

To: President's Cabinet
From: Kelly R. Damphousse
Subject: President's Cabinet Meeting
June 12, 2023

FY24 Budget Review and 5-Year Projection

Mr. Algoe reviewed the proposed FY2024 budget and 5-year plan. The highlights included:

- Our 5-year budget forecast continues to predict significant (but manageable) deficits even after new funds from the Texas Legislature and the Texas University Fund (subject to voter passage of a constitutional amendment in November). Fortunately, our reserves will allow us to continue to advance the institution.
- We are proceeding with planning for an ambitious wage increase package of more than 6.5% for this fall to include merit, cost of living salary adjustments, and base salary increases for our lowest paid employees.
- The forecast is conservative in that it includes no new revenue from online or international efforts and an enrollment growth of 2% in FY24 and 1% per year for FY25-28.

The Cabinet also reviewed the Ph.D. programs proposed in the Colleges' strategic plans and their associated costs.

FY24 Merit Eligibility

Mr. Algoe discussed the new training completion eligibility requirements for the FY24 merit process.

To be merit eligible, all employees must have completed, at a minimum, the three required compliance training courses by September 1, 2023:

- TXST Cybersecurity Training,
- Tools for an Ethical Workplace, and
- Preventing Harassment and Discrimination (EEO & Title IX).

Mr. Algoe will provide Cabinet members with a list of those who have yet to complete their mandatory training. Supervisors will be asked to contact the employees directly, encouraging them to comply.

Onboarding Proposal

Mr. Algoe reviewed the onboarding proposal from the HR-FAR-IT implementation team that addresses items raised by the Administrative Burdens Task Force. The Cabinet approved the team's short and long-term recommendations and requested that they consider automating the key request initiation process and providing an update on their overall progress in six months.

President's Report

President Damphousse provided an update on the Vice President for the Round Rock Campus Search.

New Business

No new business was discussed.

KRD:ta

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