

TEXAS  STATE[®]
STAFF COUNCIL

AGENDA

March 9, 2021

10:00 a.m.—12:00 p.m.

ZOOM Meeting

Staff Council Meetings are available via

Zoom: <https://txstate.zoom.us/j/569017978>; Passcode: Council

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, Norma Belmares, Steve Blank, Jayme Blaschke, Zachary Collins, Justin Cantu, Stephanie Daniels, Natalie Davis, Anita Ford, Noel Fuller, Heather Kristoff, Brandi Martinez, Mayra Mejia, Raidah Murshed, Anthony Padilla, Camrie Pipper, Jennifer Small, Annalisa Turner, Bailey Verschoyle, Illona Weber, Rachael Weldon-Caron, Melissa Yip-Santellana, Ana Web
Members Not in Attendance: Veronica Fernandez, Robert Garcia, Amy Jiang, Martin Zavala

SPEAKER
(10:01)

Item 1: Quality Enhancement Plan (see recording)

Dr. Alejandra Sorto and Dr. Peter Golato

UPDATE

Item 2: Treasurer's Report (handout)

(10:20)

Natalie Davis, Treasurer

Only change was to the M&O account and that was for the AIM request to take down the plaques and put back up. Staff Council is working on getting the fundraising account set up so we can accept funds. We are working to make sure that we are carrying forward the institutional knowledge regarding our accounts moving forward.

UPDATE

(10:22)

Item 3: Salary Setting Review Subcommittee

Annalisa Turner, Committee Co-Chair

We've been talking about a staff ombudsperson. We have met with the faculty ombudsperson and the student ombudsperson and we got information that we synthesized into a single document. We compared other models to drill down to essential components for that role. We have aggregated that data are working to clean it all up and then will hand it off to the Staff Council to review.

After that, we've gone back to our main focus. We've broken up all our brainstorming into some essential questions that we want answered. We are working on getting the answers and all the resources, citations, polices, etc. into one document and will share that with the Staff Council soon a well. areas and assigned out research for the committee to start working on.

UPDATE

(10:32)

Item 4: Staff Recognition/Compensation Letter

Brandi Martinez, Chair, Compensation and Benefits Committee

Draft communication has been created and currently sits with the Compensation and Benefits subcommittee for review. The draft will be share to all of Staff Council by the end of the day for review.

UPDATE

(10:26)

Item 5: Fundraising (handout)

Bailey Verschoyle, Chair, Fundraising Committee

Fundraising committee is meeting today to start planning for this year. Tentative start date for the parking raffle fundraiser will be summer 2021. We do need to identify some collection spots for cash sales and more ways to promote it since there are less people in the summer. We are still looking at ways to facilitate fundraising electronically but due to lottery and raffle restrictions we are still researching the possibility of this. Last year, Staff Council did decide that we could purchase the raffle tickets as long as it was drawn by someone outside Staff Council and it's done publicly to ensure transparency during the process. We are also a part of the family campaign, please consider donating to our group.

DISCUSSION

Item 6: Special Events (handout)

(10:35) Noel Fuller, Chair
Staff Resources Fair was postponed. Our presentation will be on Apr. 14 at 2:00 p.m. The committee is additionally exploring ways to welcome new staff now that NEW 2 has changed so much. Possibly considering mailing letters to new staff and/or zoom “social gatherings” for new employees. Everything is in pending stages just exploring and identifying ways to communicate with new staff.

UPDATE
(10:38) **Item 7: Staff Council Scholarship Applications 2021 (handout)**
Noel Fuller, Chair
Applications close on March 11. Full-time staff who are eligible are encouraged to apply. Also, if you know someone who is a non-degree seeking student, they are eligible as well. Bringing forward as group discussion – awarding more than 2 scholarships (one undergraduate and one graduate) for this awarding cycle. In effort to spend down the account that we have so that we can move to three accounts instead of four. We typically end up having more graduate applications than undergraduate applications.
Natalie David made the motion to award a second graduate level scholarship, Brandi Martinez second, motion passed, no opposition.
Camrie Piper made a motion to extend the application deadline to March 22 due to the winter storm, Brandi Martinez second, motion passed, no opposition.

DISCUSSION
(10:49) **Item 8: Winter Storm Relief Efforts/Staff Recognition (handout)**
Noel Fuller, Chair
Staff Council wants to formally recognize all staff members whose efforts to maintain the operation of the university, as well as the safety and well being of the Texas State community while many of you were also likely affected by the storm in your personal life. Staff Council has requested a full list of staff and faculty who worked during the closure and will send letters to them recognizing and thanking staff for going above and beyond to maintain university operations during the winter storm. In addition, Staff Council had previously hosted a fundraiser where we received a large number of water bottles that we had still in storage. These were donated to Bobcat Bounty for distribution.

SPEAKERS
(10:53) **Item 9: Partnership and Outreach Efforts – Disability Services**
Dr. Harlan Ballard and Charles Hornsby
See power point

ACTION **Item 10: By-Law Review (handout)**

(11:26) Council Effectiveness Committee
No additional discussion from Staff Council.
Brandi Martinez made the motion to approve the changes to the by-laws from the Council Effectiveness Committee, Natalie Davis second, motion passed, no opposition.

DISCUSSION
(11:35) **Item 11: Elections (handout)**
Elections Committee
The ultimate goal is to move the timeline forward so that we can get the elections process completed before the start of the new semester and potentially moving up officer elections too. We are working to see if there is a way to include a statement from nominees.
Noel Fuller made a motion to suspend the by-law regarding the May 1 data pool to allow us to facilitate an earlier election timeline, Ilona Weber second, motion passed, no opposition.

DISCUSSION
(11:47) **Item 12: External Committee Updates (handout)**
Various Representatives
a) Vaccination Planning Work Group
b) Commencement Planning Work Group
c) Faculty/Staff Morale Work Group
d) Advisory Network

UPDATE
(11:57) **Item 13: Staff Concerns (handout)**
Noel Fuller, Chair
a) UPD Data Compliance
b) Remote Work/Vaccination Questions
c) Staff Concern Re: UPPS 04.04.40 - Staff Disciplinary Records
Staff Council would like to remind staff that we want to hear your concerns. Please make sure to submit concerns with as much details as possible (we will keep your concerns anonymous) and that they be based on fact and not speculation.

DISCUSSION
(12:02) **Item 14: Announcements (handout)**
Noel Fuller, Chair
a) Staff Shout-Out: Norma Torres, Administrative Assistant I, Transportation Services
b) Staff Shout-Out: Eddie De La Rosa, Network Administrator, Network Operations
c) Family Campaign has kicked off. Please consider Staff Council Awards if you are looking to donate.
As a reminder, anyone can submit a staff shout-out via our website.

DISCUSSION
(12:03) **Item 15: Review Pending Items**
Stephanie Daniels, Parliamentarian
a) Staff Concern: Maternity/Paternity Leave

- b) Staff Concern: Faculty/Staff Retirement Announcements
- c) Staff Concern: Equitable Medical Coverage

ACTION
(12:03)

Adjournment

Noel Fuller, Chair

Natalie Davis made a motion to adjourn the meeting, Brandi Martinez 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.

Staff Council meetings are recorded. Guest speakers and associated Q&As may be posted to the Staff Council website. All other recorded portions of the meeting are used to ensure accuracy of transcript data for meeting minutes purposes.

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