

To: President's Cabinet
From: Denise M. Trauth
Subject: President's Cabinet Meeting
September 14, 2015

Facilities Planning/Campus Master Plan (#91)

Mr. Algoe and guests, Ms. Nancy Nusbaum and Mr. Juan Guerra, circulated a handout and discussed expectations in relation to the Campus Master Plan. During the discussion, Cabinet members considered several ideas including the following: a) addition of a multi-use activity building located adjacent to campus that would meet the space needs of academic affairs, athletics, and campus recreation; b) consider identifying an expanded tailgating area; c) schedule a discussion of the new Hilltop Complex; d) consider expansion of the Student Center in collaboration with alumni to create a multi-funded space that could be used by students and alumni; and e) fold into the funding needs for Health Professions #2, space for central receiving, guard booths, increased library space, and parking. Cabinet members determined that this topic needs to return to the agenda to continue this discussion.

RTA 10/12/15 Continue general discussion of Campus Master Plan.

Mirabeau B. Lamar Medal (#316)

President Trauth discussed the Mirabeau B. Lamar Medal and asked Cabinet members to notify Dr. Brittain if they wanted to nominate anyone for this honor.

Regents' Staff Award (#697)

Mr. Algoe explained that, the process that has been used in the past to select the nominee for the Regents' Staff Award is, to nominate the person that won the Employee of the Year Award if that person met the eligibility criteria for the award and, if that person did not meet the criteria, then the nominee would be selected from among the individuals who won the Employee of the Month awards. He reported that this year, the division will follow past practice in identifying the university nominee for the award. However, the division will be creating a new process to use in the future that will not be connected with the Employee of the Year process.

P-Card Policy (#692)

President Trauth announced that individuals that have not completed the P-Card Training by September 18, 2015, will lose their P-Card privileges. At this point, less than 20 individuals have not completed the required training.

President's Update (#556)

President Trauth announced that there will be a six-month review of the National Research University Fund metrics and will schedule this review for a Cabinet meeting in late November 2015 or early December 2015.

President Trauth announced that unreimbursed costs associated with the Hazelwood legislation has significantly increased for fall 2015 by an estimated \$1.2 million. This funding concern will need to be addressed through an increase in tuition/fees. She will be discussing this need with TSUS Chancellor Brian McCall.

President Trauth discussed a need to establish a more coherent approach throughout the university to gain approval for construction projects that exceed \$25,000.

Significant Issues (#01)

Mr. Algoe reported that as of September 1, 2015, the requirement to pay benefits to individuals working 20 hours or more do not align at the State of Texas and the federal levels under the Affordable Care Act. He recommends that the university establish a policy that an employee who works more than 20 hours per week is benefits eligible and, if a supervisor wants to hire a non-benefits eligible individual then a temporary hiring agency should be used. Mr. Algoe requested that this topic be placed on the next Cabinet agenda for discussion.

RTA 9/28/15 Benefits-Eligible Part-Time Employees Discuss policy relating to hiring benefits-eligible employee.

Mr. Algoe informed Cabinet members that they will be receiving a request to inform him of any fee increase requests that they plan to make for their division.

Mr. Algoe reported that, due to recent fluctuations in the marketplace, several endowments will not be able to distribute scholarships this year because a distribution in those funds would invade the corpus of the endowment.

Mr. Algoe announced that his division will revamp the New Employee Orientation Program.

Dr. Lloyd discussed her concerns about programs raising grade point requirements at a time of rising enrollment and whether that will create a problem for entering students seeking a major. Provost Bourgeois discussed the process that is used in his office to monitor this issue.

Enrollment Management (#9)

Provost Bourgeois provided a fall 2015 enrollment update indicating that enrollment is currently 38,007 students.

UPPS 04.04.09, Volunteers (#719)

Provost Bourgeois reported that the Council of Academic Deans was comfortable allowing staff members who assist at university events that are held outside of the normal work hours to earn compensation time as long as the supervisors retained their right to supervise the use of the compensation hours earned.

Campus Signage (#274)

Provost Bourgeois reported that the Texas State Coordinating Board has sent a memorandum approving the changing of the name of the Round Rock Higher Education Center to the Texas State University Round Rock Campus. There was a clerical error in the memorandum and as soon as that is corrected, the approval will be complete. After discussing the approval and the need for new signage that reflects the name, Mr. Algoe was asked to determine whether and where we would be allowed to put signage on or near I-35 and/or on University Drive.

Commencement (#143)

Provost Bourgeois reported that the music selection used in the past at graduation ceremonies will be changed. The School of Music is working on a musical alternative for the December 2015 ceremonies and a four-minute video is planned for the spring 2016 ceremonies.

Texas State Evaluations/Appraisal System (#471)

Mr. Algoe reported that, relative to the new performance management system, Sibson Consulting is preparing talking points to present to Cabinet regarding the implementation of the new system. An issue that will need to be decided soon is, if we are going to use the current system to evaluate employees in January 2016, before the new system goes into effect in June 2016 or, if we want to move to an 18 month evaluation system for the first year using the new system. Mr. Algoe requested that this topic be placed on the next Cabinet agenda for discussion.

RTA 9/28/15 Discuss implementation plan for new performance evaluation system.

Campus Security (#142)

Dr. Smith reported that progress is being made on the master key issue.

Football (#601)

Dr. Breier announced the success of tailgate events at the September 12, 2015, football game and discussed plans that are being made for a bus trip to the football game against the University of Louisiana Lafayette.

Dr. Teis reported that over 7,500 students attended the game on September 12, 2015, and also commented on the dignity that was added to the event by the U. S. Marine Corps. ceremony honoring our student, Matthew Martin.

DMT:ta

Posted to web at <http://cabinet.president.txstate.edu/> on October 6, 2015.