

## Deans' Council December 1, 2010

### 1. SACS On-Site Preliminary Report.

We received a preliminary report from Dr. Goldstein following the SACs off-site reaffirmation committee report. They go through our compliance certification for each of the principles, there were some good and bad findings.

The next step is to make a response in terms of focus reports on issues we are looking at. There was only one requirement where we were not in compliance and seventeen comprehensive standards that we need to work on. We are required to document certain items we already do and some items will require action.

Faculty responsibility for curriculum – item needs to be addressed. They were unable to navigate online catalog to find out how many semester credit hours a course would produce. We have a number of issues to deal with regarding faculty credentials and Dr. Brunson will be meeting with deans and chairs to respond to quickly. Responses are due January 15<sup>th</sup>, which is six weeks prior to the onsite visit on March 1, 2011.

Institution wide assessment is very new, so we will require further documentation. Concerns for us are departmental assessment units, college assessment units, ensuring we have actions present and we are closing the loop. Requirements for faculty are very course specific. There is some work to be done.

### 2. Policy for administrative evaluation of adjunct faculty.

Dr. Berry distributed a draft of a new policy, in response to SACS requirements, Chairs' Forum will be asked to design the form. Dr. Berry stated that because of the number of adjuncts we use, we need to evaluate them. We will try to fast track this and get to the Board in January. Deans were asked to share this draft with department chairs.

### 3. Cost Reduction Task Force

Dr. Berry gave an overview of the Cost Reduction Task Force, he appointed a sub-committee to prepare a draft recommendation. Lots of items were discussed to find internal efficiencies. In Academic Affairs we have found close to \$150,000 in savings, there is strong feeling around the table not to touch the pay scale on summer. Furloughs were a popular choice however, it was not thought a good idea ask all staff and faculty to give up one day's pay so that a few faculty could not take any reduction to their summer pay.

Faculty feel it is a moral issue and that all cuts have been put on them. It was stressed that

summer is additional income – over and above what faculty are contracted to do. Dr. Berry asked, why some faculty, given a choice would not teach, so they can make the same amount of money. Why not make a little less and everyone teach? It was felt that it was business as usual. Dr. Arnold said they fear that if pay is reduced it will be permanent. Dr. Berry confirmed it probably will be for the foreseeable future. He feels we need decisions soon so we can plan for the fall. Danny Gallant is working on lot of data to help with cost saving, this will be a new attitude for faculty.

Dr. Berry predicts the recommendations will be:

\$150k saved in Academic Affairs

Budget what was spent last year, with some reductions in Sciences & Mathematics, because they overspent.

Then ask deans/chairs to come up with other \$300k proportionally divided through colleges, by combining sections, finding efficiencies.

4. When receive formal request for an additional 3% reduction, \$1.2million this year – we will have to look at furloughs. The State may force furloughs as part of the next biennium. We need to comply and find ways to come out stronger on other end.
5. Dr. Berry asked Dr. Tkacik to identify a student for the state-wide Undergraduate Research Conference in Austin on February 14<sup>th</sup>. What we are supposed to be showcasing is what State of Texas and Texans benefit from undergraduate research.
6. Date of Next Meeting  
Deans' Council – December 15, 2010