

To: President's Cabinet  
From: Denise M. Trauth  
Subject: President's Cabinet Meeting  
December 1, 2020

### **UPPS 04.04.60, Workplace Accommodations**

Dr. Lloyd and guests Mr. Bobby Mason, Chief Compliance Officer, and Mr. Fernando Rojas, ADA Coordinator, discussed UPPS 04.04.60 to determine if a full, out of cycle review will need to take place. Mr. Rojas summarized the workplace accommodation process. Cabinet members engaged in a discussion on how soon vice presidents are involved in the workplace accommodations process. Cabinet members requested that the vice presidents be brought into the process sooner, and agreed that the employee be last, instead of the first, to sign the workplace agreement form. When a workplace accommodation request is initiated Mr. Rojas will request that all supervisors engage all in the chain of command.

### **Affirmative Action Plan**

Dr. Lloyd, Dr. Silva, and guest Ms. LynnAnn Brewer, Director of Talent Acquisition, Inclusion, and Retention, reviewed the 2020 Affirmative Action Plan. Ms. Brewer summarized the development of the plan and how the data was analyzed. Placement goals, which are opportunities to conduct recruitment and recruitment advertising, and action-oriented programs were discussed. Next steps will be publishing the plan, distributing the reports to division Vice Presidents to share with their departments, conducting recruitment and retention training, consultation with departments, and implementation of recommendations. Mr. Algoe asked to provide more custom reports to each division. Ms. Brewer and her staff will look into developing and disseminating quarterly reports. Cabinet members asked to review the plan and provide edits before the plan is published.

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

President Trauth shared a letter that she received from McNeese State University President Daryl Burckel thanking Texas State for their support following a recent hurricane. Dr. Teis provided context; students-athletes collected and sent 1,113 items (e.g., canned goods).

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

Dr. Bourgeois discussed the 14-day forecast and the need to prepare communication in case the in-person commencement ceremonies are canceled due to rain.

Mr. Algoe shared crime information across the State of Texas, demonstrating that San Marcos remains a safe community with 26.7 reportable crimes per 1,000 citizens. Cabinet members discussed additional strategies for improving safety on the Texas State campuses and within the community.

DMT:ta

Posted to web at <http://cabinet.president.txstate.edu/> on December 4, 2020.