

Q. In FY26, can the timeframe for compliance training completion be longer? I.e. open top of spring semester with deadline in March?

A. With the fixed compliance rollout in FY25, the timeline was more condensed to ensure that training is completed prior to the performance review cycle starting in April. Going forward, the training due date will not overlap as much. TXST Cybersecurity training has an annual requirement. Whereas, Tools for an Ethical Workplace and Preventing Harassment and Discrimination are due every 2 years.

Q. I just completed the Cybersecurity training after receiving the email notification about this change, and my next action date has been set to 2027. Should this have reset to 2026?

A. Cybersecurity training is an annual requirement, and we are currently working with the system vendor to review and correct the retraining dates. Once we have more details, we will provide an update.

Q. Does the minors training include registered students who are under 18?

A. The minors on campus policy applies to minors who are not TXST students. If the minor is a registered TXST student participating in TXST activities, their guardian does not need to complete the associated consent forms.

Q. So my staff (SHC) who almost always only see students don't need to do the training?

A. Correct. If you are only working with current students you do not need to complete the child protection training.

Q. Is it only faculty that qualifies for the Public Service Forgiveness Loan?

A. No. This is a federal program for employees who participate in PSLF. Texas State University verifies employment, but the government determines if someone's employment is eligible based on our verification.
<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

Q. For graduate students we separate during summer and rehire in fall? Not place them on LWOP?

A. If you know they are returning in the fall in a graduate student position, they may stay on LWOP for the summer and we (the HRIS Team) will process a mass action to return them from LWOP effective 9/1/xxxx in the fall.

Q. How should Graduate Assistants who are not working in the summer but will be returning in the fall be handled?

A. Graduate Assistants with positions under an EE Subgroup of <12 months are automatically placed on Leave Without Pay (LWOP) for the summer and return to active status on 9/1 without department action.

Graduate Assistants with 12-month positions continue to be paid year-round unless the department submits an LWOP PCR for the summer. If placed on LWOP, the department must submit a Return from LWOP PCR in the fall to resume their pay.

If a Graduate Assistant is not returning in the fall, the department should submit a separation PCR ASAP to prevent overpayment.

Q. Are mid-cycle reviews required?

A. No, mid-cycle reviews are not required, but they are strongly suggested to be completed.

Q. If an employee is hired on February 25, will their University Longevity Pay (ULP) adjustment be reflected in the March paycheck or the April paycheck?

A. The change will be reflected on your paycheck for the month of March, which you will receive in April.

Q. Do employees in University Libraries receive University Longevity Pay (ULP)?

A. Not those positions under a career ladder in University Libraries, which include Librarians, Administrative Librarians, and Curators.

Q. Do Athletics employees receive University Longevity Pay (ULP)?

A. Not all Athletics employees—only coaches are excluded.

Q. Does prior service at Texas State count toward University Longevity Pay (ULP) and State Longevity Pay (SLP) if an employee leaves and later returns?

A. You will be eligible for SLP, assuming you're not a working retiree. For ULP, you will also be eligible, provided that you did not already receive the maximum four increases.

Q. Due to recent law changes will there be a change in the University's compliance requirements for the equal opportunity and title IX trainings we require employees to complete?

A. Yes. The System is reviewing the changes to communicate with all the System universities. When we receive the guidance, the team will be working with other stakeholders to ensure the training is updated accordingly.

Q. Will this include international graduate assistants?

A. No. International Employment will not handle student position hires. It will only oversee professional positions for international faculty and staff.

Q. Does International Employment also handle student worker hires?

A. No. It only handles international faculty and staff hires.

Q. What resources does ComPsych offer for employees working or relocating abroad?

A. If you plan to work or relocate abroad, ComPsych provides resources for travel and safety, cultural adaptation, staying connected, assignment planning, and health and wellness.

Q. Where can I find information about the Buena Vida wellness program?

A. [Buena Vida Wellness Resources](#)

Q. Do Buena Vida Bucks expire at the end of the year, or can they be saved for future use?

A. Buena Vida Bucks expire at the end of each calendar year. You can earn up to \$99 per year, but unused bucks do not roll over.

Q. How do wellness rewards work for activities like annual exams? Is there a webpage explaining the details?

A. Yes, you can find a full explanation of the reward system, including incentives for annual exams and app engagement, in the Rewards section of the Buena Vida website or app.

[Watch the recording](#)

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MORE QUESTIONS? CONTACT US!

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