

**Council of Academic Deans Meeting
February 1, 2022**

Summary and Action Items

1. **Phi Beta Kappa – Round Up** – Dr. Heather Galloway reported that the university’s Phi Beta Kappa application was submitted on January 18, 2022. Dr. Galloway distributed a handout and discussion was held amongst the group regarding observations, strengths, and opportunities for growth that resulted from the application process.

2. **Academic Advisor Salary Proposal** – Dr. Mary Ellen Cavitt presented a proposal to increase Advisor I and Advisor II salaries to improve retention of advising staff and to bring Advisor I and II salaries to CUPA market minimum. The proposal is to establish a new base salary of \$41,200 for Advisor I, Grant Specialists Advisors, and SDS I/Advisors. In addition, the proposal establishes a new base salary of \$52,254 for Advisor IIs. The proposal also adds six new Advisor I positions. The Council unanimously endorsed the proposal and Dr. Bourgeois will now present the proposal to President Trauth for her review and approval.

3. **Review of Student Organization Accounts** – Dr. Bourgeois asked the deans to collaborate with their academic units in a review of student organizations that may be engaging in fundraising and soliciting donations from entities outside of TXST. This would include chartered and non-chartered organizations. He asked the deans to make certain that all approvals and protocols are in place and that policies are being followed.

4. **Undergraduate Admissions Report** – Mr. Gary Ray provided the Council with an undergraduate admissions report. To date, 21,356 Bobcat Cares applications have been submitted and the deadline to apply is today, February 1, 2022. The newly-announced transfer merit scholarship program for fall 2022 is being heavily promoted. The College Board announced Tuesday that the SAT will be delivered digitally in testing centers internationally beginning in 2023 and in the U.S. in 2024 for the incoming class of 2025. The PSAT will be delivered digitally in 2023.

A request will be submitted to the TSUS Board of Regents in May 2022 to remain test optional for fall 2023 admissions and to implement assured admissions for students in the top 25% of their high school classes.

Final fall 2021 work-study fund expenditures are down by 17.46% (-\$170K) compared to fall 2019. To try and address the above challenges, FAS took the following measures:

- in fall and continuing forward, increased per student work-study awards by up to \$1,000. Thus, allowing departments to increase rates of pay and work hours for students. Hourly rate range \$7-\$14 cap per UPPS.
- in spring, awarded an additional 1,200 eligible students.
- worked with Career Services staff who sent out notices about the above steps to hopefully encourage departments to fill their allotted work-study positions and expend more funds with current work-study employees.

Ramifications of not spending our work study allocation include: 1) institutions may no longer have pandemic-related relief from expenditure rules; 2) if student earnings continue to decline (beyond the current -17.46% compared to fall 2019), we may be required to return funds to the

U.S. Department of Education; and 3) a return of funds would negatively affect future federal work-study allocations to the university.

For the fall 2021 freshman class, the retention rate to spring 2022 as of January 24, 2022 is 93.1%, compared to 91% at this same time in the last two years.

For the fall 2021 transfer class, the retention rate to spring 2022 as of January 24, 2022 is 94.2%, compared to 93% in 2020 and 94% in 2019.

For fall 2022, TXST has received 27,635 applications for first-year students, which is up by 3,867 or 16%. Admissions of first-year students are up by 4,622 or 32%. TXST has received 1,096 transfer applications, which is down by 250 or -17%; it is hopeful transfer applications will increase with the newly-announced merit scholarships for transfer students.

5. Graduate Admissions Report – Dr. Andrea Golato provided the Council with a graduate admissions report. Dr. Golato reported that applications are coming in strong for fall 2022. Doctoral level applications are down except in Computer Science. There is great variation at the master's level with some programs not as strong in applications as others. Computer Science, Construction Management, and Data Science (online program) are reporting high application numbers.

The Graduate College held an online application bootcamp on Monday, January 31, 2022, which provided students with assistance in putting together their graduate college applications.

Next week The Graduate College will hold an academic success workshop geared specifically towards international graduate students. The self-paced, online Canvas course will address academic etiquette within the framework of the U.S. higher education system, explore cultural adjustment, discuss plagiarism, and cover useful resources to utilize throughout a student's graduate program.

6. COVID-19 Updates – no update provided

OFF AGENDA

Dr. Bourgeois announced that a record number of students are semifinalists for Fulbright awards. The semifinalists include four undergraduate students and nine graduate students.

Dr. Bourgeois announced that a message was sent today to faculty and staff regarding a merit-based bonus to eligible employees this year tied to performance management and salary review processes.

Dr. Bourgeois announced that messaging would be sent soon regarding the possibility of university closure days due to emerging weather conditions.

Dr. Debbie Thorne asked the Council to remind faculty and staff in their academic units and offices of the required Preventing Harassment and Discrimination course that was announced to the campus community on January 28, 2022.