

To: President's Cabinet  
From: Kelly R. Damphousse  
Subject: President's Cabinet Meeting  
March 9, 2023

### **Chancellor's Meeting with the Presidents Update**

President Damphousse recapped topics covered by Chancellor Brian McCall during a meeting with component presidents at The Texas State University System Board of Regents February meeting.

### **Honorary Doctoral Degrees**

Dr. Lloyd discussed possible revisions to UPPS 02.03.01, Honorary Doctoral Degrees, and the appointment of a standing Honorary Doctoral Degree Committee. Cabinet members suggested to simplify the policy by:

- Appointing a standing committee made up of the provost, who will serve as committee chair, and representatives from the Division of University Advancement and the Department of Athletics.
- Soliciting nominations and reviewing applications annually.
- Limiting the number of honorary degrees to a Doctor of Humane Letters.
- Shifting the oversight of this UPPS to the Vice President for University Advancement.

Provost Bourgeois and his team will benchmark this policy against other universities and will work with Mr. Brooks in revising the policy.

### **Round Rock Campus**

Cabinet members continued their discussion on the proposed recommendations to reorganize the structure of the Round Rock Campus submitted by the Round Rock Leadership and Organizational Structure Work Group. Topics of discussion included:

- Some positions will have dual reporting lines.
- The positions will need to be organized in a way that maximizes support of the overall mission of the Round Rock Campus and effectively assists the new VPRR with, broadly speaking, building the campus (infrastructure and enrollment), ensuring student success, and facilitating strong partnerships with the community, including industry, government, and education sectors.
- Since the work group's charge, several major organizational changes have occurred (e.g., University Libraries moved to Academic Affairs, and the Division of Student Success was created) and need to be considered in the reorganization.
- The campus must be organized in such a way to support existing programs as well as new programs and expanded programs that have been recently identified for roll out in the fall (and beyond).

Dr. Lloyd will return an updated draft to the next Cabinet meeting.

### **Administrative Burdens**

Dr. Lloyd reviewed a proposal to streamline hiring processes submitted by the Human Resources (HR)-Faculty and Academic Resources (FAR) implementation team.

Cabinet members approved moving faculty recruiting responsibilities and positions to HR immediately. The implementation team will be asked to work closely together to jointly handle PCR's and associated tasks for the 2023 academic year onboarding cycle, and develop a plan such that, no later than June 1, 2023, the responsibility and positions associated with PCR processing and onboarding will be transferred to HR. The Cabinet anticipates that the Director of Faculty and Academic Resources and an Administrative Assistant III position will remain in Academic Affairs to oversee faculty credentialing, tenure and promotion, development leaves, faculty honors, awards, and fellowships, visiting scholars, and the faculty handbook.

In support of their mid-term recommendations, the team will be expanded to include key members from information technology. They will be asked to return recommendations specifically related to streamlining and speeding up the onboarding process by May 8, 2023.

The Cabinet expressed their appreciation for the team, esp. their commitment to the shared goals of reviewing business processes, identifying inefficiencies and redundancies, collaborating on new processes, and improving workflow and productivity.

#### **President's Report**

This item was not discussed.

#### **New Business**

Dr. Mandayam announced that a team is preparing to host a Run to R1 Town Hall and symbolic run. More information is forthcoming.

KRD:ta

Posted to web at <http://cabinet.president.txstate.edu/> on April 10, 2023.