

Executive Cabinet Meeting Notes

Tuesday, June 25, 2024

9:00 a.m.

Present: Dr. Carlos Hernandez, President; Ben Telesca, VP for Student Affairs; Dr. Suzanne Harris, Dean of Students; Dr. Bonnie Warnock, Dean; Betse Esparza, Director of University Communications; Dr. Eric Funasaki, Dean; Bonnie Albright, VP for Finance and Operations; April Aultman Becker, AVP Institutional Effectiveness; Amanda Workman, Athletic Director; Dr. Louis Harveson, Associate Provost of Research and Development; Paul Herring, Vice President of Advancement; Janice Espinoza-Valenzuela, recorder

Remote: Dr. Jorge Garza, VP for Administrative Services and COO; Dr. Sarah (Sally) Roche, Dean; Dr. Laura Payne, Dean

Absent: Dr. Barbara Tucker, Dean; Natalie Sandoval, Executive Director of Enrollment Management; Dr. Bernardo Canteñs, Executive Vice President and Provost; Michelle Lancaster, Director of Academic Affairs

Start Time: 9:04 a.m.

Welcome Back Social

- Mr. Telesca mentioned this was in the early planning stages.
- During the first game of the year gives us the opportunity to do a Kickoff for families for more participation in Athletics.
- They are willing to help provide food and do a lot of activities. The event we had last year was well attended. He cooked 400 burgers. Combo of students and staff. Not a huge number of faculty. We want to embrace them.
- This will essentially be a tailgate at the night game. The game begins at 6:00 p.m.
- Ben has asked Skelton's Runway to pitch in for drinks.
- Aramark will be serving outside in the mall area for the students. Probably burgers and hotdogs too.
- The first game is on August 29th.
- They will provide shuttles. Will have inflatables on practice field. Even if you don't want to watch the game, there will still be things to do.
- Suggestions for how we can get more faculty involvement.
 - If we market for faculty and staff, it gives the best of both worlds.
 - Faculty and staff are more likely to attend if we have this at 6:00 p.m. on Thursday evening than at midday on a Saturday.
- How do we make it a no cost event for staff and faculty? Maybe Aramark can serve faculty and staff too. We also need to message people that are tailgating. Last year, the IT group cooked, and they did it as a fundraiser. We may need to let students or groups know that they should do something different instead of cooking to fundraise or cook during different game times.
- Rodeo may want to do more things to drive traffic around there.
- New dates for rodeo-September 25-28. NIRA pushed everything back a week.
- Start publicizing it early so the campus community knows. Last year, we had a free for all. We didn't run out of food. The general community came in. We need to be careful to make sure that students addressed first, then our faculty and staff, then the number of maybe 300 community members. We need to see the cost of that.
- Goal to maintain street of north side of stadium open at all times. Closing it was a logistical nightmare. All will be on the south side.
- Betse asked why we couldn't use the intramural field. Ben mentioned that the inflatables will be there. Suzanne mentioned that the challenge in using the intramural field is the electricity. There is

one plug in the area where the lights are and one on the light pole all the way across. Betse mentioned we could have faculty and staff in the gated area. We could have Aramark to serve there. If they want to tailgate outside, they can.

- President asked Ben to put together a group on how to execute this plan and invite Betse and Janice. We can discuss the plan at the next EC meeting.
- Dr. Garza reminded us that the Sul Ross Fest will be in Eagle Pass on Saturday, August 24.
 - President asked if there will be a concert. Dr. Garza said there will be music inside of the ICT building.
 - When will the inflatables be headed there? Dr. Garza said they will need to be there by Friday.

National Society of Leadership & Success

- Student based program. President asked Kathy Stein and Ben Telesca to review the program. Ben is familiar with the program.
- Dovetails into our Leadership program that we have. Different iteration of it, it will still embellish our leadership opportunities for our students.
- Kathy has taken the lead. She asked about being able to perpetuate this once the grant is over. Ben said that we can easily absorb that and continue providing the services and learning opportunities to the students.
- RGC students and how they can get access to this program as well. Usually, those students who were handpicked here in Alpine became the leaders of our student organizations, such as SGA.
- We can do the same thing in RGC. Since we are already buying into program then it can be implemented on the RGC campuses.
- Kathy wants us to adopt this program. No institutional cost initially. \$95 one-time cost for student to participate. She suggested upperclassmen that want to participate in the program absorb the cost. But students that sign up for Lobos Lead, which would be a cohort of about 20 to 30 sophomores, that the University cover their cost.
 - 20 sophomores about \$2,000; 30 sophomores about \$3,000. There are some additional programmatic costs to keep it going.
 - This would be about a \$5,000 cost. Kathy is going to work with grant administrators.
 - President mentioned to Dr. Garza that this would fall under the Culture of Care at Eagle Pass. We need to make sure with program administrators that this is an appropriate cost for grants because they are retention focused and leadership development focused.
 - Dr. Harris mentioned that Quanta monies may fall under that scope as well.
- President forwarded to EC for discussion to make sure everyone agrees that it is a worthy endeavor to undertake. He asked if there were any concerns. None noted. We will move forward with this. We will embrace this proposal. **APPROVED**

Athletic Sponsorship

- Betse Esparza mentioned that Eagle Pass ISD sent us a brochure for athletic sponsorship. Mostly football and jumbotron advertising. They sent it last year, too
 - Jim Goodman had a concern about athletics and advertising
 - Athletics cannot advertise, but the institution can advertise. Athletics cannot have SRSU athletic banners out.
- Starts at \$20,000 a year for Platinum and goes down from there.
- Gold costs \$12,000
- Silver costs \$6,000 a year

- Bronze costs \$3,000 a year.
- For the \$6,000 sponsorship, you can be a host at halftime. The jumbotron would say something like: Entertainment provided by SRSU with our logo.
- The business logo would be on their district website and featured at other general events where the jumbotron is used.
- There is a bronze partner for host homecoming for Eagle Pass or Wynn High School.
- Betse thinks the \$6,000 option is reasonable. The President likes the \$20,000 option to name the field because it gives us the most exposure. But it is a 3-year commitment. This is both a negative and a positive. It is a positive because it is available right now and it names the field for the term of the commitment. There is a big bang for our buck. It is very expensive, but on downside, then if someone else picks it up, then the opportunity will not come up again for another 3 years since it is a 3-year commitment.
- We will continue looking at it to see what level we can afford.
- President's question: Is this something we can cover out of the Culture of Care grant because we have a larger population at EPISD? Dr. Funasaki said that recruiting is not allowed under grants. President says it is more of exposure. Dr. Funasaki said that marketing is not allowed from grants either.
 - Dr. Garza would say this is retention. President asked Dr. Garza to put together an argument for Kendall and Eric to see if this can be paid from grants.
- Dr. Roche mentioned that their greatest problem is community recognition. This would be a phenomenal way to get Sul Ross recognized in the community.

RGC Rebranding

- Dr. Warnock asked how the rebranding of RGC is going. She found out that SWTJC is dropping the junior to position themselves to compete against us. They are now Southwest Texas College. Dr. Garza said that they are still "College", and we are "University".
 - They may reposition themselves any way they want, but their biggest challenge is programmatic expansion; it has been geared toward CTE than academic. If they pursue any expansion into bachelorette programs, we are within the 50-mile radius and we will object to anything that they propose and overlaps with our instructional focus.
 - Education, Criminal Justice, Business & Psychology-These areas are big enrollment at RGC. In any of these areas, they will try and propose that these programs are underserved, and we will object. Their focus needs to continue to be the CTE side.
 - Nursing-they can push forward from their ADN program to a BSN program. That would put us at the bottom end of that argument. Any effort to pursue expansion there, they will be able to object.

Athletic Sponsorship Continued

- Dr. Harveson: Would TX State University System Foundation be an appropriate ask for funding regarding the athletic sponsorship? President said we can put in a proposal and the worst that they can say is no.
- Dr. Harveson likes the idea of going big. It is name recognition
- President said that we will work on it on our end and Dr. Garza will put a proposal together.
- It is \$20,000 a year for 3 years.

Lobo Promise Marketing

- Betse: We are offering Lobo Promise to transfer students as well, correct? President says that we are looking into expanding into that area. We have a program in Eagle Pass based on that.
- Dr. Garza met with the Enrollment Steering Committee last week to try and figure out how to implement Lobo Promise at RGC. The committee decided that transfer students will be eligible if they are new and transfer students. He was tasked to create a flyer on that. Jorge feels that he did the right thing by saying it is new, transfer students. He had a meeting with Natalie afterwards and she agreed. She felt it was something we can do. Once they put it out there, they received a lot of calls. We have about 2,000 views on their social media on this flyer.
- They received comments such as, “why didn’t you tell us this was available?”
- Betse mentioned that they will need to make some changes to the Lobo Promise webpage. Vince has it ready to go. President said she should sit down with Natalie to parse out the changes so that it covers new student population and transfer students.
- Relatively low risk proposition given the fact that we are already offering a transfer scholarship.
- Reminder: Lobo Promise Scholarship guarantees tuition and fees and not room and board. Tuition and fees on the Alpine campus for 15 hours, or an entire year of enrollment costs is less than \$10,000. Any financial aid recipient that receives 100% Pell gets \$7,600 dollars and the transfer scholarship gives them \$2,000, so there is \$9,600. If they receive the full Pell award, it is more than likely they will qualify for some Texas grant money, some SEOG money and some TPEG money. We have enough financial need-based money to cover the full cost of the tuition and fees for those students.
- The guarantee is a high threshold from an income perspective. The family income must be less than \$85,000.
 - Typically, a family of 4; mom and dad and two kids that they will qualify for full Pell. Even more affordable at Eagle Pass. The full cost for a year is \$7,800 at RGC.
- Dr. Garza said that it did not include the Texas Grant or the other two grants. They only receive the Pell Grant at RGC, plus the \$2,000 scholarship. This is why Natalie feels it will work.
- Formula works best when they receive 100% Pell. If they receive less than that, then there is more institutional cost.
- We have SEOG, TPEG and Pell.
- Right now, it is just new, transfer students at RGC.
- Dr. Garza asked about the billboards that would identify this information. Betse said they did not budget in the summer for billboards. The billboards will start back in the fall.

FY-25 Holiday Calendar

- The calendar has been sent to faculty senate, staff council at both campuses. They received no feedback or suggested changes.
- Karlin sent an email change to Bonnie saying that Cesar Chavez day is March 31. Cesar Chavez is an optional holiday.
- Without hearing any challenges, we will move forward as the official calendar and send it to the Texas State University System (TSUS). **There were no objections.**

CAPTRUST

- Bonnie mentioned that they have been reviewing TSAs and ORPs for compliance with the System and all components. We in engaged with CAPTRUST to review and negotiate. Went through RFP process to consolidate all different vendors from all campuses. Four companies were selected:
 - CorBridge-formally AIG

- Fidelity
- TIAA
- Voya
- Will go live in August. Anyone contributing to any of the other companies that Sul Ross offered, your contributions will stay, but there will no longer be any contributions made to those companies. You will only have the four to select from.
- Karlin has been working on this with different HR directors. The HR director at TX State has been leading this.
- Dr. Warnock: Will there be a mechanism to select all past contributions from other companies and consolidate them? Or is the option to have multiple accounts? Bonnie Albright will check
- We need to make sure that we have messaging for those that are with another company.
- A long time ago, you were able to invest with whoever you wanted. Then it changed to 10 companies and now to only 4 vendors. They will have a semi-annual meeting to verify the companies.
- This is ensuring that retirements are safe and sound.
- President gave an example of a faculty member at UTEP that lost his entire retirement because the company went defunct. This faculty member had to continue working until he passed away.
- Ensuring that these companies are sustainable and ensuring that you have stability in your earned funds.
- Messaging should probably only go out to those that participate because a message to all could be very confusing.

Staff/Employee PD Policy & Dependent/Spouse Scholarship Policy

- President sent out revisions and the only revision was the 9 hours instead of the 6 hours. He did not receive any other suggestions for edits or corrections.
- \$150 per 3-credit hour course; \$50 fee per semester credit hour that employees will need to pay moving forward.
- Dr. Funasaki: So, we will allow staff 9 hours per term instead of 6? Yes, this is what this policy does. This policy allows up to nine semester credit hours and allows staff to take one class during working hours. Staff will not have to make up three hours of their work schedule.
 - Before, employees had a flexible work schedule.
- Largely only affects employees pursuing undergraduate degrees. For graduate degrees, most of those courses are after working hours.
- Bonnie Albright will ask Mickey how many employees have taken classes in the last three years.
- These policies will take effect starting this fall.
- Overall benefit is going to be better.
- There is a larger financial impact under the dependent/spouse policy.
 - Eliminates the hour cap.
 - Dependent benefit is restricted to undergraduate programs only.
 - Discount is designated tuition only. In our case, they will pay statutory tuition and all other fees. Under the current model, they don't pay any of that, the university pays it all.
 - A dependent going full time, for 12 hours, it is less than half; bigger benefit if going full time.
- If we have no edits or comments and no concerns, we will get data so we can market it.
- This applies to employee students and dependents at Eagle Pass also
- Another change is that this policy requires a 12-month service before the employee qualifies for the discount, except those that are currently enrolled, which will be grandfathered in. An employee that

began working in the spring will not have to wait for the 12-month service period, as they will also be grandfathered in.

- **No objections-we will forward to OGC for their review.** President will send to Staff Council also.

Updates from VP Paul Herring

- Paul Herring, Rick Stephens and President will be traveling to Austin and San Marcos tomorrow.
- Advancement-working with Amanda for potential fundraising with some baseball dads.
- Permian Basin Area Foundation-working on a grant with them.
 - There is a donor that is putting money towards the Presidential Plus Scholarship
 - Initially, the PBAF wanted only new donors to contribute. Paul met with Guy McCrary, and Mr. McCrary removed the “new donor” component.
- Good trip tomorrow planned with foundation-Excited to get with them.
- Also meeting with a donor to provide an update of donations.

Updates from VP Bonnie Albright

- The RGC Budget is balanced.
- Still working with Alpine budget.
 - We will put together an announcement that will go out in the next couple of weeks about salaries
 - It will itemize the different plans. Just about every single employee and faculty member will be affected in some way, shape or form.
 - We will include some charts that will outline how staff will be affected by 3-year market adjustments, as well as faculty and their ranks.
- All contingent on funding being available.
- The three structure changes:
 - Lowest paid staff
 - Faculty market stud
 - Department of Labor
- Karlin has reached out to most of the employees affected.
- There were many that were going to be affected. The vast majority have been changed from exempt to non-exempt. All Dean’s administrative assistants changing to non-exempt.
- Coordinators will be going from exempt to non-exempt and will need to fill out time sheets. They will be eligible to have overtime, where in the past, they were not.
- Dr. Harveson mentioned that there was an injunction filed by the state of Texas. There are court lawsuits, and it could be struck down.
- Bonnie said that they still must budget for the possibility of these changes. If something does happen, it will probably affect the dollar amount. They may settle on a lower dollar amount.
- Dr. Funasaki asked if the project directors need to budget from September 1st instead of January 1?
- Change to non-exempt. The greater of the DOL increase, first step or 3%, those 40 people need to receive.
- Putting together a memo and will send out to EC for commentary.
- Did a chart to show visually what was going to be done. This is where they came back with the questions.

Updated from Asst. VP April Aultman Becker

- Working on SACs referral. Met with about ½ of the 16 programs that were sited.
- Administrative Assessment- Final presentation is this afternoon and Kayla will record it.
- Moving forward with Watermark, trading from Nuventive for assessments
 - Watermark will also be used for course evaluations for the fall
- Bonnie and she have spoken about Data Manager with Lamar.

Updates from Assoc. Provost Dr. Louis Harveson

- They have finalized the strategic plan and he provided copies to those in the EC.
- They have identified the new West Texas Conservationist of the Year
 - Celebration will be on April 17, 2025, in Fort Worth
- The new water center is rolling; they have identified and recruited a steering committee to assist with hiring the director.
 - If they get a PPOHA grant, they will be part of the committee to assist with curriculum development.
 - First online meeting coming up.
- CBBS-in the field-spent a lot of time in caves. Coming out July 4th. There are about 20 or 30 out there. A few students, as they launch their master's program.

Updates from Dean of Research Dr. Eric Funasaki

- The Archives of the Big Bend received a \$9,999 grant from TX State Library of Archives Commission of the Texas Treasurers program.
 - The grant is for the digitization of collections for accessibility.
- 5 grants going in this next month.

Updates from Athletic Director Amanda Workman

- Going to San Antonio for golf tournament Friday and Saturday. There are 52 players.
- She received a request from Alpine to play football at Jackson Field on September 27. Are we okay with that and can we waive the fee if they provide all the workers?
 - Betse asked why they wanted to have a game at our stadium. Amanda mentioned that they want to have a game on our field instead of having them all at Bucks Stadium.
 - Amanda asked if there was a pathway that they can comp our students for that game as a benefit to the students in exchange for a fee waiver. She is waiting to hear back from them.
 - This is a good engagement opportunity for our students.
 - Ben said there was no reason why we could not waive the fee.
 - Bucks will be playing Anthony at 7:00 p.m.
- President asked about the lighting at Jackson Field.
 - Dr. Warnock said that Rio Grande Electric was out at RAS yesterday setting posts for the outdoor arena. All posts were set yesterday, so she thinks that they will be putting the electrical wire and be done by the end of this week. Once finished, they will go to Jackson Field.
- Ben mentioned that the agreement for the rest of the lights had gone out. They have already started because there were people working on the mall lighting yesterday.
 - The quad lighting is being upgraded. It will be a combination of both powered and solar powered. All are dark skies friendly and all LED. Increasing the luminescence in the area to provide a greater sense of safety and security.

- Amanda mentioned they hosted a community meeting last week about DII.
- Dr. Harveson asked: Do we have attendance records from football games? Amanda said that they do not. They have some from last year because they implemented a ticketing system. Prior to that, anyone can review the stats and see recorded attendance, but it was estimated.
 - We have a ticketing system called Hometown.
 - This is a great opportunity for our first DII game to count attendance. We will be playing West TX A&M.
 - Our incoming recruits are big and healthy.

Updates from VP Ben Telesca

- SB17-another request from the System. They did a deeper dive into our website. Hopefully by today, all those elements will go to the auditor.
 - Betse mentioned that when they did a google search, they hit on some PDF files from faculty and attachments.
 - Strategic plan-edited and it could be the old one that is an archived copy.
- President asked about the policy on Expressive Activity. Ben mentioned it has been posted because OGC requested that it be reviewed and posted by June 20th.

Updates from Dean Sally Roche

- They are focusing on faculty hires for English and Psychology. Also working on bringing in Biology and Computer Science
- Working on bringing in easy to move programs such as BA English with writing concentration and political science for the next academic year. Trying to get RGC academics renewed.
- The new psychology faculty accepted.
- President has been visiting with Bernie regarding hiring a visiting math and visiting biology faculty members.
 - Interviewing biology on Thursday.
 - Very difficult to hire for math faculty. She has contacted graduate programs in the area; the list of candidates in the pool is not working out.
 - Dr. Warnock wants to bring up something when they meet on Wednesday. The idea is to have a new class of faculty called a pre-doc to reach out to doctoral students who are finished with everything but their writing. Everyone said this would be a good idea.
 - You have a 75% teaching load and 25% on your dissertation.
 - All ABDs with two-year contracts. Developing a job description or specific marketing strategy for pre-doc.

Updates from VP Dr. Jorge Garza

- With all the faculty that Sally is hiring, there are no offices. He has been working with Bonnie.
 - A temporary solution is to consolidate staff into shared offices.
 - They currently have one office left that they can consolidate
- Did send info for space in Uvalde-working on lease amendment.
 - President mentioned that where we started two years ago, additional reduction that Jorge and faculty have embraced in Uvalde and Del Rio campuses only, have resulted in a net decrease of rental expenses of \$375,000. Significant decline in occupation. Still over a million dollars a year of rental space.
- They also received something on SB17, and they are working on that.

- Continued work with BSN-great meeting with CEO of Maverick County Hospital.
 - There are about 60 possible candidates that they can recruit.
 - There will be a second meeting with the head nurse.
 - Minerva was in this meeting.
- Enrollment process committee-set standards that everyone will have to accomplish and will discuss at next Monday's meeting.

Updates from Dean Dr. Laura Payne

- Summer theater opens July 5-Adventures of Robinhood
- The play will be the 4th of July parade marshal.

Updates from Dean Dr. Bonnie Warnock

- ANRS and Rodeo Exes Alumni Reunion is July 19 -20. Big fundraiser for scholarships. If you want to play golf or participate, you do not have to be an alumnus except to participate in roping, you must be an alum.
- President's meeting in NIRA-they are going to start requiring anything that we stream or record to be sent to the national office.
 - They will have their own website and they will own all the production for any college rodeo. They will be working on their archives. Big difference for us, we will need to record our college rodeo and send it to the national office. We can continue to stream to the cowboy channel. We can still stream to the cowboy channel for a couple of years.
 - She spoke with Parana Productions, a media company with traveling jumbotrons. She asked for bid information.
 - Betse said that our streaming can be recorded. We should not have to hire anyone to stream and record for us.
 - President asked how much we make for views on the Cowboy Channel. Betse mentioned that we don't make anything. If the rodeo program sells advertising, that is where they make the money. The Cowboy Channel does not pay us, nor do we pay them.

Bookstore

- Betse mentioned that we should go and see the bookstore. It is well organized and clean.
- President mentioned that they posted operating hours to the community earlier this week. He wants to make sure that they will work for us, specifically for weekend events, football games. Will they have a presence at games. Yes, they will have a big presence at events, we just need to give them the schedules.
- Their online webstore is working.
- They send Betse everything to make sure all branding is good before they create any new products.

Other Items

- President mentioned that during the same weekend that the Alumni rodeo is here, El Paso has a Chihuahuas game. Last year, the President's Office bought tickets to invite prospective students and families to the game.
 - President asked Paul to follow up with Kathy to see if anyone is looking at this event this year.
 - Last year, he was able to attend both events. He would like to see if he can attend both events this year.

- Two board members are part of the alumni board and are on the rodeo group, so they may be able to discuss schedules.
- Bonnie Albright asked what we are calling building number 1 at Eagle Pass. Dr. Garza said it was the Academic Center. Bonnie is asking about what we will be calling the building we are renovating in Eagle Pass. It is currently the Dialysis Center. President said we will discuss naming of the renovated building at the next EC meeting.

Adjourned: 10:41 a.m.