

To: President's Cabinet  
From: Denise M. Trauth  
Subject: President's Cabinet Meeting  
September 4, 2019

### **Campus Signage (#274)**

Mr. Algoe discussed the standards for campus signage. Mr. Algoe surveyed other public institutions of higher education in Texas and found no precedent for signs to be in both English and Spanish. In support of Texas State's mission as a Hispanic Serving Institution, Cabinet members suggested to explore further whether signs with warnings and rules in public venues, such as those displayed in Sewell Park, should be displayed in both English and Spanish. Mr. Algoe will identify all signs in public venues that fall in these categories and return to a future meeting with recommendations.

**RTA: 10/7/2019 Continue the discussion on campus signage standards.**

Mr. Algoe announced that Google Translate, which instantly translates words, phrases, and web pages between English and over 100 other languages, is now available on the Student Business Services web page. Cabinet members discussed its veracity, esp. as it relates to SACSCOC standards, and whether it should be incorporated into all Texas State web pages. Cabinet members suggested that after three months, the usage of Google Translate on the Student Business Services web page should be analyzed.

### **EEO/AA Job Posting Language**

In the spirit of building a more diverse and inclusive culture, Mr. Algoe provided recommended changes to the EEO/AA job posting language that appears on the Job Opportunities at Texas State University web page. After discussion, Cabinet members approved the following language: Texas State University seeks candidates whose professional background include embracing a diversity of people and ideas, a spirit of inclusiveness, a global perspective, and a commitment to community-building. As a federally designated Hispanic Serving Institution, we are especially interested in applicants who share a commitment to equity and the high-quality education of students from historically underserved and systematically marginalized communities. Individuals from historically underrepresented groups are strongly encouraged to apply.

Cabinet members asked Mr. Algoe to propose recommended changes to job posting statements, i.e., to the EEO statement that is placed at the bottom of individual job postings, at a future Cabinet meeting.

**RTA: 9/16/19 Discuss recommended changes to EEO statements.**

### **Budget Cycle (#160)**

Mr. Algoe discussed the permanent staff salary savings process. Beginning in Fiscal Year 2019 budgets, ten percent of permanent staff salary savings recaptured at the Vice President-level will be transferred to the President's staff group item to support strategic initiatives on a permanent basis. Furthermore, ten percent of salary savings from positions sitting vacant for a period of time will also be transferred to the President's staff group item to support strategic initiatives on a one-time basis.

### **University Websites**

Provost Bourgeois discussed identifying managers of university websites. Ms. Evy Gonzales will develop and maintain a university-level Hispanic Serving Institution web page. Ms. Victoria Black will develop and maintain a university-level First Generation Students web page. Ms. Ameerah McBride and Dr. Stella Silva will maintain the university-level Diversity and Inclusion web page. Dr. Smith agreed to facilitate a meeting with Ms. McBride, Dr. Silva, Dr. Sherri Benn, and Mr. Jesse Silva to discuss coordination/maintenance of information displayed on the Diversity and Inclusion web page and the Diversity Connections web page and to discuss whether both web pages should continue to exist or if the information from the Diversity Connections web page should be transferred to the Diversity and Inclusion web page.

### **Board of Regents Follow-Up (#57)**

Mr. Algoe reviewed actions taken and discussions held at the August 2019 meeting of the TSUS Board of Regents. In particular, among the discussions for future action, Mr. Algoe addressed Texas State's emerging proposal for tuition and fee increases for the next two fiscal years (i.e., FY 2021 and 2022) that will be considered at the November 2019 Board of Regent meeting. The proposal will be benchmarked against institutions of higher education that are similar to Texas State and include justifications for a proposed increase in tuition and fees. Mr. Algoe summarized that some of the fiscal challenges that warrant tuition and fee increases at Texas State are the rising costs of: tuition waivers from the Hazlewood Act, inflation, and health insurance. Provost Bourgeois added that while the size of the freshman class continues to increase year over year, enrollment growth continues to be challenged because of a highly competitive market for transfer students, significant improvements in student success as reflected by the increasing number of students Texas State graduates annually and the decrease in time-to-degree especially seen in the undergraduate student population, and a decrease in post-baccalaureate enrollments because of the strength of the central Texas job market. While these factors translate into a reduction in average time to degree completion and an increase graduation rates, which are both positive outcomes, these factors constrain revenue generation. With that in mind, Mr. Algoe presented preliminary recommendations for tuition and fee increase scenarios.

Mr. Algoe reported that contracts will no longer be signed at Board of Regents meetings. Contracts will be approved at the Board of Regents meeting, but signed by TSUS at a later date.

Provost Bourgeois summarized topics discussed at the Chief Academic Officers meeting. In particular, TSUS is exploring two initiatives, including a new Chancellor's Research Award program and a revision to the existing "Grow Your Own Program."

### **Chancellor's Meeting with the President's Follow-Up (#623)**

This item was not discussed.

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

Per President Trauth, Provost Bourgeois asked Cabinet Members to remind their divisional staff, who are enrolled in College or University Credit Courses, about UPPS 04.04.35, Professional Development and Educational Opportunities. Department heads may allow full-time regular staff to take one course during regular work hours if the staff member's department head determines that the release will not materially affect department operations. The release time is not granted to employees enrolled in on-line courses, nor is it granted to give employees time to study or complete work related to the course. The university will be auditing the granting of these requests.

Per President Trauth, Provost Bourgeois shared that in preparation for November 12, 2019, when the Supreme Court hears arguments related to DACA, a task force or working group will be formed to encourage the development of extra and co-curricular programming related to DACA and immigration issues and to raise awareness of the support services that the university provides to students concerning these matters.

Per President Trauth, Provost Bourgeois asked Cabinet members to explore ways the university and its divisions can host and promote a Safety and Security Week, dedicated to raising awareness and conducting appropriate drills.

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

Mr. Pierce shared some "take aways" from the Ransomware Attack at Sul Ross State University and reviewed Texas State's strategies for preventing similar attacks. Mr. Pierce underscored the importance of using CrashPlan to back-up all university computers.

Provost Bourgeois briefly discussed improving student engagement and success for students attending the Round Rock Campus. Among the strategies recently recommended, two concerns were highlighted: increasing library hours on Saturdays and allowing students swipe access to the Avery building after hours.

Dr. Teis inquired if the Texas State marching band will be attending the Texas State versus Southern Methodist University game in Dallas on September 14, 2019. Provost Bourgeois will find out and report back to Cabinet members.

Dr. Breier invited Cabinet members to visit the Texas State Alumni Tent before the Texas State versus Wyoming game on September 7, 2019.

Mr. Algoe discussed the Annual Safety Report that will be made available on October 1, 2019, and announced the communication strategy to raise awareness of the new safety and security initiatives that have been implemented or will be implemented during the fall semester.

DMT:ta

Posted to web at <http://cabinet.president.txstate.edu/> on September 24, 2019.