

To: President's Cabinet
From: Denise M. Trauth
Subject: President's Cabinet Meeting
November 30, 2015

Staff Evaluations/Appraisal System (#416)

Mr. Algoe, Mr. John McBride, and members of the Staff Performance Management System Implementation Team, presented an overview of the new staff performance evaluation process and responded to questions posed by Cabinet members. After discussion, Cabinet approved and endorsed the following: (1) the extension of the current staff performance appraisal cycle to cover January 2015 through May 31, 2016; (2) the release of a memorandum from the President's office announcing the transition from the existing staff performance evaluation system to the new staff performance management process on June 1, 2016; (3) the three-level concept of the rating recommendation to use in the new staff performance management process with further discussion planned relative to the language to be used to describe each level; and (4) the concept of the proposed training recommendation for the new staff performance management process. Cabinet members requested that this item be returned to the agenda to discuss training sessions planned prior to implementation, the language to use to describe the performance levels, and the relationship between the new performance evaluation system and eligibility for merit.

RTA 2/1/16 Discuss new staff performance evaluation system including training and implementation issues.

President's Update (#556)

President Trauth provided information about the Annual Diversity Meeting that will be held on December 1, 2015.

Significant Issues (#01)

There were no significant issues presented.

DMT:ta

Posted to web at <http://cabinet.president.txstate.edu/> on January 26, 2016.