | 79 | 81% |

Fine instruments for measuring the success of HAN 101 are hard to come by, but rougher indicators (student course evaluations, instructor assessments, and, ultimately, anecdotal information) point to general satisfaction with how well the course meets its principal objectives, to introduce students to “the intellectual and practical habits integral to college success, with a focus on the adjustment to college academics, the scholarly community, and the liberal arts.”

While HAN 101 students are not retained from first to second year at a higher rate than the cohort at large, the numbers do suggest that the course is a factor in closing the gap between general retention and retention of this particular—and potentially challenged—subset of students:

|  |  |  |  |
| --- | --- | --- | --- |
| **AY** | **1st to 2nd Year Retention Rate: General** | **1st to 2nd Year Retention Rate: HAN 101** | **Difference** |
| 2010-2011 | 80.3% | 76.1% | -4.2% |
| 2011-2012 | 83.2% | 82.0% | -1.2% |
| 2012-2013 | 80.9% | 79.2% | -1.7% |

**Phi Beta Kappa Application**

The Phi Beta Kappa faculty received notification in a letter of 14 May 2013 from the Society that Hanover’s application would not be moved forward. The Committee on Applications cited several reasons for denying a site visit in Fall 2013:

* financial concerns, e.g. the size of the tuition discount rate and last year’s deficit;
* concerns about the strength of arts and sciences programs in general, but particularly the sciences, where funding seemed thin;
* concerns that across-the-board teaching loads seemed heavy;
* concerns that scholarly activity among the faculty seemed somewhat below the level that the Committee hopes to see;
* and concern that, given the percentage of students majoring in communication and education, the College could lack a sufficient proportion of students with very high-end academic talent in the traditional arts and sciences to sustain a chapter’s inductions.

**Voluntary Faculty Retirement Programs**

2013-2014 is the final enrollment year for the two voluntary retirement programs (full or phased retirement) first offered in May 2012. The enrollment period will close 1 May 2014.

Enrollment to date includes:

* three faculty members who have requested, received, and signed agreements for voluntary full retirement at the end of AY 2013-2014;
* one faculty member who has requested, received, and signed an agreement for voluntary full retirement at the end of AY 2015-2016;
* one faculty member who has requested, received, and signed an agreement for voluntary full retirement at the end of AY 2016-2017Y;
* and one faculty member who has requested, received, and signed an agreement for voluntary phased retirement, beginning in AY 2014-2015 and concluding with full retirement at the end of AY 2016-2017.

**ACADEMIC AFFAIRS FACULTY AND STAFF NEWS**

Listed below are new members of the Hanover faculty and the Academic Affairs staff. Four of the six new faculty members and the new archivist fill existing positions vacated by resignation, retirement, or death. The appointment in Art and Art History reflects the conversion of an existing position into a jointly-held position. The appointments in Biology and BSP are altogether new faculty positions occasioned by programmatic needs in response to enrollment and registration patterns.

**New Faculty Positions**

**Diane L. Magary**, Assistant Professor, Business Scholars Program. B.A., Hanover College; M.B.A., Duke University. Diane was Director, Marketing Development at Ethicon Endo-Surgery, a Johnson & Johnson Company. She has a wide range of experience in business.

**Glené Mynhardt**, Assistant Professor of Biology. B.S. University of Texas-Austin; M.A., Texas A&M University; Ph.D., The Ohio State University. She was most recently a Howard Hughes Medical Institute postdoctoral teaching fellow at Iowa State University.

**Existing Faculty Positions**

**Nuan Gao**, Assistant Professor of History. B.A., M.A., Beijing University, Ph.D., University of California-Irvine. She was a visiting assistant professor at Richard Stockton College of New Jersey, specializing in modern Chinese history.

**Mridula Mascarenhas**, Instructor of Communication. B.A., St. Xavier’s College (India); M.A., Mumbai University (India); M.A. University of Wisconsin-Milwaukee; Ph.D. expected December 2013, University of Wisconsin-Milwaukee. She has taught full-time at Saint Cloud State University and Ithaca College.

**J. Michael Raley**, Assistant Professor of History. B.M. Belmont College; M.M., University of Louisville; M.A., Southern Illinois University-Carbondale; Ph.D., University of Chicago. Mike was a visiting professor at Alma College. He had a brief career as a professional symphony musician with the Louisville Orchestra.

**New Joint Faculty Position**

**Jui-Man Wu**, Assistant Professor of Art History. B.A., Tunghai University (Taiwan); M.A., National Institute of the Arts (Taiwan), M.A., Ph.D., University of Pittsburgh. Mandy joins her husband, Xiaolong Wu, in a joint contract in the Art and Art History Department. She was most recently the An Wang Postdoctoral Fellow at the Fairbank Center of Chinese Studies at Harvard University.

**Existing Professional Librarian Position**

**Angela White**, Archives/Public Services Librarian. B.A., Michigan State University; M.A., Ph.D., Indiana University; M.S.L.S., Simmons College. Angela was an Archival Assistant at The Episcopal Diocese of Massachusetts and a librarian at Norwell Public Library.

**Faculty Retirement**

**Barbara Garvey**, Professor of Communication, retired at the end of AY 2012-2013, following 36 years of service to the department and to the College.