



- Another comment was made that the make-up of third-year review committee should consist of multiple tenured faculty members to be consistent with the Tenure Committee
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enrollment. Coming to ULM is one thing, doing well and staying is another. Student has to be 23 ACT or higher to be successful; students with ACT of 20 are not as successful.

- Cost of attrition is \$4.1 million. We are gathering data to use our recruitment resources efficiently.
- 14% of scholarship recipients do not stay. Of interest is that sophomores who resided in residence halls as freshman had an avg. GPA of 3.2
- Dr. Bruno then handed out and discussed a summary of the pay adjustment plan that will be sent to faculty
  - Civil Service raises will cost \$200,000
  - Total costs of adjustment is \$750,000
  - President and VPs will get \$120,000 for retention raises
  - One use of funds will be to convert school directors to 12 month appointments
- Dr. Bruno then discussed WISE funding
  - ULM got \$1 million for Pharmacy for library and equipment costs
  - This year, Pharmacy will be allowed to keep funds from tuition increases for the first time. This will allow return of indirect costs. Pharmacy is responsible for its own pay raises.
  - \$800,000 in remaining WISE funds will go to the following programs: accounting, finance, management, CIS, and computer science. ULM will need to raise \$160,000
  - A plan will be submitted to the Bard on Oct. 24