

TEXAS STATE

STAFF COUNCIL

AGENDA

April 14, 2020

10:00 a.m.—12:00 p.m.

ZOOM Meeting

Staff Council Meetings are available via Zoom: <https://txstate.zoom.us/j/569017978>

The mission of the Texas State University Staff Council shall be to promote and enhance the status of university staff, ensure the effective contribution of staff expertise toward university goals, and act as the liaison between the university president and staff. The Council shall represent the collective body of the staff and shall report directly to the university president.

Note: Minutes for previous Staff Council meetings are available at staffcouncil.txstate.edu/meetings/minutes.

ACTION
(10:00)

Call to Order

Noel Fuller, Chair

Members in attendance: Katie Alonzo, Harlan Ballard, Steve Blank, Zachary Collins, Stephanie Daniels, Natalie Davis, Krista Flores, Noel Fuller, Andrea Hilkovitz, Michelle Hudnall, Amy Jiang, Brandi Martinez, Mayra Mejia, Raidah Murshed, Anthony Padilla, Bailey Verschoyle, Staci Wade, Illona Weber, Walt Yantis, Martin Zavala

Members Not in Attendance: Robert Garcia, Rachael Weldon-Caron,

SPEAKER
(10:01)

Item 1: Dr. Denise M. Trauth, President, Texas State University

Transcription Attached

DISCUSSION
(10:55)

Item 2: COVID-19 Concerns (handout)

Noel Fuller, Chair

We are here to gather your various concerns you might have may be unique to your area which may be why you are not hearing some of blanket answers that affect you. We have taken some of the anonymous concerns that we have received and started a document with concerns that have been shared with us. (handout). Open up the floor to any questions or concerns you would like added.

- I would like to say to the essential offices, my chair has been very communicative and based on what she has told us is that it's pretty important that if your office is open then the university is trying to convince the state that you are important. Making sure that you are documenting in some form or fashion what you are doing and if you are on campus changing the mindset that you are needed, and you are important. We are pretty fortunate that we have our jobs when this is a time that so many people are not. There are legitimate health concerns

and that's why Staff Council asked Dr. Trauth to come on because a lot of the messaging has been directed to students and faculty. Take some ownership of keeping your personal self safe. We need to ask for these things but if it's not provided or can't be provided, then you may want to consider bringing your own.

- I would like to mention that Travis County has enacted mandatory masks, we need to be aware that Hays County may follow. So, we may want to check and see what options we have available to us as a resource through the university if that order does become in place.
- In one department they are requiring a sick note if you take any sick leave or any time off before you come back to work. If you just have an upset stomach you're not supposed to go to the doctor unless it's really necessary and it's hard to get in so, then what are you supposed to do?
- There is a whole option now for the Teledoc and they can send notes in. I would recommend using them our insurance covers it.
- We've had a lot of concerns that treatment in areas isn't equal. We are reaching out to see if upper administration can talk to some of those supervisors to hopefully encourage some of those supervisory bodies to be more understanding and have more flexibility during this time.
- The UPPS says that a doctor's note can be required after one day: it's a necessity after three days.
- If hazard pay isn't provided or other PPE things that are being required – if masks/gloves or hazard pay isn't provided, then would this be covered under the FLAS act. Also, if these things aren't being provided at what point does workman's comp kick in?
- Can Staff Council work to set up those who might needs masks with staff who are willing to make them? We will try to get a plan in place.
- Add to the list the plexiglass screens for the library.
- Would there be a way to check out laptops and direct students study room. There is a limited number of equipment and even if they check it out they may not have the internet access. (Response) They have closed the study room, but computers can be checked out at circulation desk on the third floor.
- There is a staff Gato form for you if you would like to submit concerns – you can do it anonymously but if you want a response directly to you, please provide contact information so we can make sure to get you the information that you need.
- We are here to be advocates for staff members and we will continue to share these concerns with Dr. Lloyd.

UPDATE
(11:15)

Item 3: Treasurer's Report (handout)

Natalie Davis, Treasurer

At the end of March, no change to our M&O account. A few changes to our Fundraising account expenses (raffle tickets printing) and deposits (parking permit sales). Not anticipating any major expenses, so we are good right now.

DISCUSSION

Item 4: Scholarships (handout)

(11:20)

Noel Fuller, Chair

Award one undergraduate and one graduate staff member on campus. You must be a full-time staff member employed for at least one year to be eligible. We received eight complete applications and a few that were not complete. Tara Smith awarded the undergraduate scholarship and Paloma Gray awarded the graduate scholarship. Each year, we do a review of the cycle. One item for discussion is that there may be less of a need for scholarships because of the change to the tuition with the new UPPS. We had several individuals attending school at another institution so we may look at expanding. Look at exploring opportunities on the one-year timeline to be eligible as well, possibly one year at time of disbursement rather than application. We will be posting some biographical information of the winners on the website.

DISCUSSION

(11:30)

Item 5: Elections

Noel Fuller, Chair

Our elections subcommittee facilitates the process. We have been using the same system for several years. The system tends to be a little confusing and not the easiest to navigate through. We are exploring other options. We've talked about moving to other systems in the past (i.e. Qualtrics) but there are problems getting the data moved over to it. The committee will meet and start getting answers. Council Effectiveness subcommittee needs to meet to discuss the different job categories because we are coming up short in some of the categories and the more representatives, we have the easier to move forward.

UPDATE

(11:40)

Item 6: Fundraising: Parking Permit Raffle

Noel Fuller, Chair

We have put a hold on the raffle and once we are able to resume sales we will. Since those parking permit raffle tickets are sold in person that's slowed sales down. Our fundraising goes directly to staff council scholarships and awards.

UPDATE

(11:45)

Item 7: Chick-fil-A Concern

Noel Fuller, Chair

Concern submitted regarding Chick-fil-A on the campus and them not meeting the university's mission about diversity. Our recommendation is to contact dining services committee because they are the group that looks at the options that are available on campus.

UPDATE

(11:50)

Item 8: Family Campaign

Noel Fuller, Chair

Staff council is on the Family Campaign. We are currently working on updating the website to have a page dedicated to information on our donations to the Family Campaign. We have two options available. One is for the staff council awards. We give out awards for staff council for community service, collaboration on campus, outstanding custodial award and comes with a small monetary prize. We are in need of funding to continue to give out these awards. So, if you are able to give to the Family Campaign, we encourage you to search out the Staff Council.

UPDATE

Item 9: Ancestry Library Edition (ALE) Database Concern

(11:53) Noel Fuller, Chair
The price to add this database would be over \$10,000 which the library staff did not find affordable at the time. Setting up the e-resources also takes up a large amount of staff time and resources as well.

DISCUSSION **Item 10: Announcements**
(11:55) Noel Fuller, Chair
Staff Shout-Out: Liane Gonzalez, Sr Undergraduate Admissions Specialist, Undergraduate Admissions. She will receive a performance badge through the performance evaluation system.

DISCUSSION **Item 11: Review Pending Items**
(11:58) Amanda Garza, Parliamentarian
Contract Employee eligibility for Awards - Scholarship & Awards

- a) Social Media for Staff Council – Marketing
- b) Staff Concern: 10% Salary Increase approvals by President
- c) Staff Concern: Institutional Comparisons for Staff
- d) Staff Concern: Health Select Fitness Center Options

ACTION **Adjournment**
(12:00) Noel Fuller, Chair
Natalie Davis motioned to adjourn the meeting, Amy Jiang second, motion passed, no opposition

Texas State staff are welcome to attend any Staff Council meeting. The list of meeting dates and locations can be found at <https://www.staffcouncil.txstate.edu/meetings/minutes.html>. If there is a specific issue or concern you would like Council to address, please complete the form at www.staffcouncil.txstate.edu/Staff-Concerns. When submitting the form, you can remain anonymous if that is your preference. All statements made during meetings of the Staff Council shall be privileged communication and remain confidential. Members and guests shall not be subject to retaliation or disciplinary action as a result of expressing their views at Council meetings.