

Deans Council  
October 16, 2024

1. Endowments Update Brittney Goad/Heather Howell
  - Brittney explained that distributions are now made quarterly to a spending account.
  - Training on how to work through endowments will be provided for account managers.
  - This is a change from previous years when endowments were received on an annual basis.
  - Currently working on the process and hope to have projected payouts soon.
  - With distributions made quarterly, awards cannot be made until funds have been built up.
  - This puts the responsibility on the account manager to calculate what they will have for the next year.
  - This first year will be difficult but things will improve when we have been through a full cycle.
  - Questions should be sent to Brittney Goad.
  
2. Coordinating with HR Gina Oglesbee/John Wyatt
  - Gina and John attended the meeting to answer questions from the deans.
  - HR is currently reviewing restructures for thirteen individuals in the deans' offices.
  - There was some discussion about changing the grade and about the process.
  - Gina explained they have been trying to work on staff compensation for some time; however, there are no funds available.
  - There is only one person in compensation and class for UT System.
  - UTS has been looking at faculty salaries and process should be complete by mid-November, after which we can we look at staff.
  - In the meantime, the HOP will be changed to give managers more latitude on salary ranges for new hires.
  - HR is developing procedures on how to use internal funds to make salary adjustments.
  - HR stressed that we need to look at the entire university.
  - Looking at creating a procedure so when a position is cut, 50% of that salary can stay with the department, and the remaining will go to the university.
  - John Wyatt is concerned that jobs are not truly reflected in the correct pay grade.
  - He stated we would do these staff members an injustice if this is not correct and they do not receive the salary they deserve.
  
3. Budget Ginger Walker
  - Ginger provided budget information to the deans for each college, showing budget vs. expenditures to date.
  - Ginger is working on transfers for STARS.
  
4. Date of Next Meeting
  - November 6, 2024.

*Attendees: Lorenzo Smith Marc Guidry, Sharon Brewer, Ginger Walker, Judy Abbott, Kim Childs, Gary Wurtz, Hans Williams, Tim Bisping, Dustin Knepp, Forrest Lane*