

Deans Council
September 5, 2018

1. **Faculty Senate Career Ladder for Non-tenure Track Faculty** Jason Reese/ Jeremy Stovall
Paulo Dutra/Todd Barrios

Dr. Reese gave an overview on the adjunct career ladder recommendation made by faculty senate. We currently have 250 adjuncts at SFA, 26 of those have an FTE 1.0 and 23 have an FTE .51 - 1.0.

Dr. Childs asked for clarification on the definition of adjuncts between colleges as it seems to differ. All were in agreement that this does not meet the first pillar of strategic plan “attract and support a high-quality faculty and staff”. It was agreed the details need to be reviewed and we need clarity across colleges, lab coordinators should also be included in this.

Dr. Bullard stated a need for a subcommittee to review the proposal, review what other institutions are doing; Dr. Brown said he has information from various institutions he could provide. Dr. Himes agreed to serve as the dean on this committee, Dr. Pace will serve as the associate dean and involve chairs forum. The committee will meet and discuss the official charge and timeline. Suggest any change to be effective for hiring next spring.

2. **Update from CIO** Anthony Espinoza

AE gave an update on ITS, guests will now have easier access to the wireless network, also looking at student printer solutions. Looking at change of email address on campus, moving to ‘first name .Last name’, this will be a secondary email address added to your current email account, which will continue to work. Bulb replacements will be handled by ITS once all the positions have been filled and budget approved.

3. **Update on Camp College** Janet Tareilo

JT gave an update on “Living like a lumberjack” and “living like a transfer jack”. Camp college brings potential students to campus so they can see what kind of services is available. We have a high percentage of at-risk and first generation students so this helps them to feel they belong.

4. **On campus events** Janet Tareilo

JT and Erma Brecht have been discussing a new welcome center and on campus welcome events, she provided some examples of what is currently offered.

5. **SACS/QEP** Paul Henley

SFA is class of 2021 for reaffirmation, which is coming up quickly. The reaffirmation team is Dr. Bullard, Dr. Westbrook, Dr. Gallant, and Dr. Guidry. Will be gearing up quickly. John Calahan will head up the success management team; Karyn Hall will lead the faculty

credentials team. We need to put together a QEP topic selection team.

KH provided information and documentation required on faculty credentials. This is the most commonly cited standard in SACs audits. A committee will review credentials. The faculty credential form will be made electronic. We will be able to use new SACS software for this task.

PH stated everything must be completed by September 2020. He provided in- depth update on requirements, he stressed their office cannot complete reaffirmation, this is a management task and we must have buy- in and help from all academic leaders.

6. **Undergraduate Research Initiative**

Pauline Sampson

PS reported graduate enrollment is up and thanked the deans and ITS.

Graduate Office has a small allotment for the undergraduate research initiative, will be working with each dean, to have one contact person. Money is available immediately.

7. **New Export Control Policy**

Steve Bullard

The export control policy was approved in July but did not go through normal protocol; it was developed and put through University Compliance Committee. SB asked for to be reviewed by our policy committee and recommendations brought back to deans council.

8. **Regents Professor**

Steve Bullard

SB said we need to look at the process and the policy. Need to have a committee, dean, chair representative from faculty senate? The current procedure and policy is not achieving what initially intended.

JT compared with other school's policies, we do not have a purpose statement. Others also have criteria very clear as to how many pages etc. we will discuss further at Provost Staff meeting and the subcommittee to be formed will be discussed.

Concerns were expressed by the review committee this year; the question was asked if we need to pause for a year while this is resolved. There was a majority vote of 6-1 to pause the current Regents Professor Policy. We need to be purposeful in our conversation and discussion so that current and previous regent's professors do not feel it has been diminished. SB will discuss with Dr. Pattillo.

9. **Leading change**

Steve Bullard

Dr. Bullard would like to have a conversation about "leading change" amongst the 7 deans, himself and 2 associate provosts. The deans were provided with a Harvard business review article to read, want to be able to all come from the same area as to why. A meeting to discuss this will be arranged very soon.

10. Any Other Business

HEF and Professional Development will be distributed this week; these figures come directly from the budget office.

Dual enrollment/outside employment, Loretta Doty is changing this policy so that regent's approval is not required for dual employment. We will ensure it goes to October board meeting for approval. Dr Bullard advised deans to be very careful when submitting outside employment requests and make sure they can be justified.

JA discussed staff employees teaching SFA101/301 a stipend goes along with this, staff should not be leaving their regular work schedule and being paid for teaching as well, therefore being paid twice for the same time. They should use comp time, vacation or own personal time. This was called to the dean's attention for potential discussion. It seems it is not handled consistently across departments or colleges. Currently half of all SFA101 courses are taught by staff, we must be consistent with policy.

BM said it is very difficult to hire international faculty and advice varies in each case. After investigation we found that almost every other institute in the state use "PERM" but SFA does not. He asked if we could adopt a policy that would move us in line with what others are doing? One issue with EB1 and EB2 when faculty obtains that, they often leave and the university is left with the cost. This discussion must include HR.

Attendees:

Steve Bullard

M Guidry

Kim Childs

Buddy Himes

Pauline Sampson

Jennifer Perry (interning for Dr. Sampson)

Paul Henley

Hans Williams

Anthony Espinoza

Tim Bisping

Judy Abbott

Janet Tareilo

Sharon Brewer

Todd Barrioss

Paulo Dutra

Jeremy Stovall

Jason Reese

Jonathan Helmke