

Deans Council
December 7, 2022

1. Minutes from dean's council November 16 were approved and will be posted on the Academic Affairs web page.
2. New Curriculum Proposals Mickey Diez/Marc Guidry
Dr. Guidry reported an overwhelming number of curriculum proposals, Mickey Diez has not experienced this volume at other schools. His suggestion is to have a waiting period of three years between submissions.

Dr. Guidry explained that in some cases, curriculum changes are being made and then reversed the very next year, this creates a great deal of work and makes bulletins messy. This change would force faculty to think more strategically about making changes and force more caution. There will be a mechanism for exceptions. It was agreed a change will be made to ensure that simple mistakes/typos no longer have to go through Curriculog,

MG and MD will review and send more information to the deans. MD stated although this is a workload issue, it is really an efficiency issue.

3. Policies
Performance Review of Officers Reporting to Provost/EVPAA (4.8)
Academic Appointments and Titles (7.2)
Faculty Development Leaves (12.7)
Student Media (10.8)
Substantive Change (4.10)
Student Academic Dishonesty (4.1)
Doctoral Students Allowable Credit Hours & Completion Times (6.11)

The policies listed above were reviewed and recommended for approval by the Deans. Dr. Smith approved the policies and they will be submitted to the January board meeting.

Dr. Westbrook has requested that policy committee review Faculty Merit Pay (7.6) in time for January board meeting. Dr. Williams will email the policies to deans for approval.

4. Provost Message
Dr. Smith reminded the deans of the strategies listed on his recent Provost's message dated November 30.
Eliminate/merge low degree-awarding programs
Promote high growth potential programs
Invest more in advising
Create or further support signature learning experiences
5. Dr. Smith said we need to invest in high ROI programs, such as nursing., he

wants to put a hold on automatic fills for vacant lines, so we can look at how we will proceed. If vacancies are already in the queue the deans may move forward but we will put a hold on separations after today, until further discussion.

We need to be good stewards of university funds; One solution is to increase student/faculty ratios where we can. The Provost would like to meet with each dean, Alisha, Karyn and Marc to look at reasonable targets for each college. He does not want to micro-manage these issues and would like to agree on a target for each college and let the deans manage that, allowing them to be more surgical.

The deans will agree together on SFRs, which will vary across colleges and perhaps even programs. Dr. Smith believes a change to policy 7.26 to minimum undergraduate class size of between 15 – 20 (final number to be determined) will help. Perhaps we need additional small class exceptions, Dr. Smith asked the deans to consider this and we will return to this issue.

6. A Systems Approach to Personnel Allocation Modeling in Higher Education (PAM)

Dr. Smith has been working on this document for many months with: Karyn Hall, Joyce Johnston, Kelly Noe, Keith Hubbard, Lesa Beverly, Marc Guidry

Dr. Smith went over the document providing explanation, there is \$5.5 million starting in the fall 2023 for faculty only, we want to come up with an ask for staff and faculty for spring 2023. We are most similar to UT Rio Grande Valley, and have compared information to theirs. Alisha provided some recommendations to bring SFA up to UT RGV salaries. There was nothing in writing from UT about staff raises, other than it will be reviewed.

There needs to be a clear message on what will be asked from fund balance - perhaps from the Provost office.

Dr. Smith agreed the deans can offer higher salaries for new positions being offered, and suggested we be conservative offering no more than 10% higher.

7. Dr. Guidry reported that following the Annual SACS meeting last week, SFA are no longer being monitored for core assessment. Dr. Smith congratulated him on his hard work.
8. Dr. Smith wanted the deans to consider the most pressing needs for Academic Affairs, and the areas of high demand to invest in, such as:
 - Nursing,
 - Professional counseling,
 - Advising in Forestry
 - Construction management
 - Mechanical Engineering
 - Electrical Engineering

DSW
Aviation
Masters Music Composition on line
Speech language pathology

In some cases we have the lines but need to increase salaries and in some we don't have enough faculty. Dr. Smith asked for a list from each dean as soon as possible, so he can present to the president.

Adjourned 11.35

Attendees:

*Lorenzo Smith
Gary Wurtz
Tim Bisping*

*Marc Guidry
Sheryll Jerez
Karyn Hall*

*Kim Childs
Alisha Collins
Hans Williams*

*Judy Abbott
Dustin Knepp
Alisha Collins*

Sharon Brewer