

To: President's Cabinet
From: Denise M. Trauth
Subject: President's Cabinet Meeting
Minutes, June 2, 2014

Texas State Evaluation/Appraisal System (#471)

Mr. John McBride joined Cabinet members for a conference call with Sibson Consulting Representatives Mr. David Insler, Ms. Carol Mercer, and Mr. Paul DeCoster regarding Phase Two of the new staff employee performance management and evaluation system. The Sibson representatives reviewed the next steps in this process, providing a detailed summary of the change management strategy. Cabinet members discussed segmentation of the population into sub-groups in the forthcoming analysis. Sibson provided a summary of the outcomes of last week's interviews with Cabinet members' direct reports. President Trauth asked if some staff members still appears to believe that we give "across-the-board" salary increases, and Sibson representatives noted that some of those interviewed believed that there were pockets where this was the case. Next steps include identification of the stakeholder groupings for focus groups, bringing results to a late June 2014 or early July 2014 Cabinet working session that would include the presentation of exemplars, followed by an August meeting to consider recommendations. Sibson representatives invited comments from Cabinet members on the June 2, 2014, talking points.

RTA 6/30/14 Review results of focus group discussions and other follow-up activities with Sibson Consulting of Phase Two of new performance management and staff employee evaluation system.

Texas State Brands (#703)

Ms. Diane Corley, TSUS Associate General Counsel; Assistant Athletics Director Brian Miller, and Associate Vice President Michael Heintze met with Cabinet to explain how the Brand Advisory Group manages the protection of Texas State University brands. Mr. Miller described his day-to-day activities related to brand protection and his collaborative efforts with CLC throughout this process. Ms. Corley explained the process that her office uses to register university marks at the state and federal level. Dr. Smith noted that we need to improve our coordination of the presence of outside groups on The Quad when sponsored by Athletics and cabinet members agreed that applications for such events on The Quad should originate from athletics and not from the outside organizations. Mr. Nance noted that the map of The Quad appeared to show the presence of grills, and he asked about the prohibition of the use of grills with open flames on The Quad. President Trauth asked about the "Free Speech Zone." Dr. Smith agreed to review both of these issues.

Title IX (#704)

Dr. Gilda Garcia provided an update on continuing follow-up related to Title IX issues, including discussions at a recent System Task Force meeting. The list of universities under investigation has grown from 55 to 60; and the list of schools responding to the questionnaire has grown from 350 to 450. A Title IX meeting was held the day before the Regents' meeting, and the System will have a day-long retreat on July 8, 2014, at Texas State. We will implement Campus Clarity training for new students this fall with a July 1, 2014, launch date; and Dr. Smith noted that there will be a System-wide meeting during the week of June 9-13, 2014, with others considering implementation. We are developing additional planned training for student-athletes, Greeks, and RAs. Cabinet members agreed that we should put graduate assistant training in place as part of faculty and staff training. Dr. Garcia suggested that we roll out the faculty and staff training module with one additional Title IX slide on September 1, 2014, with the option of face-to-face training as an alternative, at the supervisor's request. President Trauth asked for a draft of the System policy as soon as it is available.

RTA 8/4/14 Guest: Dr. Gilda Garcia Review progress on Title IX issues at the campus and the system level.

President's Update (#556)

President Trauth asked Dr. Breier to prepare a "From the Hill" including end-of-the-year awards, information from the June 1, 2014, health professions advertisement in the *Austin American-Statesman*, the Jacob's Engineering contract, etc. Dr. Breier will ask Cabinet members for items to be included and provide a draft list to the President by tomorrow.

Significant Issues (#01)

Mr. Nance reported that Texas State's loan presentation to the Governor's Economic Development Board went well.

Dr. Wyatt reported that Information Technology staff members are working on telephone and internet problems in the J. C. Kellam Building. If not corrected soon, he will provide Cabinet members with an update.

DMT:ta

Posted to web at <http://cabinet.president.txstate.edu/> on July 1, 2014.