

**Academic Affairs Council Meeting
August 15, 2023
Summary and Action Items**

1. **SB17** – Dr. Gigi Secuban provided the Council with an update on diversity, equity, and inclusion initiatives at public institutions of higher education after the passage of SB17 in the 2023 regular TX legislative session. Questions may be directed to Dr. Secuban.

2. **SB 18** – Dr. Gene Bourgeois discussed SB18 related to the tenure and employment of faculty members at certain public institutions of higher education in Texas. The Texas State University System (TSUS) *Rules and Regulations* have been modified to codify the definition of tenure and elaborate on expectations of post-tenure review (Chapter V, Section 4.28). A task force will be established to review the university’s current post-tenure review policy and recommend any changes. TXST must have its policy signed off by TSUS by January 1, 2024.

- Each tenured faculty member shall undergo a comprehensive performance evaluation no more often than once every year and no less often than once every six years.
- The review shall be based on the professional responsibilities of the faculty member in teaching, research, service, patient care, and administration as applicable (per workload and assigned duties)
- The review shall include peer review of the faculty member (faculty peers at TXST).
- The review must include a rating in each category of professional responsibilities (rating in teaching, rating in research, etc.).
- If a tenured faculty member is not performing consistently at an acceptable professional level in any category, they must be informed of any deficiencies and provided opportunity to improve performance through a short-term development plan.

3. **Undergraduate Admissions Report** – Mr. Gary Ray provided the Council with an undergraduate admissions report.

- The 7,831 registered freshmen surpass the census day record (7,636) set in fall 2022.
- The first drop for non-payment is August 18; 1102 students were dropped for non-payment in fall 2022.
- Classes start August 21 and census day for fall 2023 is September 6.

Fall	2022	2023	Difference
Overall Headcount	38,117	38,870	+753 or 2%
Overall Credit Hours	463,003	482,244	+19,241 or 4.2%
Fall 2022 press release	38,376	38,780 to date	+404 or 1%
Record Fall Headcount	2018	38,661	
Record SCH	2018	469,567	

NSO Numbers	2022	2023	2022 Enrolled	2023 Enrolled
FTIC	8,385	8,731	7,560	7,831
Transfers	3,265	3,147	2,561	2,637
Readmits	781	745	610	575

One-Year Retention as of 08/14/2023

Fall to Fall Retention	2022	2023	Difference
First-year Retention	4,977 (80%)	5,804 (79%)	+ 827 or 16.6%
Transfer Retention	2,044 (84%)	1,848 (85%)	(196) or (9.5%)

4. **Graduate Admissions Report** – Dr. Andrea Golato provided the Council with the graduate admissions report. A record number of students attended the Graduate Student Orientation held last week in San Marcos and scheduled for the Round Rock Campus on August 16, 2023. The orientation includes breakout sessions on a variety of campus services as well as representatives of various resource offices. Enrollments of new master’s students and new doctoral students increased over fall 2022 (+110 masters and +28 doctoral).

OFF AGENDA

Dr. Bourgeois announced he recently charged two task forces, one to engage in a focused academic program organizational review of the College of Applied Arts and another to engage in a focused academic program organizational review of the College of Science and Engineering. Task force recommendations are due in November 2023. Dr. Beth Wuest will serve as organizing chair for both, with Dr. Angela Ausbrooks (Interim Dean, Applied Arts) and Dr. Barrett Bryan (Dean, Science and Engineering) serving as task force chairs.

Dr. Thorne announced salary review for cost-of-living and merit adjustments is nearly complete per the schedule authorized by the university.

Dr. Thorne shared the university is expecting recommendations from an outside HR consulting firm regarding the \$1.75M for faculty salary market adjustments, following the CUPA faculty salary analysis completed by the Provost’s Office in February 2023.

Dr. Thorne reported the university’s budget for FY25 includes \$1M to for salary adjustments in implementing the instructional faculty title series effective fall 2024.

Dr. Golato announced AA/PPS 04.01.30 regarding the nomination and maintenance of graduate faculty status has been updated.

Dr. Bourgeois reported on approvals at the August 2023 TSUS Board of Regents meeting, including 11 new doctoral programs, standards to facilitate transfer undergraduate admissions,

ground lease and public-private partnership at the Round Rock Campus for construction of a VA clinic, and updates to TSUS *Rules and Regulations*.

Dr. Thorne announced two new staff positions were authorized in Academic Affairs from the \$950,000 allocation announced by President Damphousse in June 2023. Positions include an Administrative Assistant II in the Department of Psychology and a Degree Audit Specialist in Academic Advising.

Dr. Bourgeois announced 14 new academic programs were authorized at the President's Cabinet Advance in early August 2023 for additional development, including budget estimates. Doctoral program budgets should include ways to reduce funding needs by employing doctoral teaching assistants to offset current instructional expenses and ensuring grant productivity to employ more students on externally-funded assistantships. Programs include:

- a. PhD in Mathematics*
- b. PhD in Clinical Psychology
- c. PhD in Communication
- d. PhD in Health and Rehabilitation Sciences
- e. PhD in Civil Engineering*
- f. PhD in Integrated Molecular Biophysical Chemistry*
- g. PhD Business Administration - Analytics
- h. DNP*
- i. Enhance PhDs in College of Education [School Improvement, add cohort to RRC; APCE, add concentrations in Student Affairs)
- j. BBA in Analytics
- k. BFA Film Production
- l. MA in International Studies Online
- m. MA in Applied Humanities
- n. MPH Online

*Program proposal submitted to THECB August 31, 2023.