

Executive Council Meeting

October 9, 2023

9:00 am

Dr. Pablo Arenaz: University Update

Staff evaluations are due this week.

Convocation is Tuesday (10/10) @ 3:00-rain or shine. Faculty must attend unless they have class.

Class schedules are in. Every other spring, upper-division and graduate courses are 12 weeks (late start) to account for base funding. Time is added to courses that have a late start so that contact hours are met. This is not scamming the system. Many schools do this to maximize credit hour production. We are not doing anything underhanded. Reminder: Schedules are built for the convenience of students, not faculty.

Several years ago, there was a proposal for senior year experience. We might want to think about integrating Career Services into the senior year capstone courses. Dr. Arenaz asked if career is addressed in Freshman Seminar. UNIV 1201 does currently have a career exploration assignment, and it was suggested that students start to build their resume as part of this assignment.

A discussion followed about how to make jobs at TAMIU more attractive to potential employees. Mr. Castillo stated that we will not have 4% merit again next year, nor will another adjustment be made. Dr. Kilburn suggested looking at policies concerning grant money. Dr. Arenaz stated that we need to remove roadblocks concerning unspent grant money.

Retention this year was only 73%. (freshman to sophomore). This is quite low and is very concerning because it has an impact down the road. We need to be at 78-79%.

Juan Garcia: Enrollment Updates

Schedule went live on Friday. Now is the time to make changes-before students register.

Advising season has begun.

Thursday will be Graduation Kick-off for fall graduates (close to 900 students)

Midterm grades are due for all undergraduate classes.

First round of acceptance letters have gone out.

1382 FFRs this year-the largest freshman class

Transfers grew by 9% for summer and fall.

Financial aid will be preparing a website because FAFSA is going through changes and will not open until December 1.

STEM TRiO still has spots available.

Please contact Testing Center if students need special accommodations for mid terms or finals.

Griz Zimmerman: Athletics

Fall sports are ongoing.

Athletics staff meeting is tomorrow.

A week from tomorrow is Maroon Madness

Voz de Ninos is coming up.

NCAA report is due in January.

Rosanne Palacios: VPIA Presentation

Alumni Relations; Student Philanthropy; Community Relations and Special Events; Career Services

The Office of Institutional Advancement presented information about their unit.

Faculty Senate

First Brunch with the Provost was successful. Discussion centered around new degrees/programs.

Brunch with the Provost and Conversation with the President will alternate months.

Faculty Instagram-highlights faculty accomplishments.

Staff Senate

Holiday Gala is coming up (12/2)

Theme is Nightmare before the Holidays

Fundraiser-Halloween candygram. Details forthcoming.

Pilot-Employee Recognition Program

Conversations surrounding Labor Day-If staff gets Labor Day, they will lose the day at Spring Break. SGA and faculty have also expressed interest in Labor Day holiday.

Juan Castillo

Be sure to complete book adoptions

VPSE

Food pantry has had a lot of traffic. From 10/9-10/30, we will have a competition between offices to replenish food bank.

Student travel fund-provide assistance to undergrad students to travel to conferences.

Vaccine clinic-had a good turnout

UPDATES ADDED 10.13.23

Please see below for an update in Executive Council minutes regarding the context surrounding statements made about merit pool and salary adjustments.

- We offer second-to-none (no-cost medical insurance and a defined benefit retirement plan) which must be considered a part of compensation since they are expenses borne by the University.
- In 2021, the entry level of all paygrades was increased approximately 5%, and our lowest paygrade was eliminated. This year, we adjusted our lowest level paygrades on a tiered scale making our new, entry-level salary \$30,000.
- Our 4% merit pool is unlikely to be repeated given that there will be no new funds in the new year (*since it's the second year of the biennium and there are new appropriated funds*) with tuition and fees frozen through at least fall 2025.
- We were aggressive in planning for a 4% merit pool this year in trying to be responsive to the needs of our employees who might struggle next year if we don't grow enrollment either through a larger freshman class, an increase in transfers, or a greater recovery effort for stop outs.