

**Council of Academic Deans Meeting
June 30, 2009**

Summary and Action Items

- **QEP and Advising Implications:** Dr. Beth Wuest gave an overview of the QEP goals and initiatives to meet these goals. The focus of the QEP will be freshmen advising and mentoring. A major initiative is the PACE (Personalized Academic and Career Exploration) Center.

- **Advisor Allocations and Budget for FY 2010:** Dr. Ron Brown distributed the Advising Fee Budget report and discussed the advisor/student ratios and the new starting salaries for advisors. Other budget allocations were discussed. Dr. Gene Bourgeois reminded the council that part of the advising fee will be allocated to fund the QEP.

- **PPS 8.08: Faculty Grievance Policy (RTA from 5/5/09) (Final Approval):** Recommended changes from the May 5th CAD meeting were discussed along with several additional items. Changes included:

Section 3.c. – A faculty grievance committee will be appointed to review the grievance instead of a single hearing officer. The Department Chair/School Director will be recommended by the Council of Chairs. Change recommended by the Faculty Senate to the fifth sentence: “The *individual* (delete they) believes that they cannot serve fairly or objectively...” Add last sentence: “Should more than one grievance be active at the same time; a second FGC will be appointed.”

Section 5. Add sentence recommended by the College of Liberal Arts, “If an agreement is reached through mediation and signed by both parties, the grievance ends and cannot be revisited.” Dr. Debra Feakes will review this addition with the Faculty Senate for final approval.

Section 7. Faculty Senate approves changing the 20 day deadline for the committee to submit its findings to 40 days.

7.e. Include the policy/procedures of the committee as recommended by the University Attorney and a Faculty Senate subcommittee, approved by the Faculty Senate. Recommended by the Faculty Senate to change the beginning of sentence 4 to read: “The Chair of the Committee will inform the respondent...”

The PPS was approved with the above changes. The final PPS will be posted with the understanding that the additional sentence to paragraph five is awaiting final review of the Faculty Senate.

- **Salary Review (Merit Review):** Dr. Bourgeois reminded the Deans that they have received the instructions and spreadsheets needed to make their salary recommendations. Any questions regarding the process should be directed to Dr. Bourgeois or Ms. Gaye Korenek.

Off Agenda

- **Leadership San Marcos:** Dr. Moore recommended that Deans nominate faculty to the Leadership San Marcos Program. A copy of the application and cover letter will be scanned and sent to each council member.

- **Target of Opportunities:** Dr. Bourgeois reminded the Deans that the nominations for Target of Opportunities are due to him by 7/15/2009. Selections will be made quickly to allow for fall 2009 appointments or Fall 2010 if necessary.