

To: President's Cabinet
From: Kelly R. Damphousse
Subject: President's Cabinet Meeting
November 14, 2022

Textbook Affordability Proposal

Mr. Algoe discussed the Textbook Affordability proposal and explained the benefits for offering an all-access program, which included:

- Saving students money.
- Preserving Academic Freedom regarding textbook selection.
- Ensuring that all students have their required course materials on the first day of classes.
- Allowing students to Opt-Out if they do not wish to participate.
- Encouraging digital format books initially but allowing print versions of textbooks as well.
- Improving ability of students to use financial aid for course materials.

The affordable textbook committee met recently to review the proposal. The next step in the process will be to hold a faculty and staff town hall and a student town hall. The roll out is planned for fall 2023.

TXST remains committed to encouraging the use of Open Educational Resources (OER). Faculty will still have the option of selecting OER materials.

Faculty and Staff Morale

Mr. Algoe presented a proposal to offer a 25% tuition discount for dependents of TXST benefits-eligible employees. Several details, such as those that address IRS's codes covering education assistance, still need to be worked through. The plan is for the program to launch in summer 2023. President's Cabinet will review utilization data in the future to see if the plan can be further expanded.

Provost Bourgeois discussed the timing of awarding the employee of the year award to ensure that the award recipient receives a free parking spot.

President's Cabinet Performance Goals 2022-2023

Dr. Secuban presented the new organizational structure for Inclusive Excellence and its divisional goals, which are to:

- Enrich Inclusive Excellence infrastructures to support an affirming campus environment where all university community members feel a sense of belonging.
- Enhance the experience of historically underrepresented student populations by implementing research-based best practices and identity-conscious approaches.
- Increase the diversity of faculty within the academic colleges and build an intentional culture of inclusion to enhance the experiences of diverse faculty and staff.

- Become a national leader in our diversity and inclusion efforts at TXST.

President's Report

President Damphousse discussed topics raised during Kindle with Students (e.g., student employee pay and off-campus housing leases) and Coffee with Kelly (e.g., timing of pay checks for new hires; remote work options; the bus system; parking on the Round Rock Campus; and Diversity, Equity, Inclusion, and Access, including the campus pride index, gender inclusive restrooms, and our MLK celebration tradition). Mr. Algoe shared that there is a [website that lists all gender inclusive restrooms](#) on our campuses and that all new construction and renovation projects will include gender inclusive restrooms.

New Business

Dr. Secuban sought clarification about whether TXST policies will change in the wake of the recent passing of a San Marcos city ordinance decriminalizing marijuana. Dr. Hernandez shared that Student Conduct is meeting with representatives from impacted units (e.g., UPD and Resident Life) to discuss what changes to policies, if any, are warranted.

KRD:ta

Posted to web at <http://cabinet.president.txstate.edu/> on December 5, 2022.