

Academic Directors Meeting
July 28, 2021

1. **Academic Performance Solutions (APS)**

Karyn Hall

Karyn explained briefly about APS and its functions, it is now more widely available to faculty, and has also been made available to Faculty Senate and University Budget Council. We would like to offer this to all academic directors, OIR will help guide and orient you. Both Dr. Smith and Dr. Guidry expressed how useful the system would be for directors, especially in the foreseeable future as we are looking at transformation.

2. **Triennial Evaluations**

Karyn Hall

Triennial evaluations are conducted for deans, associate deans, academic unit heads and academic directors, the schedule for these is available on Academic Affairs webpage. Karyn explained the process and who will be reviewed this year, the evaluations will open on October 1 – 21. Directors were provided with a copy of the template and flow chart. In accordance with policy (4.8 and 4.4) feedback will be provided to the candidates.

Karyn explained that if changes are required as far as the template and the reporting structure, now would be the time to do that. This will be discussed with the deans for their feedback.

3. **Update Academic Partnerships**

Ryan Brown Moreno

Ryan provided updates on academic partnerships

We have ten students enrolled for aviation courses, the program will launch in fall 2022.

We are in place at Polk County Commerce center, working on MOU with Angelina College. We are beefing up distinguished high school programs. October 19, 2021 will be our academic partnership fair, giving us an opportunity to showcase what we have to offer. Further details will be forthcoming.

Lonestar Kingwood will be teaching engineering classes on site. Panola are interested in nursing and theatre.

4. **Texas Success Initiative (TSI)**

Raquel Skidmore

Raquel explained the State mandate that we have to ensure students are TSI complete or college ready in math, reading and writing, and we need to educate faculty and staff. In January they launched a new test which is more rigorous. Action needs to be taken on the student's part, but they are not doing it until they come to campus. We can use ACT/SAT scores but students are not taking care of this.

There are several different ways to be exempt for TSI, there is no regulation that prevents students being advised if they are not TSI complete but some colleges make that choice. If students are taking dual credit they are usually tested for TSI. Dr. Guidry said we need to meet with enrollment management and orientation, as well as the chairs of the developmental courses. SSC has been working with Dr. Beverly and Dr. Untiedt, high school counselors need to

be better educated – some students are not aware of TSI test. Dr. Guidry and Ryan Brown-Moreno will also be part of the discussion. We need to hold the deans accountable also.

5. **Professional Development**

Marc Guidry

Dr. Guidry explained that because of budget we are not able to do the kind of travel we have been accustomed to. But that doesn't mean we are not doing professional development. There are a lot of free webinars, with Zoom you can attend. Dr. Guidry stressed we should ensure directors and staff are completing high quality professional development.

Dr. Tkacik asked if there were funds available for webinars, Dr. Guidry explained that each director can use their funds however they like.

6. **Academic Affairs Retreat**

Lorenzo Smith

Dr. Smith provided two books in readiness for the retreat on August 4:

- ADKAR
- Winning with Accountability

7. **Budget**

Lorenzo Smith

The deans have been working on the zero-based budget model with regards to O&M. We have gone through this exercise and we are already quite lean in Academic Affairs, the challenge is that faculty have asked for targets for enrollment increase. We can address the structural deficit by driving up enrollment or cutting costs. Dr. Smith said there is not a lot of room to cut costs. The Board expect this problem to be solved within three years. Therefore, the only way is to bring the costs down. John Calahan expressed concern that when you cut resources you can end up in the death spiral. There is no easy solution.

8. **Any other business**

Dr. Guidry expressed the importance of the QEP, we have to advise students about 15 to finish and explain it will help them to graduate quicker and reduced the cost.

Attendees:

Lorenzo Smith

Marc Guidry

Sharon Brewer

Ryan Brown-Moreno

Raquel Skidmore

M.E. McWilliams

Ray Darville

Heather Catton

Mike Tkacik

John Calahan

Jonathan Helmke

Karyn Hall

