

**American University of Armenia**

**Capacity and Preparatory Review:  
Part 2 – Required Data Portfolio  
Web Version**

**(Omitting Proprietary Financial Data)**

**Submitted to WASC**

**November 16, 2011**

By AUA WASC Steering Committee

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## SUMMARY DATA

**Institution:** American University of Armenia

### Finances:

1. **Total Annual Operating Budget<sup>1</sup>:** \$4,762,000
2. **Percentage from tuition and fees:** 22%<sup>2</sup>
3. **Endowment:** \$11,756,450 (as at Dec 31, 2010) (excluding endowment held by AGBU in the name of AUA)

### Governing Board:

1. Size: 22
2. Meetings a year: 3

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<sup>1</sup> Data Submitted for 2011 Fiscal Year

<sup>2</sup> For academic programs and Extension program

**FOR GRADUATE PROGRAMS:**

**Enrollment in each program level by Ethnicity and Gender.**

Table 1: Current Student Demographics (2011-2012, Fall Quarter as of end of add/drop period)

| Enrollment by Category                                | Total FTE of Students* | Total Headcount Students | ROA Citizens | Non ROA Citizens | Of ROA Citizens   |                    | Of Total  |           |
|---|------------------------|--------------------------|--------------|------------------|-------------------|--------------------|-----------|-----------|
|   |                        |                          |              |                  | Yerevan (capital) | Outside of Yerevan | Male      | Female    |
| Masters   | 357                    | 379                      | 341          | 38               | 285               | 56                 | 107       | 272       |
| Total   | 357                    | 379                      | 341          | 38               | 285               | 56                 | 107       | 272       |
| Enter percentage of total headcount for each category |                        | 379 (100%)               | 341 (90%)    | 38 (10%)         | 285 (84%)         | 56 (16%)           | 107 (28%) | 272 (72%) |

Table 2: Current Faculty (2011-2012, Fall Quarter)

|                   |    | RoA  |        | Non RoA |        |
|-------------------|----|------|--------|---------|--------|
|                   |    | Male | Female | Male    | Female |
| Headcount         | 47 |      |        |         |        |
| Full-Time         | 17 | 6    | 2      | 7       | 2      |
| Part-Time as FTE  | 15 | 7.5  | 1.5    | 4       | 2      |
| Total Faculty FTE | 32 | 13.5 | 3.5    | 11      | 4      |

\* FTE is calculated by the following formula:  $FTE=FT + PT/2$

**American University of Armenia**

**PRESCRIBED EXHIBITS AND DATA DISPLAY**  
TO SUPPORT THE  
CAPACITY & PREPARATORY REVIEW

**NOVEMBER 16, 2011**

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<sup>1</sup> The academic year started in spring through 2008 with a phasing in of a fall start to the academic year in 2008. Data for 2006 – 2008 reflect spring enrollment. The academic year started in the fall beginning in 2009. Data for 2009 and beyond reflect fall enrollment.

CHART 1.1: ADMISSIONS ACTIVITIES BY LEVEL

These data are for first term

|   | 2006<br>N (%) | 2007<br>N (%) | 2008<br>N (%) | 2009 – 2010<br>N (%) | 2010 – 2011<br>N (%) |
|---|---------------|---------------|---------------|----------------------|----------------------|
| <b>Master's</b>   |               |               |               |                      |                      |
| Number of applicants with complete credentials for admission to Master's programs | 288           | 249           | 202           | 356                  | 310                  |
| Number of applicants accepted for Master's programs (admitted/applied)            | 169 (58%)     | 135 (54%)     | 162 (83%)     | 265 (74%)            | 198 (63%)            |
| Number of applicants actually enrolled in Masters' programs (enrolled/admitted)   | 138 (81%)     | 107 (79%)     | 122 (75%)     | 246 (92%)            | 179 (90%)            |
| Yield (enrolled/applied) %  | 47%           | 42%           | 60%           | 69%                  | 57%                  |

## Chart 1.2: Preparation/Selectivity Levels of Entering Students

These data are for first term

|  | 2006              |       | 2007              |       | 2008              |       | 2009 – 2010       |       | 2010 - 2011       |       |
|--|-------------------|-------|-------------------|-------|-------------------|-------|-------------------|-------|-------------------|-------|
|  | Median Percentile | Range | Median Percentile | Range | Median Percentile | Range | Median Percentile | Range | Median Percentile | Range |
| <b>Test 1 TOEFL</b>  |                   |       |                   |       |                   |       |                   |       |                   |       |
| <b>Required by all academic programs<sup>2</sup></b><br>Test 1 name: TOEFL | 560               | 226   | 560               | 197   | 560               | 174   | 563               | 200   | 573               | 60    |
| <b>Test 2:</b>   |                   |       |                   |       |                   |       |                   |       |                   |       |
| <b>Students required to take either GRE or GMAT or LSAT depending on</b>   |                   |       |                   |       |                   |       |                   |       |                   |       |
| <b>GRE</b>   |                   |       |                   |       |                   |       |                   |       |                   |       |
| Verbal   | N/A <sup>3</sup>  | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   |
| Quantitative   | 55                | 90    | 57                | 93    | 51                | 91    | 55                | 81    | 60                | 71    |
| Analytical   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   |
| <b>GMAT</b>  |                   |       |                   |       |                   |       |                   |       |                   |       |
| Verbal   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   |
| Quantitative   | 73                | 34    | 73                | 29    | 71                | 38    | 73.5              | 41    | 75                | 42    |
| Analytical   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   | N/A               | N/A   |
| <b>LSAT</b>  |                   |       |                   |       | 8                 | 43    | 8                 | 43    | 12                | 6     |

<sup>2</sup> In 2009 AUA switched from paper-based to iBT TOEFL.

<sup>3</sup> N/A = Not applicable as only GRE and GMAT Quantitative scores are considered for admissions.

## Chart 1.3: Admission by Gender

These data are for First Term

|                                      | 2006<br>N % | 2007<br>N (%) | 2008<br>N (%) | 2009 – 2010<br>N (%) | 2010 - 2011<br>N (%) |
|--------------------------------------|-------------|---------------|---------------|----------------------|----------------------|
| <b>Graduate Students<sup>4</sup></b> | 288         | 249           | 202           | 356                  | 310                  |
| Total Applicants                     |             |               |               |                      |                      |
| Male                                 | 87 (30%)    | 71 (29%)      | 73 (36%)      | 103 (29%)            | 97 (31%)             |
| Female                               | 201 (70%)   | 178 (71%)     | 129 (64%)     | 253 (71%)            | 213 (69%)            |
| Total Admitted                       | 169         | 135           | 162           | 265                  | 199                  |
| Male                                 | 47 (28%)    | 39 (28%)      | 60 (37%)      | 70 (26%)             | 62 (31%)             |
| Female                               | 122 (72%)   | 96 (71%)      | 102 (33%)     | 195 (74%)            | 137 (69%)            |
| Total Enrolled (full and part time)  | 138         | 107           | 122           | 246                  | 179                  |
| Male                                 | 43 (31%)    | 72 (67%)      | 44 (36%)      | 69 (28%)             | 55 (31%)             |
| Female                               | 95 (69%)    | 35 (33%)      | 78 (64%)      | 177 (72%)            | 124 (69%)            |

<sup>4</sup> Excludes non-degree students

## Chart 1.4: Admissions by Race/Ethnicity<sup>5</sup>

These data are for First Terms

|                        | ROA<br>Citizens | Non<br>ROA<br>Citizens | Total |
|------------------------|-----------------|------------------------|-------|
| <b>2006 N (%)</b>      |                 |                        |       |
| Total Applicants       | 259 (90%)       | 29 (10%)               | 288   |
| Total Admits           | 149 (88%)       | 20 (12%)               | 169   |
| Total Enrolled         | 125 (91%)       | 13 (9%)                | 138   |
| <b>2007 N (%)</b>      |                 |                        |       |
| Total Applicants       | 236 (95%)       | 13 (5%)                | 249   |
| Total Admits           | 124 (92%)       | 11 (8%)                | 135   |
| Total Enrolled         | 98 (92%)        | 9 (8%)                 | 107   |
| <b>2008 N (%)</b>      |                 |                        |       |
| Total Applicants       | 186 (92%)       | 16 (8%)                | 202   |
| Total Admits           | 146 (90%)       | 16 (10%)               | 162   |
| Total Enrolled         | 115 (94%)       | 7 (6%)                 | 122   |
| <b>2009-2010 N (%)</b> |                 |                        |       |
| Total Applicants       | 328 (92%)       | 28 (8%)                | 356   |
| Total Admits           | 244 (92%)       | 21 (8%)                | 265   |
| Total Enrolled         | 230 (93%)       | 16 (7%)                | 246   |
| <b>2010-2011 N (%)</b> |                 |                        |       |
| Total Applicants       | 279 (90%)       | 31 (10%)               | 310   |
| Total Admits           | 179 (90%)       | 20 (10%)               | 199   |
| Total Enrolled         | 161 (90%)       | 18 (10%)               | 179   |

<sup>5</sup> AUA does not currently track such data because the institution is largely drawn from the population from the Republic of Armenia.

**Chart 2.1: Headcount Enrollments by Degree Objective**

|   | 2006       |           | 2007       |           | 2008       |           | 2009–2010  |           | 2010-2011   |           |
|---|------------|-----------|------------|-----------|------------|-----------|------------|-----------|-------------|-----------|
|   | N (%)      |           | N (%)      |           | N (%)      |           | N (%)      |           | N (%)       |           |
|   | Full-Time  | Part-Time | Full-Time  | Part-Time | Full-Time  | Part-Time | Full-Time  | Part-Time | Full-Time   | Part-Time |
| <b>Total Headcount Masters Degrees and TEFL Certificate</b> | 238 (100%) | 14 (100%) | 249 (100%) | 7 (100%)  | 232 (100%) | 7 (100%)  | 323 (100%) | 10 (100%) | 386 (100%)  | 13 (100%) |
| MS Computer and Information Science                         | 27 (11.3%) | 3 (21.4%) | 40 (16.1%) | 1 (14.3)  | 30 (12.9%) | 1 (14.3%) | 26 (8.0%)  | 3 (30.0%) | 30 (7.8%)   | 3 (23.1%) |
| MS Industrial Engineering and Systems Management            | 23 (9.7%)  | 1 (7.1%)  | 32 (12.9%) | 1 (14.3%) | 34 (14.7%) | 4 (57.1%) | 24 (7.4%)  | 6 (60.0%) | 48 (12.4%)  | -         |
| Master of Public Health                                     | 17 (7.1%)  | 1 (7.1%)  | 14 (5.6%)  | 0 (0.0%)  | 17 (7.3%)  | 0 (0.0%)  | 26 (8.0%)  | -         | 23 (6.0%)   | -         |
| MA Teaching English as a Foreign Language                   | 0 (0.0%)   | 0 (0.0%)  | 10 (4.0%)  | 0 (0.0%)  | 7 (3.0%)   | 2 (28.6%) | 50 (15.5%) | -         | 43 (11.1%)  | 2 (15.4%) |
| Certificate Teaching English as a Foreign Language          | 10 (4.2%)  | 1 (7.1%)  | 14 (5.6%)  | 0 (0.0%)  | 14 (6.0%)  | 0 (0.0%)  | -          | -         | -           | -         |
| LL.M.   | 16 (6.7%)  | 0 (0.0%)  | 27 (10.8%) | 0 (0.0%)  | 30 (12.9%) | 0 (0.0%)  | 49 (15.2%) | -         | 59 (15.3%)  | 2 (15.4%) |
| Master of Comparative Legal Systems                         | 34 (14.3%) | 0 (0.0%)  | 23 (9.2%)  | 0 (0.0%)  | 0 (0.0%)   | 0 (0.0%)  | -          | -         | -           | -         |
| MA Political Science and International Affairs              | 40 (16.8%) | 3 (21.4%) | 35 (14.1%) | 1 (14.3%) | 36 (15.5%) | 0 (0.0%)  | 43 (15.2%) | 1 (10.0%) | 60 (15.5%)  | 5 (38.5%) |
| Master of Business Administration                           | 71 (29.8)  | 5 (21.4%) | 54 (21.7%) | 4 (57.1%) | 64 (27.6%) | 0 (0.0%)  | 105 (32.5) | -         | 123 (31.9%) | 1 (7.7%)  |

**Chart 2.2: Headcount Enrollments by Gender**

|                                | 2006<br>N (%) | 2007<br>N (%) | 2008<br>N (%) | 2009-2010<br>N (%) | 2010-2011<br>N (%) |
|--------------------------------|---------------|---------------|---------------|--------------------|--------------------|
| <b>Total Headcount</b>         | 252 (100%)    | 257(100%)     | 247(100%)     | 348(100%)          | 406(100%)          |
| <b>Degree and TEFL Seeking</b> |               |               |               |                    |                    |
| Male                           | 81 (32.1%)    | 77 (30.0%)    | 85 (34.4%)    | 97 (27.9%)         | 107 (26.4%)        |
| Female                         | 171 (67.9%)   | 179 (69.6%)   | 154 (62.3%)   | 236 (67.8%)        | 292 (71.9%)        |
| <b>Non-Degree</b>              |               |               |               |                    |                    |
| Male                           | 0             | 1 (0.4%)      | 2 (0.8)       | 8 (2.3%)           | 2 (0.5%)           |
| Female                         | 0             | 0             | 6 (2.4%)      | 7 (2.0%)           | 5 (1.2%)           |

### Chart 2.3: Headcount Enrollments by Race/Ethnicity<sup>6</sup>

|                      | Total Enrollment | RoA Citizens | Non RoA Citizens |
|----------------------|------------------|--------------|------------------|
| Year 2006 N (%)      | 252              | 226 (89%)    | 26 (11%)         |
| Year 2007 N (%)      | 257              | 231(89%)     | 26(11%)          |
| Year 2008 N (%)      | 247              | 228 (92%)    | 19 (8%)          |
| Year 2009-2010 N (%) | 348              | 323 (93%)    | 25 (7%)          |
| Year 2010-2011 N (%) | 406              | 369 (90%)    | 37 (10%)         |

<sup>6</sup> AUA does not currently track such data because the institution is largely drawn from the population from the Republic of Armenia.

**Chart 2.4: Students Receiving Financial Aid**

|  | 2006<br>N (%) | 2007<br>N (%)  | 2008<br>N (%)   | 2009-2010<br>N (%) | 2010-2011<br>N (%) |
|--|---------------|----------------|-----------------|--------------------|--------------------|
| Graduate Students<br>Headcount Degree and TEFL Certificate seeking   | 252 (100%)    | 256 (100%)     | 239 (100%)      | 333 (100.0%)       | 399 (100.0%)       |
| Total Number of Students Receiving Some<br>Form of Financial Aid or Assistance<br>including Tuition Assistance, Loans,<br>Scholarships or Work Study/Research<br>Assistantship (% of total headcount) <sup>7</sup> | 164 (65%)     | 156 (61%)      | 138 (57.7%)     | 217 (65.2%)        | 214 (53.6%)        |
| Total number of students who received<br>tuition assistance or loans out of the total<br>number of students who applied  | 36/36 (100%)  | 82/110 (74.5%) | 110/133 (82.7%) | 167/216 (77.3%)    | 125/211 (59.2%)    |
| Tuition Assistance (Need based) <sup>8</sup>   | -             | 50             | 87              | 107                | 90                 |
| Loans  | 36            | 46             | 38              | 74 <sup>9</sup>    | 40 <sup>10</sup>   |
| Work study/Research Assistantship  | 11            | 13             | 8               | 11                 | 20                 |
| University Scholarships (include named<br>scholarships) <sup>11</sup>  | 142           | 82             | 48              | 37                 | 74                 |
| Ministry of Education and Science<br>Scholarships (includes scholarships with the<br>right to military deferment) <sup>12</sup>  | -             | -              | -               | -                  | 22                 |

<sup>7</sup> The subtotals below may exceed headcount of recipients because some students received more than one form of financial assistance.

<sup>8</sup> Tuition assistance program started in 2007.

<sup>9</sup> Includes loans from winter 2009-spring 2010

<sup>10</sup> Includes loans from fall 2010-spring 2011

<sup>11</sup> Some named scholarships are awarded on the basis of need as well as merit.

<sup>12</sup> Initiated in 2010-2011 academic year

**Chart 3.1: Degrees Granted by Degree-Level Program<sup>13</sup>**

|  | 2006 N(%)  | 2007 N(%)  | 2008 N(%)  | 2009 N(%)  | 2010 N(%)  |
|--|------------|------------|------------|------------|------------|
| All Degrees  | 94 (100%)  | 120 (100%) | 87 (100%)  | 102 (100%) | 98 (100%)  |
| <b>College of Engineering (Total)</b>                        | 5 (5.3%)   | 28 (23.3%) | 38 (43.7%) | 37 (36.3%) | 22 (22.4%) |
| Master of Science in Computer and Information Science        | 1          | 11         | 24         | 18         | 14         |
| Master of Industrial Engineering and Systems Management      | 4          | 17         | 14         | 19         | 8          |
| <b>College of Health Sciences</b>                            | 2 (2.1%)   | 15 (12.5%) | -          | 17 (16.7%) | 1 (1.0%)   |
| Master of Public Health                                      | 2          | 15         | -          | 17         | 1          |
| <b>Department of English Programs</b>                        | 14 (14.9%) | 1 (0.8%)   | 18 (20.7%) | 1 (1.0%)   | 14 (14.3%) |
| Master of Arts in Teaching English as a Foreign Language     | 14         | 1          | 18         | 1          | 14         |
| <b>Department of Law</b>                                     | 19 (20.2%) | 32 (26.7%) | 13 (14.9%) | 0 (0.0%)   | 19 (19.4%) |
| Master of Laws LL.M.   | 6          | 11         | 13         | -          | 19         |
| Master of Comparative Legal Systems                          | 13         | 21         |            |            |            |
| <b>School of Political Science and International Affairs</b> | 19 (20.2%) | 14 (11.7%) | 16 (18.4%) | 17 (16.7%) | 11 (11.2%) |
| Master of Political Science and International Affairs        | 19         | 14         | 16         | 17         | 11         |
| <b>School of Business and Management</b>                     | 35 (37.2%) | 30 (25.0%) | 2 (2.3%)   | 30 (29.4%) | 31 (31.6%) |
| Master of Business Administration                            | 35         | 30         | 2          | 30         | 31         |

<sup>13</sup> Number of degrees listed by calendar year

### Chart 3.2: Cohort Graduation, Retention, and Transfer

These data are for full-time first-time students entering in the first term of the respective academic year.

|  | Size of Cohort | 1 Year Retention<br>N (%) | 3-Year Graduation<br>N (%) | Transfers Out<br>N (%) | Students Still Enrolled<br>after 3 Years<br>(Designate if transfers<br>included)<br>N (%) |
|--|----------------|---------------------------|----------------------------|------------------------|---|
| Cohort for year 2006                       | 134            | 124 (92.5%)               | 108 (80.6%)                | 0 (0%)                 | 6 (4.5%)  |
| Cohort for year 2007                       | 107            | 97 (90.6%)                | 93 (86.9%)                 | 0 (0%)                 | 9 (8.4%)  |
| Cohort for year 2008                       | 122            | 114 (93.4%)               | 106 (86.8%)                | 0 (0%)                 | 5 (4.1%)  |
| <b>Transfer-in Students (if available)</b> |                |                           |                            |                        |   |
| Cohort: 2006                               | 0              | 0                         | 0                          | 0                      | 0   |
| Cohort: 2007                               | 0              | 0                         | 0                          | 0                      | 0   |
| Cohort: 2008                               | 0              | 0                         | 0                          | 0                      | 0   |

## Chart 4.1: Faculty Composition

|                          | 2006<br>N (%) | 2007<br>N (%)            | 2008<br>N (%) | 2009-2010<br>N (%) | 2010-2011<br>N (%) |
|--------------------------|---------------|--------------------------|---------------|--------------------|--------------------|
| <b>Full-Time Faculty</b> | 21 (100%)     | 21 (100%)                | 21 (100%)     | 23 (100%)          | 19 (100%)          |
| Male                     | 10 (47.6%)    | 12 (57.1%)               | 14 (66.7%)    | 15 (65.2%)         | 12 (63.1%)         |
| Female                   | 11 (52.4%)    | 9 (42.9%)                | 7 (3.3%)      | 8 (34.8%)          | 7 (36.9%)          |
| RoA Citizens             | 10 (47.6%)    | 11 (52.4%) <sup>14</sup> | 10 (47.6%)    | 10 (43.5%)         | 11 (57.9%)         |
| Non-RoA Citizens         | 11 (52.4%)    | 10 (47.6%)               | 13 (52.4%)    | 13 (56.5)          | 8 (42.1)           |
| <b>Part-Time Faculty</b> | 60 (100%)     | 58 (100%)                | 58 (100%)     | 59 (100%)          | 63 (100%)          |
| Male                     | 46 (76.7%)    | 42 (72.4%)               | 44 (75.9%)    | 45 (76.3%)         | 48 (76.2%)         |
| Female                   | 14 (23.3%)    | 16 (27.6%)               | 14 (24.1%)    | 14 (23.7%)         | 15 (23.8%)         |
| RoA Citizens             | 20 (33.3%)    | 24 (41.4%)               | 22 (37.9%)    | 28 (47.4%)         | 30 (47.6%)         |
| Non-RoA Citizens         | 40 (66.7%)    | 34 (58.6%)               | 36 (62.1%)    | 31 (52.5%)         | 33 (52.4%)         |

<sup>14</sup> One faculty member (2007-2010) holds dual (Armenian and U.S.) citizenship and is counted as an RoA citizen as he is an RoA citizen by birth.

**Chart 4.2: Faculty Headcount by Department/Program**

|  | 2006 (N%)   | 2007 (N%)  | 2008 (N%)  | 2009-2010 (N%) | 2010-2011 (N%) |
|--|-------------|------------|------------|----------------|----------------|
| Full-Time  | 21          | 21         | 21         | 23             | 19             |
| Part-Time  | 60          | 58         | 58         | 59             | 63             |
| <b>College of Engineering</b>                                |             |            |            |                |                |
| Full-Time  | 4 (19%)     | 6 (28.6%)  | 6 (28.6%)  | 7 (30.4%)      | 7 (36.8%)      |
| Part-Time  | 14 (23.3 %) | 13 (22.4%) | 11 (19%)   | 13 (22%)       | 12 (19%)       |
| <b>College of Health Sciences</b>                            |             |            |            |                |                |
| Full-Time  | 2 (9.5%)    | 2 (9.5%)   | 3 (14.3%)  | 3 (13%)        | 2 (10.5%)      |
| Part-Time  | 9 (15%)     | 10 (17.2%) | 8 (13.8%)  | 9 (15.3%)      | 6 (9.5%)       |
| <b>Department of English Programs</b>                        |             |            |            |                |                |
| Full-Time  | 10 (47.6%)  | 8 (38%)    | 6 (28.6%)  | 6 (26.1%)      | 5 (26.3%)      |
| Part-Time  | 5 (8.3%)    | 3 (5.2%)   | 3 (5.2%)   | 1 (1.7%)       | 3 (4.8%)       |
| <b>Department of Law</b>                                     |             |            |            |                |                |
| Full-Time  | 1 (4.8%)    | 1 (4.8%)   | 1 (4.8%)   | 1 (4.3%)       | 1 (5.3%)       |
| Part-Time  | 9 (15%)     | 11 (19%)   | 7 (12.1%)  | 7 (11.9%)      | 6 (9.5%)       |
| <b>School of Business and Management</b>                     |             |            |            |                |                |
| Full-Time  | 1 (4.8%)    | 1 (4.8%)   | 1 (4.8%)   | 1 (4.3%)       | 2 (10.5%)      |
| Part-Time  | 9 (15%)     | 12 (20.7%) | 17 (29.3%) | 17 (28.6%)     | 24 (38.1%)     |
| <b>School of Political Science and International Affairs</b> |             |            |            |                |                |
| Full-Time  | 1 (4.8%)    | 1 (4.8%)   | 2 (9.5%)   | 3 (13%)        | 2 (10.5%)      |
| Part-Time  | 11 (18.3%)  | 10 (17.2%) | 8 (13.8%)  | 10 (16.9%)     | 10 (15.9%)     |
| <b>Acopian Center for the Environment</b>                    |             |            |            |                |                |
| Full-Time  | 2 (9.5%)    | 2 (9.5%)   | 2 (9.5%)   | 2 (8.7%)       | 1 (5.3%)       |
| Part-Time  | 3 (5%)      | 2 (3.4%)   | 4 (6.9%)   | 2 (3.4%)       | 3 (4.8%)       |

**Chart 4.3: Staff by Gender and Race/Ethnicity <sup>15</sup>**

|                        | 2006<br>N (%) | 2007<br>N (%) | 2008<br>N (%) | 2009<br>N (%) | 2010<br>N (%) |
|------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Full-Time Total</b> | 153           | 151           | 133           | 123           | 125           |
| Male                   | 70 (45.8%)    | 66 (43.7%)    | 56 (42%)      | 55 (44.7%)    | 56 (44.8%)    |
| Female                 | 83 (54.2%)    | 85 (56.3%)    | 77 (58%)      | 68 (55.3%)    | 69 (55.2%)    |
| ROA Citizen            | 150 (98%)     | 148 (98%)     | 130 (97.7%)   | 121 (98.4%)   | 123 (98.4%)   |
| Non ROA Citizen        | 3 (2%)        | 3 (2%)        | 3 (2.3%)      | 2 (1.6%)      | 2 (1.6%)      |
| <b>Part-Time Total</b> | 24            | 28            | 31            | 22            | 20            |
| Male                   | 11 (45.8%)    | 12 (42.9%)    | 10 (32.3%)    | 9 (40.9%)     | 7 (35%)       |
| Female                 | 13 (52.2%)    | 16 (57.1%)    | 21 (67.7%)    | 13 (59.1%)    | 13 (65%)      |
| ROA Citizen            | 22 (91.7%)    | 28 (100%)     | 29 (93.4%)    | 19 (86.4%)    | 19 (95%)      |
| Non ROA Citizen        | 2 (8.3%)      | 0             | 2 (6.6%)      | 3 (13.6%)     | 1 (5%)        |

<sup>15</sup> The staff number includes employees of Paramaz Avedisian Building, Vartkes and Hasmig Barsam Building seasonal employees-boiler operators, and lab proctors. It excludes employees of the Research Centers including Digital Library and TRDP.

**Chart 4.4: Full-Time Faculty/Staff Turnover During the Last 5 Years**

|   | Faculty <sup>16</sup>        | Other Staff <sup>17</sup> |
|---|------------------------------|---------------------------|
| Number of FTE Employees in this Period<br>(Enter five year <i>average</i> , annual count)   | 45.8                         | 151                       |
| Number of New Hires in this Period <sup>18</sup><br>(Enter five year average, first term FTE; calculate as percentage of first cell above)      | 14 (30.6%)                   | 25 (16.56%)               |
| Number of Retirements in this Period<br>(Enter five year average annual retirements; calculate as percentage of first cell above) <sup>19</sup> | Not Applicable               | Not Applicable            |
| Number of Departures in this Period<br>(Enter five year average annual departures; calculate as percentage of first cell above)                 | Not Applicable <sup>20</sup> | 26 (17.21%)               |

<sup>16</sup> Until 2011 all AUA faculty were on one-year contracts. However, more than half of core faculty have been with the university for more than three years.

<sup>17</sup> Although until 2011 all AUA staff were on one-year contracts, most are covered by the RoA Labor Code, they are considered permanent employees. The following extraordinary factors affect the average: 1. Outsourcing the University Security Services to outside professional company in 2008 (reduction in staff by 18 employees), 2. Outsourcing the University Food Services to outside professional company in 2009 (reduction in staff by 9 employees), 3. Completion of PAB construction in 2008 (reduction in staff by 5 PAB employees).

<sup>18</sup> Average number of faculty hired for the first time.

<sup>19</sup> There is no mandatory retirement age in Armenia; therefore the university has not tracked retirements.

<sup>20</sup> Until 2011 all AUA faculty were on one-year contracts.

## Chart 7.1: Inventory of Educational Effectiveness Indicators

| CATEGORY  | Have formal learning outcomes been developed? | Where are these learning outcomes published?<br><br>(Please specify) | Other than GPA, what data/evidence is used to determine that graduates have achieved stated outcomes for the degree? (e.g., capstone course, portfolio review, licensure examination) | Who interprets the evidence? What is the process?   | How are the findings used?  | Date of last program review for this degree program |
|---|---|--|---|---|---|---|
| At the institutional level:                                 | Covered by SLO within each masters degree     | Covered by SLO within each masters degree                            | See below   | Prior to 2011, handled by the Provost and IRO. Currently overseen by Student Learning Subcommittee of the Curriculum Committee  | Alignment of degrees with university mission and university-wide measures to improve student learning and admissions                                |   |
| List each degree program:                                   |   |  | Capstone, Student Portfolios, Exit Surveys, Employer Surveys, Alumni Surveys  | A team of instructors including the Dean select the SLO for investigation, gather evidence, develop rubrics, analyze the data and make recommendations for adjustments in curriculum instruction. | Improve Teaching methods, adjust curriculum and course offerings, guide faculty selection, ensure consistency of performance standards, refine SLOs | 2011  |
| 1. Master of Engineering and Systems Management (IESM)      | Yes   | Website, Student Handbook  |   |   |   | 2011  |
| 2. Master of Science in Computer and Information Science    | Yes   | Website, Student Handbook  |   |   |   | 2008  |
| 3. Master of Public Health                                  | Yes   | Website, Student Handbook  |   |   |   | 2009  |
| 4. Master of Arts in Teaching English as a Foreign Language | Yes   | Website, Student Handbook, Department Bulletin Board                 |   |   |   | 2008  |
| 5. Masters of Law (LL.M.)                                   | Yes   | Website, Law Department Student Handbook, Department Bulletin Board  |   |   |   | 2010  |
| 6. Master of Business Administration (MBA)                  | Yes   | Website, Student Handbook  |   |   |   | 2011  |
| 7. Master of Political Science and International Affairs    | Yes   | Website, Student Handbook  |   |   |   |   |

## Checklist of WASC Required Policies

*Updated November 2011*

|    | Item  | Location  | Status           |
|----|---|---|------------------|
| 1  | Academic Freedom and Implementing Guidelines  | On AUA Website, AUA Catalog, Faculty Handbook   | +                |
| 2  | Due process procedures that demonstrate faculty and students are protected in their quest for truth   | Statement of academic freedom /AUA Website, Faculty Handbook  | +                |
| 3  | Due process and grievance procedures for faculty, staff, students   | Faculty – Faculty Handbook<br>Staff – AUA Policies and Procedures Manual<br>Students – Academic Policies & Procedures (Admission, Graduation, Academic)<br>Student Code of Ethics | +<br>+<br>+<br>+ |
| 4  | Statement of policies, requirements, and expectations to current and prospective employees  | Handbook of Administrative Policies and Procedures  | +                |
| 5  | Institutionally developed and published non-discrimination, equal opportunity and affirmative action policies   | Faculty Handbook<br>Staff AUA Policies and Procedures Manual<br>Students- Catalog and Statement/executive order   | +<br>+<br>+      |
| 6  | Policies on conflict of interest for board, administration, faculty, and staff, including appropriate limitations on the relations of business, industry, government, and private donors to research in the institution.  | For Administration, Faculty, and Staff – executive order<br>For Trustees and Directors - awaiting BOT approval  | +<br>+           |
| 7  | Statement that the institution agrees to abide by WASC Policy on Substantive Change and the Policy on Distance and Technology-Mediated Instruction  | Executive Order   | +                |
| 8  | Policies covering human subjects and animals in research, classified research, patent provisions, cooperative research relations with industry, and other similar issues related to the integrity and independence of the research enterprise   | Faculty Handbook (IRB)<br>Contracts of Research Centers   | +                |
| 9  | Policies on how faculty responsible for applied research producing significant revenue share revenue from patents, licenses, and sales  | Research policies   | +                |
| 10 | Precise, accurate, and current information in printed material regarding a) educational purposes, b) degrees, curricular programs, educational resources, and course offerings, c) student charges and other financial obligations, student financial aid and fee refund policies, d) requirements for admission and for achievement of degrees, and e) the names of the administration, faculty, and governing board | AUA Catalog<br>AUA Website<br>Student Handbook<br>Academic Policies and Procedures  | +<br>+<br>+<br>+ |
| 11 | Publications that make clear the status (e.g., full-time, part-time, adjunct) of each faculty member  | AUA Catalog, AUA Website  | +                |
| 12 | Policies and procedures for additions and deletions of programs   | Faculty Senate  | +                |

|    |   |  |                   |
|----|---|--|-------------------|
| 13 | Requirements for continuation in or termination from, academic programs, and a policy for readmission of students who are disqualified for academic reasons   | Admission Policies and Procedures  | +                 |
| 14 | Clearly stated graduation requirements that are consistently applied in the degree certification process  | Graduation Policies and Procedures   | +                 |
| 15 | Personnel policies governing employment of teaching fellows and assistants  | Teaching fellows and assistants are considered as staff  | N/A               |
| 16 | Policy designed to integrate part-time faculty appropriately into the life of the institution   | -Faculty Service activities (printed booklets and on AUA Website)<br>-Faculty Handbook             | +                 |
| 17 | Explicit and equitable faculty personnel policies and procedures  | Faculty Handbook – policies on appointment, retention, promotion (approved by BOT, September 2005) | +                 |
| 18 | Policies on salaries and benefits   | In “General Terms and Conditions”  | +                 |
| 19 | Policies for faculty and staff regarding privacy and accessibility of information   | - AUA Policies and Procedures Manual;<br>- Student name/ID policies                                | +                 |
| 20 | Written library collection development and weeding policies, including the bases for accepting gifts  | Library Policies   | +                 |
| 21 | Admission and retention policies and procedures, with particular attention to the application of sound admission and retention policies for ...international students, and other cases where unusual pressures may be anticipated |  | Under development |
| 22 | Clearly defined admissions policies attentive to the special needs of international students  |  | Under development |
| 23 | Policies on student rights and responsibilities, including the rights of due process and redress of grievances.   | AUA Catalog/AUA Website<br>Student Ethics Code   | +                 |
| 24 | Publications that include policies and rules defining inappropriate student conduct   | Student Ethics Code  | +                 |
| 25 | Policy regarding fee refunds that is uniformly administered, and consistent with customary standards  | AUA Catalog<br>AUA Website<br>Academic Policies and Procedures<br>Student Handbook                 | +                 |
| 26 | Policies, guidelines, and processes for developing the budget   | Handbook of Administrative Policies  | +                 |
| 27 | Clearly defined and implemented policies with regard to cash management and investments, approved by the governing board  | Handbook of Administrative Policies  | +                 |
| 28 | Policies and a code of ethics for employees involved in buying, bidding, or providing purchase orders   | Handbook of Administrative Policies  | +                 |
| 29 | Policies regarding fundraising activities that comply with sound ethical accounting and financial principles  | AUAC Bylaws<br>Executive order   | +                 |