

- 2.8 The number of full-time faculty members is adequate to support the mission of the institution and to ensure the quality and integrity of its academic programs. (**Faculty**)

Judgment of Compliance

Compliance

Narrative

Albany State University is in compliance because the number of full time faculty members employed at the institution is sufficient to support the university's teaching-based mission as excerpted below from the mission statement:

"The primary mission of Albany State University is to educate students to become outstanding contributors to society." [\[1\]](#)

The number of full time faculty needed to achieve the university's mission is determined based on enrollment patterns within the majors and the goals within the university's strategic plan. Additionally, faculty numbers are based on accreditation standards within the disciplines, class size, and faculty member workload.

Albany State University employs a sufficient number of faculty members. The **overall** ratio of faculty to students is 1:16. According to data published in the 2007 Statistical Abstract [\[2\]](#), the most current available (2003) average national faculty to student ratio for all public institutions is 1:16.

Number of Full Time Faculty

Albany State University employs sufficient full time faculty members to support the institution's mission. The essential requirements for full time faculty members at all academic ranks are listed in the ASU Faculty Handbook and include superior teaching, outstanding service, academic achievement, and professional development. While public service and professional development are important components of the faculty member's obligations to the university, teaching remains the primary responsibility of faculty. Through assignment of duties by the department chairs, the University maintains equitable and reasonable balance in the assignments of faculty responsibilities, including but not limited to classroom instruction, academic advisement, campus committee membership, sponsorship of student organizations, research and public service [\[3\]](#).

The Faculty Handbook defines full time faculty members as those with a two semester or non-traditional contract; non-traditional contracts include three semester contracts include a summer semester for a total contract length of twelve months. The standard workload for full time faculty members is nine to twelve semester hours of instruction per semester. Part time faculty members are employed at the university in order to maintain a standard workload for full time faculty members. Although the total number of 2006-2007 full time faculty members of 142 is consistent with prior years, the total headcount of part and full time faculty members has risen 14% since fall 2004, twice as much as the seven percent increase in headcount enrollment during the same period [\[4\]](#).

Evidence that Albany State University has sufficient full-time faculty to support its mission and to ensure the quality and integrity of its academic programs include a **full time faculty to full time**

equivalent student ratio of 1 to 25 (this figure is somewhat higher than the 1:16 ratio documented above as this ratio refers specifically to full time faculty while the previous figure refers to all faculty). This ratio is within the normal range for the university and its peers [5]. Additionally, as of fall 2006, the university had in its employ 99 part-time faculty complementing its full-time faculty. Part-time faculty helps to support the mission of the institution and ensure the quality and integrity of its academic programs by bringing a wealth of real world experience to the classroom, which serves to enhance the students' educational experience.

Adequate Faculty Resources

Albany State University has adequate faculty resources to ensure the quality and integrity of its academic programs. The Financial Profile submitted annually to SACS documents sufficient fiscal resources [6]. Further evidence of sufficient high-quality full-time faculty is the level of external funding they obtain. ASU continues to receive numerous dollars for *Research Awards* and *Instructional and Public Service Awards*. The university increased its awards dollars by 54.5% from \$5.5 million in FY2002 to \$8.5 million in FY2005 [7]. External funding received in FY2005 represents the fourth highest amount of awards received by all thirteen state universities. Additionally, the university received \$10.1 million in awards in FY2006, which represents an 18.8% increase over FY2005. Final figures for FY2007 are not yet available

The integrity of academic programs is maintained through an academic program review process as mandated by the Board of Regents of the University of System of Georgia [8]. This review ensures that academic programs meet the national standards and that an assessment of student learning outcomes is carried out and that changes are made because of the outcomes assessment. In addition to the academic program review, all new academic offerings must pass through a rigorous review process starting at the department level by the faculty through the College Dean to the Academic Affairs Office for presentation to the university committee on Curriculum and New Programs. This committee comprising all academic unit heads and academic support heads determines the appropriateness of the request and if approved, such a request is presented to Faculty Senate (the last step in the institutional process) for approval. Requests requiring BOR approval are forwarded to that body after consideration by the faculty Senate.

Systematic Faculty Development

At the beginning of each academic year, all faculty members submit a list of their personal goals to their department chairpersons. At the end of the year, all faculty members undergo an annual evaluation by the department chair in the areas of teaching, research and service. Corrective suggestions are offered for any discovered weaknesses. Additionally, as mandated by the BOR, the university also has a *post tenure review policy*, which evaluates all tenured faculty members in the areas of teaching, research and service. This review is performed five years after initial tenure and every five years thereafter. This process also ensures faculty's continuous competence and professional integrity by requiring faculty members to file a five-year professional development plan, which is reviewed every five years. See Comprehensive Standard 3.7.3 for additional information regarding faculty development.

Faculty Qualifications

Standard procedures are in place at Albany State University to ensure that all faculty members are qualified to teach within their disciplines. Faculty members must complete a job application,

submit original transcripts to verify all academic degrees earned, pass a background check, and submit professional references for contact prior to employment.

All faculty members who teach at the undergraduate level are required to hold appropriate graduate degrees and/or including 18 graduate semester hours in the teaching discipline. Members of the Graduate faculty are required to hold terminal degrees in their teaching discipline. Additionally, faculty members with terminal degrees teach the majority of the courses taught at ASU. The College of Arts and Humanities has representation of 66.19% of the classes taught by faculty with a terminal degree. The College of Business has the total credit hours of courses taught by faculty with a terminal degree of 44.66%. The College of Education faculty with a terminal degree at the undergraduate teaching classes is 71.4%. Finally, the College of Sciences and Health Professions has 53.50% of its classes at the undergraduate level taught by faculty with a terminal degree. See Comprehensive Standard 3.5.4 and the ASU Faculty Roster [9] for additional information regarding faculty qualifications.

Graduate programs are offered at the highest level of professionalism with academic integrity and require all faculty members to have a terminal degree in the teaching discipline. Membership as a graduate faculty is a requirement for teaching in the graduate school. A committee of graduate faculty members selected by the graduate council awards such membership after careful review of faculty credentials. Membership can be temporary, associate or full. Each class of memberships is evaluated periodically for continuous approval [10].

Supporting Documentation

- [1] [Albany State University Mission Statement](#)
- [2] [The 2007 Statistical Abstract: The National Data Book](#)
- [3] [Duties of the Faculty, ASU Faculty Handbook, Section 330.03, page 32](#)
- [4] [Enrollment Trends, University System of Georgia Ten Year Enrollment Report: 1997-2006](#)
- [5] [Full time Faculty to FTE student Ratios for Albany State University and Peers](#)
- [6] [Documentation of Resources, 2007 Financial Profile](#)
- [7] [Annual Report of Contracts and Grants, Office of Strategic Research and Analysis, University System of Georgia Grants Summary](#)
- [8] [University System of Georgia Program Review Guidelines, Academic Affairs Handbook, Section 2.03.05](#)
- [9] ASU Faculty Roster (on CD labeled "Faculty Roster")
- [10] [Qualifications of Graduate Faculty, Faculty Handbook Section 337, page 43-48](#)