

Deans Council
September 6, 2023

Meeting commenced at 9.02 a.m.

1. Stacking Financial Aid Awards

Gary Wurtz

Deans forum had met recently and discussed the issue of stacking financial aid awards. Currently we are hindered by our own processes and the deans would like to get some explanations in order to use additional money to recruit students. We lost a number of art students at the last minute because the Elliott money offered to students, simply reduced the amount of LEAP received, and there was no benefit for the students.

It appears athletics are able to “stack” their awards up to the cost of living. There is concern regarding whether or not Academic Affairs has that option.

Dr. Smith & Dr. Guidry met with Judi Kruwell and Rachele Garrett to discuss the issue. The problem seems to be how we are documenting the money. A follow up meeting is scheduled and this will be a recurring agenda topic until resolved.

The deans agreed they want to find a solution to this issue and they acknowledged that Financial Aid is understaffed and underserved. Dr. Smith stated it does seem to be the feeling from Finance and Administration, that students should not receive a difference check.

The deans would like to know how much of \$1million purple Promise has been awarded?

2. Faculty Awards

Faculty Senate proposed last year adding faculty awards for scholarly and service excellence. Currently we award teaching excellence awards at the college level, one per college with a monetary award and a stole. These

recipients are celebrated at the annual faculty awards together with retirement and service.

After some discussion it was agreed by the deans we will add these other two awards, beginning this year.

Process: One faculty member from each college will be recognized at the annual faculty awards in April, 2024. The recipients will receive a stole from the Provost's office and any monetary award will be made by the college, with a minimum of \$500 per person. We will no longer hold the teaching excellence luncheon. The deans felt they could cover the cost of these additional awards but the Provost office could help if necessary.

The Teaching Excellence Committee will be changed to *the Faculty Awards Committee* to encompass the new categories, and will handle the logistics of the awards and event. There will be a total of 18 awards:

- Teaching Excellence Awards
- Scholarly Excellence
- Service Excellence

3. **Tenure & Promotion**

Dustin Knepp

Dr. Knepp had some questions about the tenure process based on the new HOPs released by General Council. It appears there are some inconsistencies between policy and HOP. It was agreed nothing could change this year and we would do our best to comply with our current procedures already established and set up in Watermark. The policy committee will review and make necessary changes to the HOPs throughout the academic year. The deans asked if a message could be sent out from General Counsel about this.

Dr. Abbott asked that we re-visit promotion amounts, which have not changed since 2002. A proposed change was made a couple of years ago but it was not approved. Alisha will find that information and bring back to a future meeting, she stressed that faculty promotions are funded at the university level. There does need to be an update to our current promotion

scale as the HOP now includes lecturer 1,2, 3 as well as senior lecturer. Alisha will update the list and send to the deans.

4. College Admin Restructures

Dustin Knepp

The college administrative restructures were discussed. Alisha now has all the information required and will submit them to HR. Salary levels were discussed and the frustration that these may be affected by compression of other positions. There is also frustration with the inequity of responses from HR.

5. Provost Message Update

Lorenzo Smith

There has been some discussion with the chairs about the wording in the initial UTS agreement which stated there would be \$5.5 million for faculty equity over for four years. Later it was established by Dr. Westbrook that this was also for staff. There needs to be some clarification on this point. Dr. Smith stated that this will be a question for the new president.

Dr. Smith shared his vision for Academic Affairs document which will be sent via email today and will be discussed on Friday, September 8 at Connect with the Provost. He plans to share this document with Chairs Council and Faculty Senate.

Some of the deans suggested inviting Gina Oglesbee and Judi Kruwell to a future dean's council where some of our issues could be discussed. The provost suggest that Deans Forum meet to discuss the possibility.

6. Any Other Business

Alisha advised that the new style budget will be available to view very soon. It will be very different and will not list individual salaries, Jessica Barrett has offered to provide training on how to navigate through the budget. Alisha and Sharon will arrange a training for the deans at a future meeting.

7. Date of Next Meeting

September 20, 2023, hosted by Dean of College of Liberal & Applied Arts.

Meeting adjourned at 10.55 a.m.

Attendees:

Lorenzo Smith

Tim Bisping

Hans Williams

Marc Guidry

Dustin Knepp

Gary Wurtz

Sharon Brewer

Kim Childs

Alisha Collins

Judy Abbott