

To: President's Cabinet  
From: Denise M. Trauth  
Subject: President's Cabinet Meeting  
April 6, 2020

### **LGBTQIA+ Task Force**

Dr. Lloyd and guest Dr. Michael Casey discussed recommendations from the LGBTQIA+ Task Force. President Trauth convened the LGBTQIA+ Task Force in January 2020 in response to two cases heard by the U. S. Supreme Court last fall. Both cases pertained to whether Title VII of the Civil Rights Act bars employment discrimination based on sexual orientation or gender identity. The Task Force was charged with recommending three to five initiatives that Texas State can undertake to strengthen its culture of inclusion. Dr. Casey opened by saying that these efforts honor President Lyndon Baines Johnson's legacy, as he signed the Civil Rights Act into law in 1964.

Dr. Casey led the President's Cabinet members through a discussion of each recommendation. President's Cabinet approved supplementing Texas State's legal non-discrimination statement with a public, cultural-type statement clarifying Texas State's position of sexual orientation, gender identity, and gender expression and reinforcing the idea that Texas State is a place where people can come and be themselves. Cabinet members discussed different avenues for messaging, including the Texas State website and job postings.

President's Cabinet agreed on the merits of a UPPS on civility and asked Dr. Casey to proceed with creating a UPPS on civility and to return this item to Cabinet when the policy is in a good draft form.

### **RTA: 5/18/20 Continue discussion on LGBTQIA+ Task Force recommendations.**

President's Cabinet approved making the LGBTQIA+ Task Force permanent, as the members will be able to provide valuable input on campus climate issues and to assist with operationalizing and carrying out these initiatives.

The Task Force recommended adding to the University strategic plan an initiative to improve the Campus Pride Index rating of three stars to five stars. A five star rating is a strong indicator that Texas State campuses are safe and welcoming. The Cabinet members agreed that the initiative is important and that the steps should be outlined and initiated. However, because Texas State is in the final stages of preparing for SACSCOC reaffirmation, the initiative cannot be formally added to the current strategic plan at this time. The initiative can be added to the next iteration of the strategic plan.

Cabinet members approved the recommendation instructing managers to encourage their employees to participate in diversity and inclusion competency training. As an incentive, their participation can be recognized in their performance evaluation.

Cabinet members approved the recommendation for ALLIANCE to represent the University in the local Pride parades, including Austin Pride, SMTX Pride (San Marcos), and San Antonio Pride.

### **Bobcat Preview**

Provost Bourgeois and Dr. Smith began a preliminary discussion on Bobcat Preview for 2021 and 2022. Provost Bourgeois underscored that the dates will depend on final approval of the university calendar. Assuming that Summer I Session begins on June 1, 2020, and on May 31, 2021, then the window for Bobcat Preview would be August 16-20 for 2021 and August 15-19 for 2022.

### **RTA: 05/11/20 Discuss recommendations from the registration/academic calendar coordinating committee**

### **Summer Camps**

Dr. Smith discussed the COVID-19 impact on 2020 summer camps. Cabinet members agreed that academic and athletics camps scheduled during Summer Session I (June 1 through July 1) should be cancelled. Some of the planned Summer I camps may be moved to remote or online delivery. Day camps scheduled in June may be able to also be offered during the first two weeks of August. Because Texas State plans to offer face-to-face instruction during Summer Session II, camps scheduled for July 6 through August 5 will be held as planned. Cabinet members discussed a plan to communicate this information to camp directors and the university community.

### **Evening Study Space**

Mr. Algoe and Mr. Pierce discussed options for study space for students. The discussion focused on whether to keep the Albert B. Alkek Library open and, if so, whether to increase the hours.

The Testing Center is open. While not all employees need to be fitted with masks, the Testing Center staff were fitted with masks given that they work in close proximity with students.

Mr. Pierce reported that about 40 library staff are spread across seven floors at any given time during the workday. Library staff have raised concerns about students not adhering to social distancing measures. Cabinet members agreed that the library is critical for providing support to students and faculty. Students have asked for a safe and secure place with computers, Wi-Fi, and study spaces. About 180 students use the library per day. During peak times, there are about 70 students in the building.

Cabinet members agreed not to expand Library hours of operation beyond 8 a.m. to 5 p.m. Cabinet members approved keeping the library open to Texas State students only, granting access via card swipe, and recommended: rearranging furniture, placing a table tent on every table indicating one person per table, strategically placing signs, limiting the number of students who enter the building to support social distancing; increasing deep cleaning efforts throughout the day; and providing library staff with masks.

Mr. Algoe discussed the Centers for Disease Control's recommendation to cover mouth and nose with a cloth face cover when around others.

### **President's Update (#556)**

President Trauth led a discussion on masks. Dr. Breier announced that Mr. Brian Wong, Bobcat alumnus and donor, has donated about 1,440 fabric-type face masks to Texas State. They are expected to arrive within one week and will be added to Emergency Management's existing inventory. University Communications will prepare a message, incorporating official language from the Centers for Disease Control, addressing the limited efficacy of cloth masks and to underscore the importance of social distancing. Cabinet members recommended to provide a portion of the allotment to the library for distribution to staff.

### **Significant Issues (#01)**

Dr. Smith lauded the free lunch program for Texas State employees, stating it was a huge morale booster for her staff.

Provost Bourgeois announced that based on feedback from faculty, deans, and students, the transition to remote/online course delivery appears to be going well. The few issues raised were primarily limited to connectivity.

Provost Bourgeois provided an update on fall 2020 enrollment; the number of freshmen admitted is up more than eight percent, while the number of registrants for New Student Orientation (NSO) is down more than 20 percent. The Admissions Office is rolling out initiatives focused on increasing NSO registration numbers. NSO will be delivered virtually, rather than in person, and its registration cost will be reduced by \$60. Provost Bourgeois recognized that the biggest challenge to NSO registration is the uncertainty around the COVID-19 crisis.

Mr. Pierce discussed that Zoom has been in the national news lately. Information Technology is addressing potential security risks and will be distributing best practices, such as requiring a password to enter Zoom meetings, to the university community.

Dr. Smith proposed a plan for housing for Summer I and II sessions. Students will not be allowed to move into residence halls during the Summer I session, though exceptions will be made on a case-by-case basis for students who do not have access to suitable, alternative housing. However, students will be allowed to move into the residence halls during the Summer II session. Cabinet members approved the proposal.

Dr. Smith and Mr. Algoe led a discussion on fees assessed during the Summer I session. Mr. Algoe stated that students taking online courses will be assessed the electronic course fee, but not other fees including the Recreational Sports Fee, the Student Center Fee, and the Medical Service Fee.

Mr. Algoe announced that he is compiling a list of about 20 buildings to remain open while course delivery is limited to remote/online methods.

Mr. Algoe discussed whether students, who have received work study awards but may not be able to fulfill their work requirements remotely, can still be paid. Cabinet members agreed that work study awards are part of students' financial aid packages and should be awarded. Dr. Breier suggested that University Communications can assist with messaging.

Dr. Silva provided an update on the progress made by the DACA Advisory and Resource Network.

Dr. Johnson provided an update on his fellowship project. Despite the COVID-19 crisis, all 25 fellows have remained in the program. Dr. Johnson will begin interviewing the students and has extended their projects into the fall 2020.

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Posted to web at <http://cabinet.president.txstate.edu/> on April 16, 2020.