

Deans Council  
7/16/2025

1. **EPAF Approval Queue**

John Wyatt/Kim Odems/Lisa Balty

HR staff came to address some issues AA have been having with EPAFS not going to the dean for approval, only fyi. This causes issues as the dean admin can only view EPAFS and not make any changes, therefore if there is a problem with FOP, position number or salary they cannot be changed.

John explained how the current process works and said he was happy to change it, with the understanding that this added layer could delay EPAFs. After discussion with the deans by email after the meeting Sharon confirmed that all deans wanted the process changed so they have to APPROVE EPAFs. This request was made to Kim Odems and the change will be made.

There was also some concern about staff members working for different divisions without their own VP being aware, i.e. staff member teaching as adjunct in one and sometimes more than one other department and their VP/dean not being made aware. John directed the deans to HOP 01-402 Conflict of Interest, Conflict of Commitment, and Outside Activities, which addresses dual employment.

The deans asked HR about when adjuncts end their assignment, they lose immediate access to IT, which causes issues with grading or for adjuncts only teaching spring and fall and access turned off during summer. This is being reviewed by ITS.

2. **Flex Time**

John Wyatt

John also addressed the issue of flex time and explained how it should be used within the same work week, details can be found on HR webpage.

3. **1923 Suite**

Jordan Barkley

JB explained that Academic Affairs have been given dates for football games when we will be responsible for filling the suite:

September 20

November 1

November 15

4. **Update from Cabinet Meeting**

Jordan Barkley

JB will provide an update from cabinet meetings at each deans council.

At the last cabinet there was a discussion about English sections, we are doing all we can to hire more English faculty, currently a lot of applicants are international and we

cannot hire them in time due to visa issues.

This is the first time we have tried auto registration, all students will have a full schedule, we will give it our best effort, review and see what we can do to improve next time. If we increase SCH we need more budget.

DK said we need to plan for up to nine more English lecturers, we will use this year to build the case for next year in order to hire more faculty,

We are not able to use waitlists this year, we should include this for future auto registration. UTSA does this manually with their advisors, is this how we should be doing it?

Although admission standards have not changed it seems we are reviewing more files and allowing more students to register. We need to put an attribute in against these students so we can track how this effects retention.

An increase in enrollment may still be helpful to attract future students.

Aspire is a three-day program, a summer bridge program run by Enrollment Management and Student Affairs for students who did not receive clear admission. The program is to prepare students but does not include any classes.

JB said the University will be pitching the athletic fee again, and asked for the deans support in promoting this. If successful this would allow the money athletics receive from the fee to go back into the university for other areas, it would benefit everyone.

The deans felt the message should be strong and sent to parents as well as students, explaining it would provide \$3.5 million back to Academics if the fee is approved.

There have been several rumors about Student Affairs wanting to take over some academic areas, Kent Willis confirmed this is not the case.

However we will be looking at how to best serve first-year students. JB is not supportive of moving advising out of academics but would be open to some crossover/joint projects with Student Affairs.

The deans expressed some concern that first-year students are not receiving the help they need in getting dorm rooms, financial aid etc. The College of Education used to have a first-year adviser and it worked very well.

Alison Reed in LLC is centralizing campaigns for advisors through Navigate. She is looking

at campaigns for midterm grades. Our current advising methods are very effective for the type of school we are, this is shown in the NESSE data. We should demonstrate that students are better served if advising remains in Academic Affairs.

**5. Tenure Track Promotion Amounts**

In relation to our previous conversation regarding NTT promotion amounts, the deans agreed that Tenure Track and NTT total awards should align and therefore agreed to the increase rate from Associate to Full Professor to \$8,500 effective 9/1/25.

6. SH asked the other deans if they had assistant/associate department chairs and how they were compensated. There was a mixture of replies but in general none of the colleges paid a stipend as well as a course release, it was one or the other.

SH also asked about remote faculty and in general the consensus is no, other than a few because of medical reasons. The deans felt that using remote faculty members can be disruptive and very time consuming.

**7. Any Other Business**

FL advised the deans that starting in the fall he will begin bringing in legislators' as we have a void at the federal level. Sessions and Cruz will visit in October, we need to highlight significant areas. FL will be connecting with each of the deans on this topic. Dates will be confirmed when they have been finalized. Sessions will visit October 3.

MG has been discussing strategic plan with JB, we have a bare bones plan in the Second Century Committee, we need to add specifics to that. If it is not in the budget it is not strategic. We need to look at how to move forward.

8. The dynamic forms to replace positions will still be used however, it no longer requires approval at the president level.

*Attendees: Jordan Barkley, Marc Guidry, Kim Childs, Gary Wurtz, Forrest Lane, Stacy Hendricks, Kim Odems, Lisa Balty, John Wyatt, Hans Williams, Dustin Knepp, Justin Blount, Sharon Brewer*