



Fall Welcome Meeting 2022



STEPHEN F. AUSTIN
STATE UNIVERSITY
NACOGDOCHES, TEXAS

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- 
- System affiliation?
 - Presidential search
 - Salary supplement
 - Employee Assistance Program
 - Enrollment update
 - Elevate Campaign
 - 99th Birthday
 - Centennial Year

System Affiliation?

Thirty-seven public universities in Texas.

Thirty-five are members of a university system.

Two unaffiliated institutions: SFA & Texas Southern.

Seven University Systems



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The Four Systems Interested



Over the past several months, representatives of the

- Texas A&M University System,
- Texas State University System,
- Texas Tech University System, and the
- University of Texas System

have made informal contact with our Board of Regents expressing a desire to be part of any formal discussions should our Board choose to evaluate potential system affiliation.

Our Board will be engaging with these interested systems to assess how an affiliation might benefit SFA.

These discussions will be conducted between representatives of our Board and representatives of the System Boards that have expressed an interest.

The timing of the search for the new president will be contingent upon the outcome of these discussions.

The SFA Board of Regents has established a subcommittee that is tasked with engaging with the authorized representatives of each interested system to discuss governance, financial, and other related matters surrounding potential affiliation.

- Karen Gantt, Chair
- Tom Mason, Vice Chair
- Jennifer Winston, Secretary
- David Alders, Member and Former Chair
- Dr. Steve Westbrook, Interim President (ex officio)

Although the final decision in this matter rests ultimately with the Board of Regents, I have been asked to develop an organized and comprehensive process that will provide input from faculty, staff, students, and alumni that will be provided to the Board prior to their decision.

Campus Input

Deans Council

Chairs Forum

Faculty Senate

Staff Council

Student Government

Alumni Association

Process & Timeline

SFA Deans Council, Chairs Forum and Faculty Senate,
with the support of the Provost's Office,
are invited to develop questions their groups
have relative to system affiliation.

By Sept. 23

Supported by Dr. Lorenzo Smith and Dr. Marc Guidry

The Provost will provide a process that will coordinate the work of each of these groups so that one comprehensive question set can be developed.

I will provide these questions to the interested systems and invite them to respond by Oct. 6.

By Sept. 27

After reviewing the responses, the Provost, Associate Provost, Deans, Chairs Forum and the Faculty Senate, are invited to collaboratively prepare a report for me that represents their collective evaluation of the strengths and weaknesses of each system in regards to the responses received to the questions posed; as well as outlining what they would ask the Board to consider when making its final decision.

By Oct. 21

The Provost will present this report to the
Board of Regents at their
Oct. 30-31 meeting.

The **SFA Staff Council** will be invited to develop a set of questions its group has relative to system affiliation.

By Sept. 23

Supported by Dr. Michara Delany-Fields

I will provide these questions to the interested systems and invite them to respond by Oct. 6.

By Sept. 27

After reviewing the responses, the **Council** is invited to prepare a report for me that represents its evaluation of the strengths and weaknesses of each system in regards to the responses received to the questions posed; as well as outlining what it would ask the Board to consider when making its final decision.

By Oct. 21

The Chair of the Staff Council
will present the report to the Board of Regents
at its **Oct. 30-31** meeting.

The **SFA Student Government** will be invited to develop a set of questions their group has relative to system affiliation.

By Sept. 23

Supported by Dr. Brandon Frye

I will provide these questions to the interested systems and invite them to respond by Oct. 6.

By Sept. 27

After reviewing the responses, the **SGA** is invited to prepare a report for me that represents its evaluation of the strengths and weaknesses of each system in regards to the responses received to the questions posed; as well as outlining what it would ask the Board to consider when making its final decision.

By Oct. 21

The Student Body President
will present the report to the board of regents
at its **Oct. 30-31** meeting.

The **SFA Alumni Association** will be invited to develop a set of questions its group has relative to system affiliation.

By Sept. 23

Supported by Jill Still

I will provide these questions to the interested systems and invite them to respond by Oct. 6.

By Sept. 27

After reviewing the responses, the **Association** is invited to prepare a report for me that represents its evaluation of the strengths and weaknesses of each system in regards to the responses received to the questions posed; as well as outlining what it would ask the Board to consider when making its final decision.

By Oct. 21

A representative of the Alumni Association
will present the report to the board of regents
at its **Oct. 30-31** meeting.

An **online portal** will be launched to provide a means for any interested person to provide input to the evaluation process.

Aug. 22 – Sept. 16 – Oct. 14

Supported by Graham Garner

Campus Input

Deans Council

Chairs Forum

Faculty Senate

Staff Council

Student Government

Alumni Association

+ Other Interested Parties

System Evaluation Input Process Timeline

- | | |
|-------------|---|
| By Sept. 23 | Question set developed and submitted to interim president. |
| By Sept. 27 | Question set provided to the authorized system representative by the interim president. |
| By Oct. 6 | System responses to question sets received by the interim president and submitted to the appropriate groups. |
| By Oct. 21 | Reports representing the assessment of strengths of weaknesses of each responding system, and the recommendation for consideration provided to the interim president. |
| Oct 30-31 | Reports presented to the Board of Regents by the designated representatives. |

Decision before
the end of the fall semester
is the goal

Decision Timeline

- Affiliation will require enabling legislation
 - *Session begins Jan.10, 2023*
- Interim president is a short-timer ;-)
 - *Presidential search needed*

Salary Supplement



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- Faculty and Staff funded from university funds (E&G, Auxiliary, Designated) are eligible
- Faculty and Staff employed in a full-time (1.0 FTE) position as of 04/01/22 and as of the payment date are eligible
- Faculty and Staff employed in a permanent budget part-time position as of 04/01/22 and as of the payment date are eligible
- Employees funded from Restricted Grant or Gift funds may be eligible if allowed by the Grant or Gift agreement, funding is available, and appropriately approved
- Employees with employment agreements containing retention payments or automatic salary escalators are not eligible
- Casual, temporary, adjunct faculty, and return to work after retirement employees are not eligible
- Full-time employees with permanently split positions totaling 1.0 FTE are eligible
- Compensation calculated on FY 2023 budgeted base salary (no stipends, supplements, or additional compensation included)
- For part-time eligible employees, 4% of base salary for the FTE percent
- No retirement deduction as payment is considered a bonus under TRS requirements thus not eligible for retirement contribution
- Federal withholding rate of 22% is required by IRS regulations
- Standard Social Security tax of 6.2% and Medicare tax of 1.45% apply
- Calculation results in gross pay less withholding and deductions for net pay

WHO

Full-time faculty & staff paid from E&G, Auxiliary or Designated funds who were employed as of 4/1/22 and on the payment date

WHAT

Equal to 4% of base salary, or \$2,000, whichever is greater

WHEN

Paid in a separate one-time payroll payment on October 14

Employee Assistance Program



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- SFA has partnered with UT Health to provide our Employee Assistance Program.
- Offers SFA employees and their family members living in the same household access to free, confidential services on a variety of different topics, such as:
 - counseling sessions with a licensed mental health professional,
 - legal resources,
 - financial resources, and
 - work-life referrals.



BENEFITS

Benefits



Summer Enrollment

Insurance

Wellness Release Time

Retirement

Employee Assistance Program

Lumberjack Education Assistance Program

Voluntary Separation Incentive Program

Compensation & Classification

Leave

Faculty Resources

Exiting Employment

Employee Assistance Program



SFA has partnered with UT Health to provide the Employee Assistance Program, which offers SFA employees and their loved ones living in the same household access to free, confidential services on a variety of different topics. Some of these include counseling sessions with a

Enrollment Update



STEPHEN F. AUSTIN
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2021-22 Academic Year Graduates

December - 901

May – 1,454

August – 356

2,711

New FTIC Students (1,619): 8.8% increase (+143)

Returning Freshmen (2,765): 4.6% increase (+127)

Student Housing (3,300): 11.1% increase (+329)

ELEV[^]ATE SFA

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**September
19**



99th

**Sesquicentennial
Plaza**

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1923 CENTENNIAL 2023

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THANK YOU!



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