

Council of Academic Deans Meeting
October 25, 2022

Summary and Action Items

1. **Staff Council Questions – Performance Awards and Performance Leave** – Dr. Matt Brooks addressed two questions received by our division from Staff Council regarding staff performance awards and staff performance leave:

- Staff performance awards – Annually, each division receives funds allocated for staff performance awards and/or just-in-time awards. Each division establishes its own timelines and selection process. The Council has decided to implement the annual awards process instead of a just-in-time distribution process. The issue was revisited by the Council and there was unanimous agreement to continue with the annual process for staff performance awards. In the FY21 budget reduction, the division’s allocation was reduced from \$103,014 to \$51,851. To ensure recognition of our dedicated staff, the Provost added funds to restore the reduced amount and bring the allocation to over \$115,000 for the division.
- Staff performance leave – Via leave reports, Dr. Brooks confirmed the division of Academic Affairs has been awarding performance leave in accordance with UPPS 04.04.30, University Leave Policy. The division allows the use of performance leave, which is used judiciously to recognize outstanding performance. Departments must establish criteria for the award in advance and outline the criteria in departmental policy. The policy must be approved by the divisional vice president.

2. **Texas Higher Education Coordinating Board Agenda – October 27, 2022** – Discussion was held amongst the Council regarding the October 27, 2022 THECB agenda. On a quarterly basis, Dr. Bourgeois will ask direct reports to discuss agenda items that have potential significance to TXST. The Council learned about new doctoral programs at other universities, the 2022 Transfer Report, the Virtual Advising Project, and proposed rules and rule changes related to work study funding, open educational resources, and new academic programs.

3. **Commission on the Run to R1 Update** – Dr. Tahir Ekin presented his work to replicate the mathematical procedure underlying the Carnegie Classification system and to inform the Run to R1 commission’s work and recommendations. He provided a spreadsheet with 10 data points for each R1 and R2 institution in the Carnegie Classifications. The spreadsheet allows a “what if” analysis to visualize how changes in TXST data points may move the university from the R2 to R1 designation. Dr. Ekin stressed two important assumptions in the analysis: all institutional data remain constant and data-driven weights remain constant. These are time-specific snapshots of institutional attributes based on past data. Texas State will keep moving forward, as will other institutions.

In alignment with President Damphousse’s remarks at the University Leadership Assembly on October 24, 2022, Dr. Bourgeois reiterated that reaching R1 status by 2027 is TXST’s ambitious goal along with making long-term investments and programmatic innovations to sustain R1 classification.

4. **Undergraduate Admissions Report** – Mr. Gary Ray provided the Council with an undergraduate admissions report. He reported that today’s spring 2023 class registration is 24,502 vs. 23,859 last year; an increase of 643 or 2.7%.

Mr. Ray also reported that fall 2022 FTIC fall to spring retention is currently at 77.9% (5,723) vs. 69% (4,252) to date (92.9% final last year).

Mr. Ray reported on a [NPR Story](#) about high school seniors and how each year of high school has been affected by the pandemic. Students report an experience that required them to grow and adapt, while facing challenges related to loneliness, isolation, and social connections. These students will go to college in fall 2023.

Spring 2023 Freshmen

- 656 First-year applications are down (46) or -6.6%
- 236 First-year admits are even

Spring 2023 Transfer

- 1,181 transfer applications are down by (18) or (1.5%)
- 637 transfer admits are up 53 by or 9.1%

Fall 2023 Freshmen

- 10,689 freshman apps are up 4,055 or 61%
- 4,469 freshman admits are 1,271 up or 39%

Fall 2023 Transfer

- 245 transfer apps are up by 107 or 77%
- 107 transfer admits are up by 54 or 101%

Mr. Ray reminded the Council that the next Bobcat Day is scheduled for Saturday, November 12, 2022 and thanked everyone for their ongoing dedication to these important events.

3. **Graduate Admissions Report** – Dr. Andrea Golato provided the Council with a graduate admissions report. She reiterated that although spring 2023 graduate admissions have increased, registration is relatively low. Communications will continue to encourage students to register as soon as possible.

She reported that one of the goals for the Recruitment Task Force is increasing international student enrollment at all levels. The university partners with international student recruiting firms and pays a one-time fee for each enrolled student. The international recruiting budget is currently \$150,000/year, which is far below that of other Texas emerging research universities. The group is considering a recommendation to increase that funding.

OFF AGENDA

Dr. Debbie Thorne provided an update on the faculty salary analysis. The Provost's Office is determining how to finance salary adjustments for meritorious faculty who are below CUPA medians by certain percentages. One method being considered is moving the salaries and benefits of faculty who teach online/hybrid courses to the electronic course fee budget. Additional information will be provided as the analysis continues.

Dr. Bourgeois gave a brief update on strategic planning. He and Dr. Beth Wuest are working on the template to be used by offices, departments, and colleges in creating their 2023-2029 plans. The plans will only include resource estimates for costly initiatives, such as new academic programs.