

Deans Council

October 6, 2021

1. Registrar

Our new registrar, Mickey Diez was introduced to the deans.

2. Michara Delaney Fields

Our Chief Diversity Officer would like to offer workshops on diversity, equity and inclusion to each of the colleges, for faculty and staff. She asked the deans when would be a good time to do this, it would probably take an hour per college, the deans should respond directly to Michara.

3. Imbedded Adjunct Pay for Dual Credit

Ryan Brown Moreno

The pay scale will change effective Spring 2022 for faculty working in the schools, teaching dual credit classes. They will now be paid \$2,250 per course for ten students, plus an additional \$200 for each additional fifteen students, with the cap at \$2,850. This will result in some savings for the colleges in their adjunct budget. This needs to be communicated to the faculty.

4. Policies

Judy Abbott

Assessment of Institutional Effectiveness (2.3)

Been through the policy committee and reviewed by John Calahan.

Terminal Degree policy (7.3)

Been through the policy committee, some minor changes to wording and language, no substantive changes.

Both policies were approved by deans, and will to go the October board meeting for approval.

5. SFAS1101

Marc Guidry

Formerly known as SFA101, this is overseen by Raquel Skidmore in the Student

Success Center and she would like to increase the number of students taking the course. We have asked Meredith Bailey to add a reminder to UG advising form about SFAS1101, in conjunction with a marketing campaign, making two important points:

- There is a strong correlation between higher persistent rates and taking this course.

- With our tuition packaging, this course can effectively be taken for free.

Deans were in agreement

6. **Calendar committee**

Marc Guidry

Marc reported to the deans on behalf of the calendar committee, for which he serves as an ex-officio member. After discussion with faculty, chairs, and students the committee is proposing to return to summer 2020 schedule, with a 12-class day May-mester, 5-week (19 class days) Summer I, 5-week (19 class days) Summer II, and a full 12-week semester. The deans approved this suggestion. Feedback will be given to the calendar committee.

7. **UBC Update**

Tim Bisping

Dr. Bisping gave an update on the University Budget Committee (UBC), which has been broken into sub-committees. This is a huge undertaking as there are many people involved in this committee who have never been involved with zero based budgeting before. UBC have been given the authority to make recommendations to the cabinet, they will only do that if they have the correct analysis.

It was felt we need a strong charge from the cabinet, to avoid push back. There has to be communication to educate everyone on zero based budgeting.

Dr. Childs stated that we need some flexibility on deadlines, UBC could provide template or working lunch workshops on zero based budgets. The communication sub-committee is an important piece, it seems there is some overlap with UFC, headed by Regent Flores.

This is a work in progress and will take a couple of years to get straight

8. FY 23 Grad Assistant allocations

Alisha Collins

At the last town hall, one issue of concern was not receiving graduate assistant allocations in time. Alisha reported that Academic Affairs will commit to 50% (\$1.1 million) of the allocation for FY23, to enable recruiting to start for next fall, this will increase when we get the final budget.

9. Banner Clean Up

Alisha Collins

Alisha stated there is lots of attention on budget right now, there has been a push to clean up everything in Banner when it occurs. Alisha is proposing she send the monthly list of clean up items to each college and they will need to be handled by the dean's administrative budget person.

10. Faculty Hiring Process

Lorenzo Smith/Alisha

Collins

From the APS Dashboard you can select Instructional Staff Capacity Planning Dashboard. Colleges will now need to track their permanent salary savings balance, this is not something we have done before. Every time you have an EPAF, the change should be tracked. Dr. Smith provided a draft of a spreadsheet for the deans to use when hiring new faculty/staff. He needs to see the big picture; this document will be sent electronically to the deans.

11. Overloads

Alisha Collins

There was a discussion on when overloads should be paid. Currently they are paid in fall and spring semester however, technically the faculty have not completed their full TLC in the fall, should we change to only paying overlords in the fall starting FY23? Several deans expressed concern at this and agreed it is a very contentious topic. The other issues are Chairs receiving overloads, some colleges are paying chairs for teaching, some are not, we need consistency. It was agreed the deans would review both these issues over the coming semester and we will revisit the topic in June for further discussion.

12. Adjunct Pay

Lorenzo Smith

Dr. Smith asked if the deans wanted to review adjunct pay, which has not been increased in over ten years. All deans agreed they would like to look at this, it would be good for morale and for retention, this will be monitored and reviewed after the spring semester.

The deans asked if we could also re-look at the proposal submitted last year to increase promotion amounts, which have not been changed since 2005.

13. Construction Management

Lorenzo Smith

Dr. Smith currently looks favorably upon moving CM to the College of Sciences and Mathematics, but has not made a decision yet because full consultation with additional stakeholders has not yet taken place. Dr. Smith will meet with the Dean Abbott, Dean Childs, and Dr. Chay Runnells to continue the discussions.

14. Date of Next Meeting

November 3, 2021