

Academic Affairs Director Meeting

July 31, 2024

Meeting started 8.58 a.m.

1. Opening Remarks

Lorenzo Smith

- The Provost stated there will be a lot of change in the coming year, as a result of our merge with UTS and our new president.
- Academic Affairs has, for the most part, been unchanged.
- Student Affairs and Enrollment Management will merge, a search has begun for a Senior VP.
- Our budget has remained constant and in addition we have around \$1.4m for retention initiatives.
- The president is very focused on growing enrollment, a KPI for deans is first year retention.
- There will be a more open, formal push to increase SFR, mostly affecting classrooms. However, savings will help support some of the costs on campus.
- The president is very interested in ensuring we are as efficient as we can be and increasing salaries for faculty and staff.
- SFR has already increased by 1.4 over the last couple of years, it needs to increase more.
- Target for SFR is 20, but we need to increase all by two, there will be different expectations for certain programs.
- The president will be working on a new strategic plan
- Reporting to Gina Oglesbee as Senior Vice President for Organizational Effectiveness will be:
 - Judi Kruwell, VP for Finance
 - Mike Coffee, FP for ITS & CIO
 - Chief Fields, Chief of Police
 - John Branch, Assistant VP Facilities & Operations
 - Karyn Hall, Executive Director SAIR
 - John Wyatt, Executive Director HR
 - Heather Howell Senior Analyst
 - Chief Compliance Officer (when hired)
- Damon Derrick has now been given the additional title of Chief of Staff to the president.
- UMC will still report to Jill Still

- The president is moving away from the color palette we have been using, it will now only be black, grey, white purple.
- Any outward communication must comply with this and be approved by UMC.
- Heather Catton asked if there will be change to minimum enrollment per class? This will happen naturally, the deans will be in control.
- Each dean will have a target, there will be exceptions (such as Genjacks, which will be slightly lower).
- The provost reported our SFR has been dropping over the years, so there is room to improve.
- This will be a year of change, Academic Affairs put in a lot of work last year with our action plan, which helped.
- We have an influx of resources and we need to show results.

2. **Building a Retention/Student Recruitment Plan**

Marc Guidry

- Retention has gone down since 2019 (COVID).
- The goal is for retention over 80% (currently 72%)
- Our four-year graduation rate is 49.6%, in-line with other institutions.
- Purple promise has increased and should help enrollment and retention.
- Purple Promise threshold has been increased to \$80k (from \$30k).
- Students must take 30 hours per year and make at least 2.2 GPA.
- Dr. Guidry asked all the directors to prepare a three-year plan, with measurable objectives.
- There must be action plans, and resources in place to carry these out.
- We need to look beyond the numbers, we should care about our students.
- Give our students support.
- The Provost wants to see more of all demographics getting involved in the AARC, study abroad, honors, etc.
- The president wants every student taking 15 hours, with exception, such as those with special needs.
- Dr. Guidry provided a hand-out, listing six retention raisers.
- The AARC
- SFAS 1101
- 15 to Finish
- Core Math and English in 1st year.
- Z-Course/Open Educational Resources
- Shared Advising
- The president would like us to consider pre-loading students into 15 hours. (this is not a directive)
- Perhaps we can pre-load SFA1101, Freshman Comp etc, they can then opt out.

- They have been doing this at UTSA and it is working well working well. Students are preloaded into 9 hours and it has increased the number of students taking 15.
- UTSA report that students like being auto enrolled in hours
- OER increases retention as students don't have to worry about paying for cost of books.
- Megan asked what is the baseline which we are measuring retention against?
- New numbers will come from Karyn Hall's office soon, but whatever the starting point is, we need to see an increase.
- Deadline for recruitment plans, they must be implemented by spring and fully implemented and ready to go.
- The deans will have their ready September 1.
- Megan asked, do you have expectations for growth in services?
- Growth in the number students to visit AARC etc. looking at positive delta.
- Dr. Guidry instructed the deans to come up with something challenging but realistic. It should be a little bit of a stretch goal.
- Corbin Pate has been named Interim Director of UMC, reporting to Jill Still. He has already made some significant changes.

3. **CARRI Update**

Mary Ann Rojas

- Mary Ann provided an update on CARRI.
- CARRI provides 12 internships per year, one for each county, students get to work on projects. Further information available from Monica Loa.
- Dr. Smith said these would be a good connection for honors, International and SSC.

4. **Budget**

Ginger Walker

- Ginger will provide budget sheets for everyone, if directors need help with 9/1 EPAFs she can help.
- Ginger will be providing a budget training, together with some payroll changes August 7.
- She encouraged all administrators and anyone involved with the budget to attend.
- Ginger advised all funding from the action plan will come from designated tuition, unless we hear differently.

5. **Any Other Business**

- Dr. Guidry asked directors to work closely with Ginger and ensure we spend all our extra resources. We should leave nothing on the table.
- The directors said they were happy to have these meeting re-established. They are scheduled for the last Wednesday of every other month:
September 25, 2024
November 20, 2024
January 29, 2025
March 26, 2025
May 28, 2025
July 30, 2025
- Admissions have invited SSC to talk to incoming students, it will be called Jacks CHAT. Raquel will provide a copy of the presentation.
- The provost stated as long as we are moving the needle and moving in the right direction, that is good.
- The dean's efforts for retention will be reviewed at the end of the first year.
- If nothing is done to try to improve, there is a problem.
- Some impact will be indirect, but we must ensure we are doing the right things.

6. Date of Next Meeting

- September 25, 2024

Meeting adjourned 10.21

Attendees: Lorenzo Smith, Marc Guidry, Mary Ann Rojas, Megan Weatherly, Brent McLemore, Jonathan Helmke, Ginger Walker, Cindy Kilpatrick, Mike Tkacik, Heather Catton, M.E. McWilliams, Raquel Skidmore, Katherine Lannigan (on behalf of Chris Wilson), Sharon Brewer