

To: President's Cabinet  
From: Kelly R. Damphousse  
Subject: President's Cabinet Meeting  
November 7, 2022

### **President's Cabinet 2022-2023**

Item was not discussed.

### **Reducing Administrative Burden**

Mr. Algoe discussed UPPS 04.04.11, University Classification and Compensation. In the spirit of reducing administrative burden, he proposed to remove the president from the approval process for salary increases. Instead, he proposed that any action resulting in a permanent pay increase of at least 10 percent or \$10,000 of an employee's current annual salary, whichever is greater, requires consultation with Human Resources (staff positions) or Faculty and Academic Resources (faculty positions) for current labor market survey information and recommendations prior to requesting approval from the divisional vice president and VPFSS. President's Cabinet members requested that the recommendations be based on results from an equity review in addition to market survey information.

Mr. Algoe also discussed benefits enhancements to improve employee morale and retention. He suggested, for example, providing tuition discounts to dependents of employees. He will bring formal proposals to future Cabinet meetings.

### **Development Update**

Dr. Perry provided a fiscal year quarterly update. The fundraising total for the NEXT IS NOW campaign is nearly \$216 million. The total endowment fair market value is \$334 million. Campaign Giving for FY2022 topped \$34 million, which is up 82% from FY2021.

### **President's Report**

President Damphousse announced that he attended a reception at the Steinway Piano Gallery in Austin on November 1, 2022. This event is part of the Signature Series presented by the TXST School of Music in partnership with Steinway Piano Galleries. This event showcased extraordinary student, faculty, and alumni musical artists, raised awareness of the capital campaign, and fundraised for the new music building. Future events will be held San Antonio and Dallas.

President Damphousse discussed a meeting he recently had with Austin Community College (ACC) Richard Rhodes. They are both eager to explore opportunities to enhance the partnership between TXST and ACC.

President Damphousse discussed the Sun Belt Conference's efforts to bring executive officers, such as Provosts, from across the conference together to engage in rich discussions about enhancing student experiences. Dr. Hernandez added that she will be attending a meeting of Student Affairs Vice Presidents from across the conference in the near future.

**New Business**

Mr. Coryell provided updates to the start of the women's and men's basketball season.

Dr. Lloyd led a discussion on the new vice president position for the Round Rock Campus. A preliminary job description and organizational chart are near completion. A work group, which will include employees from the Round Rock Campus, will convene to finalize the job description and organizational chart. Once in place, the new vice president will lead a Round Rock Campus task force to help chart a vision for the future of the campus.

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Posted to web at <http://cabinet.president.txstate.edu/> on November 17, 2022.