

Deans Council  
February 19, 2025

Assessment Update

Chris Wilson

An assessment workshop is scheduled for Friday 2/21 at 2pm (McKibben 131)

Our SACS 5<sup>th</sup> year interim report due in 2027.

Chris will arrange individual meeting separately to discuss assessment and APR specifics with each college.

CW thanked for everyone for the hard work on the MAPS updates from both faculty and advisors.

CW explained their role is to represent every office and support in them in assessment and to ensure compliance with assessment practices by State and SACS.

Provide both qualitative and quantitative data sources to help make choices for future

One additional item being reviewed as stated in 8.2a SACS is assessing student learning outcomes, are we able to show how we are doing it.

What is the role of the faculty and academic administrators in academic process?

How do we analyze these results?

How do we use this to seek improvement in a bigger picture?

How has it been used to improve academic programs?

We will cover these questions in the annual assessment report, what are you doing with this assessment, in this particular program and how are you going to improve.

Also ask academic units what they did to follow up from previous evaluations.

Need action plans for those areas that did not meet the evaluation goals,

Deans will have opportunity to respond to faculty responses on the APR and make recommendations.

We need some mechanism for dean's office to weigh in on assessment results.

MG suggested if you are always meeting the objective then you could increase the standard. SACS want to see that we are improving student learning,

SACS do not tell us what our policies have to be they just hold us to our own standards.

CW asked how do we do the APR process in a more meaningful way?

More prompts in APR

If a program cannot cast a vision for the future, perhaps they do not need to stay.

CW office is to help programs plan for their future. Goal is demonstrating improvement. And improve student success.

Data. from extended cabinet meeting John Wyatt/Heather Howell

John Wyatt provided data on FTE count at SFA that was presented to cabinet recently.

FTE is reported to the State every two years as part of the workforce report.

SFA have maintaining FTE of around 1500 over the past four years (since the Pandemic)  
Employee turnover rate last year is lowest since 2020.

FTE limitations are set by the state following data provided by us.

JA said this is why onboarding and ongoing training is important for deans as they are financially responsible for their colleges.

Faculty data is based on tenure track faculty only.

Reporting changed to be in line with system,

In accordance with regents rules we must have a return to faculty option for administrators, including deans, associate deans, provost, associate provost.

JW explained how we handle salaries is different to other UTS.  
Benefit costs will continue to increase due to increase.

State establishes 20% veteran employee goal. HR would like this trend to go up. A lot of veterans do not disclose this information,

Our diversity data is way down. We have not leveraged it as we should.

Total employee headcount is virtually flat across the board except for student assistants, which has increased.

There has only been an increase of five employees for the whole of academic affairs., (less than 1%) with growth in many academic programs, and increased students.

JW provided a breakdown by college by org. JW wants HR to be useful to deans if there is specific data that is useful please let them know.

Phased Retirement HOP

This has been approved and signed by the president and effective immediately.

We now have to formulate the template/agreement in dynamic forms. DK said he would do that and have the form ready for review at our next meeting on 3/5.

Additional compensation HOP 03-401

This HOP has been brought to attention of the cabinet, there is concern about the amount of funding going to stipends and to who? This will be reviewed in detail by the Division of Organization Effectiveness.

Addition Compensation 03-401

In the past non-exempt employees have been allowed to be paid each month for accrued overtime, this will cease immediately. This is another area that will be reviewed by Division of Organization Effectiveness.

Any Other Business

DK said the Provost search is progressing along the timeline provided earlier.

We should have a shortlist interviews for 2/21 and 2/24.

Week of 3/2 to bring finalists to campus.

The president informed JA this week that the \$2 million funds we have received previously will be repeated this year, with the hope it may be more.

GW expressed his concern at the monthly cost to hire out of state employees, \$500/\$1000 additional per month. They have two faculty members in Fine Arts that cannot be replaced but now there will be additional cost to hire them. JA said she believed there would be exceptions. Further information to come.

*Attendees: Judy Abbott, Gary Wurtz, Chris Wilson, Stacy Hendricks, Matthew Beauregard, Dustin Knepp, Hans Williams, Tim Bisping, Sharon Brewer, Marc Guidry*