

To: President's Cabinet  
From: Kelly R. Damphousse  
Subject: President's Cabinet Meeting  
November 7, 2024



### **Increase Enrollment (San Marcos Campus, Round Rock Campus, and TXST Global)**

Dr. Sivakumaran presented two options for the 2025-2026 Academic Calendar, aiming to align with practices at other universities and provide a mid-semester break.

- Option A: Begin the Fall semester on Wednesday, August 20, with the entire week of Thanksgiving off.
- Option B: Begin the Fall semester on Thursday, August 21, with a mid-semester break on October 9-10.

President Damphousse requested that Dr. Sivakumaran present both options to the calendar committee for feedback, with a final decision expected before the end of November. Cabinet members also requested the committee review the final exam schedule to eliminate overlap with commencement.

The annual "State of TXST" address will be moved from the fall to the spring semester to alleviate scheduling pressures during the busy start of the academic year. The next State of TXST is scheduled for January 30, 2026.

Dr. Lloyd provided an overview of TXST's approach to the *US News & World Report* rankings. Cabinet members requested that the Office of Data Analytics and Institutional Research identify key metrics that could positively impact TXST's ranking. At a future meeting, Cabinet members will discuss potential strategies to enhance these metrics.

### **Elevate Student Success**

Dr. Hernandez presented a draft document outlining implementation considerations for LBJSC Branding. Cabinet members approved the concepts included in the document.

Dr. Hernandez introduced Amazon's "Just Walk Out Market" technology and explored the potential for incorporating this technology into a market at the Student Recreation Center.

### **Improve Operations and Enhance Infrastructure**

Dr. Lloyd reviewed drafts of the SB17 Self-Assessment templates and the timeline for completing the assessment. Although the assessment is not due until the summer of 2025, Dr. Lloyd urged Cabinet members to remain vigilant in ensuring ongoing compliance with the bill. Bobby Mason, Associate Vice President and Chief Compliance Officer, will lead a more in-depth discussion on the topic during the January Compliance Executive Committee meeting.

Mr. Hall provided an overview of TXST's ransomware response framework. He reviewed the executive discussion guide, which is tailored to address cybersecurity preparedness and response strategies.

Mr. Hall presented the TXST Information Technology Strategic Plan for the 2024-2025 academic year. The plan focuses on enhancing technology infrastructure, improving operational efficiency, and fostering innovation through initiatives such as asset lifecycle management, identity and access management, Enterprise Resource Planning (ERP) assessment, data analytics development, and next-generation network design.

### **President's Report**

President Damphousse recapped topics discussed during the most recent President's Academic Advisory Group meeting, including a good discussion about the importance of balancing between teaching expectations and research productivity, as well as the waiting period after development leave for faculty to accept fellowships.

President Damphousse also recapped topics discussed during from the most recent Staff Council meeting, including employee morale, communication, the university's financial health, essential offices, and energy conservation days. Highlights of the discussion include:

- Since the State of TXST was held in the fall of 2024, the annual Leadership Assembly will be held in the spring of 2025.
- Cabinet members reviewed the list of essential offices and discussed necessary updates, including which offices should be added or removed. The website listing essential offices will be updated.
- Energy conservation days, scheduled for December 23, 2024, and January 2 and 3, 2025, were discussed specifically. Cabinet members agreed that staff in designated essential offices may work remotely on these days if feasible, at the discretion of their divisional Vice President.
- Mr. Algoe has asked the Office of Human Resources to reconcile various policies and definitions related to essential offices, essential employees, and weather-related essential employees. This effort also includes clarifying procedures for employees who must work when the university is "closed" due to unforeseen circumstances, scheduled closures, or energy conservation days.

### **New Business**

Dr. Lloyd announced that, based on the recommendation submitted by Brett Last, Chief Human Resources Officer, and Mr. Mason, a 'practical progression' of discipline will be implemented for members of the faculty and staff who fail to complete state-mandated courses (Preventing Harassment and Discrimination, Tools for an Ethical Workplace, and TXST Cybersecurity). The disciplinary steps include verbal reprimand, written reprimand, suspension without pay, and

termination. Additionally, non-compliance will result in ineligibility for merit increases, promotions, bonuses, and other related benefits.

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Posted to web at <http://cabinet.president.txstate.edu/> on November 25, 2024.