

To: President's Cabinet
From: Kelly R. Damphousse
Subject: President's Cabinet Meeting
April 24, 2023

Texas Water Development Board Weather Station

Mr. Algoe discussed the potential for a weather station to be placed near The Meadows Center for Water and the Environment. Cabinet members asked Mr. Algoe to explore other locations.

Performance Review

Mr. Algoe discussed if completing required training should be a criterion for merit eligibility. For the upcoming performance review cycle, Human Resources (HR) has added a question about whether the employee had completed training that is required by state and federal laws. This change was implemented because of a recent audit by the Texas Workforce Commission. Cabinet members agreed that all employees, in order to be eligible for merit raises, will have until September 1, 2023, to take outstanding training modules. Failure to complete required training will result in employees losing merit raise eligibility. HR will work on communications.

Mr. Algoe discussed the possibility of revising our approach to setting staff salaries for postings. When a position is vacated, a market rate analysis should be performed and the position should be posted "in the market range" regardless of how much is in the budget line. As this might entail taking back money from some lines that had senior incumbents, this idea will be further explored as a part of the outside compensation expert review currently underway.

President's Report

President Damphousse recapped events he attended during the week of April 17, 2023, including First Gen Graduation Celebration, Spring Football Game, Bobcat Bonanza, which raised more than \$260,000, and administrative staff appreciation luncheons on the San Marcos and Round Rock Campuses. In the future, certain employee events will be consolidated, enlarged, and more inclusive to celebrate and show our appreciation for the hard work of all of our employees.

In terms of employee morale, President Damphousse reiterated two priorities in those luncheons: hiring more staff in the in areas that are in most need, and addressing salary issues using a compensation consultant. The Request for Proposal for a consultant has closed, and the work is expected to be completed before September 1, 2023.

New Business

Dr. Lloyd presented revisions to the Presidential Faculty Fellows program. Cabinet provided feedback. The announcement of the program will be sent out later in the week.

KRD:ta

Posted to web at <http://cabinet.president.txstate.edu/> on May 4, 2023.