

## **Dean's Council Meeting Minutes**

Date: April 1, 2026

### **HR EPAF/Onboarding Updates – Tricia Cain**

Reported progress on adjunct EPAFs. Adjuncts who are not benefits eligible and plan to return within a year will no longer need to be terminated over the summer. HR will send a report at the end of each semester for colleges to verify.

EPAFs have previously been delayed due to documentation requirements. This requirement will be removed; however, new faculty must provide ID within three days of the start date.

Fall EPAF entry will open by mid-July. In addition to the contract request and offer letter, a request must still be completed in NEOED, which will trigger a background check.

Deans noted the need for further education on NEOED for the hiring process. A summary of the process will be sent to the deans.

The new spreadsheet/formula created by the Faculty Salary Committee will help determine the correct salary for new faculty and expedite the process.

### **Tenure for Incoming Department Chairs – Stacy Hendricks**

Three chair positions are posted for CLAA. Automatic tenure will not be offered to incoming chairs. Instead, up to five years of credit may be offered, allowing chairs to go through the normal tenure process during their first year. If approved, chairs could be tenured after one year. This approach supports the integrity of the tenure process and protects the university.

### **Tenure and Promotion Criteria – Jordan Barkley**

After reviewing non-tenure track promotion applications submitted this year, it was noted that a consistent portfolio process is needed. This was the first year and application formats varied.

A CV should also be included for non-tenure track promotions to ensure experience meets college/unit guidelines.

Chairs will review tenure and promotion criteria in relation to the new policy allowing differential workload. Criteria should be specific and quantifiable.

Significant workflow changes are being developed for Watermark.

### **Department Complexity – Jordan Barkley**

Department unit heads will participate in an exercise to assess department complexity. Three levels will be established with varying salary levels.

Factors to consider include:

- Accreditation requirements and number of reports
- Department headcount
- Budget and managed funds
- Facilities and equipment
- Number of students in majors and course sections
- Development accounts

A 3% raise has been approved for associate deans and chairs effective September 1, 2026, aligning with staff raises.

### **Budget Hearing – Jordan Barkley**

There were also a large number of one-time budget requests that could potentially use foundation funds.

The University wide budget hearing is scheduled for w/c 4/6/256.

### **Any Other Business**

Advising: New advisers are being hired and some current advisers will transition to first-year advising – scheduled to open August 1.

COB Dean: Feedback was circulated regarding the appointment of Jason Reese as permanent dean of COB. Feedback from the college, leadership team, and EAB was overwhelmingly positive. Jason will present his vision for the college, with a decision expected by May 1.

Military Science: The program is undergoing changes and may lose its battalion to Sam Houston. If this occurs, a phase-out process will begin.

Campus Event: Dennis Quaid will visit campus for the Nelson Rusche Distinguished Lecture Series on Thursday, April 9.

Tenure & Promotion: Questions remain regarding the role of collegiality in the T&P process. Some faculty wish to remove it; however, it is included in UTS Regents' rules. Further discussion is required.

### **Attendees**

Jordan Barkley, Marc Guidry, Kim Childs, Christina Sinclair, Jason Reese, Stacy Hendricks, Tricia Cain, Hans Williams, Dustin Knepp, Gary Wurtz, Forrest Lane, Chay Runnels, Sharon Brewer