

Deans Council  
September 7, 2022

1. The meeting began at 9.02 a.m., with a minor change made by Dr. Childs, the minutes of the last meeting were approved and will be posted on the web page.
2. Chris McKenna, Chair of Faculty Senate still feels there is not enough faculty representation on the policy committee, at our last deans council we felt they did not need additional members. Karyn Hall/John Calahan are non-voting members (this will be updated on the committee webpage), further discussion to follow.
3. The Ombuds position is currently with Chairs Forum, we will report back when we receive feedback.
4. College Abbreviations, Graham Garner did not discuss this issue with deans before releasing his recommendations. The deans felt we already have abbreviations in place. One dean felt that UMC severely overreaches into Academic Affairs.
5. SUE scores were discussed at Chairs Forum yesterday.
6. ORGS  
Dr. Jerez presented a proposed reorganization of ORGS. Currently personnel have specialized skills and when they are absent no one can fill in, these changes will allow for overlap of duties. Currently everyone reports to the dean, Dr. Jerez would like to change that. Dr. Smith asked the deans to review the proposal and provide any feedback to Dr. Jerez.
7. Salary Approaches College of Education  
Dr. Abbott has been in discussions with her unit heads to review their staffing and look at faculty and staff whose salaries are particularly low. Each unit provided a list and proposed increases, it was shared amongst the entire college. Dr. Abbott stated it was impossible to correct all salaries but tried to prioritize, she identified two faculty lines she would sacrifice to pay for these salary adjustments. Faculty changes are likely to move ahead before staff because we have to work through HR. It was noted that salary grades/ranges have not been reviewed since 2012.
8. Salary Approaches College of Liberal and Applied Arts  
Dr. Knepp is working on raising each category in line with equity, he would use cost cutting methods from overloads, increasing class sizes and vacant lines to cover the cost. He would like to see this for all colleges.

Alisha stated that whatever changes we make cannot result in lower SCH's. Dr. Guidry agreed this was a good solution but we cannot take money away from summer and then not be able to offer the classes we need. Summer and adjuncts are budgeted, overloads are not budgeted.

Dr. Smith thanked both the deans for their work on these proposals, these are big changes and he would like to advise the president and get his approval. He will continue to work with both deans.

9. SUE scores

John Calahan reported that between 2008 – 2013 SUE scores were rock bottom. We were trying to get a building we were denied because of our SUE scores, they hired him as a result to work on this. We changed 40 classrooms, and 2014 – 2016 had passing SUE scores.

In September 2016 the Associate Deans Forum gave a proposal to allow college and departments to control their space. 2017 was the last year SFA had a passing score, since then we have been failing.

COVID hit, which didn't help things but chairs and associate deans are saying they were unaware of the scores and the issues. Our current score is 92 points out of 200, the minimum passing score is 150.

How we use our rooms effects our O&M funding, as well as our bond rating, we need to eliminate 38 spaces from our current inventory. Schedule deadlines have to be met. Dr. Bisping stated we should start to shut down classrooms (43 classrooms and 20 labs). John will send a list of suggested classrooms to close to the deans. SUE scores are only calculated in fall, the deans agreed this could be done for Fall 2023, a final decision will be made at the next deans council.

Dr. Smith was concerned that chairs say they don't know, we do have some new department chairs, training must be provided, perhaps our office could provide Administrative 101 (like the budget training that Alisha provided).

Dr. Smith said he will meet with VPFA and president on salary plans for CLAA and PCOE.

Meeting adjourned 11.07 a.m.

*Attendees:*

*Lorenzo Smith*

*Sharon Brewer*

*Marc Guidry*

*Alisha Collins*

*John Calahan*

*Sheryll Jerez*

*Kim Childs*

*Judy Abbott*

*Gary Wurtz*

*Dustin Knepp*

*Tim Bisping*

*Hans Williams*