



AGENDA

November 10, 2020
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, Stephanie Daniels, Natalie Davis, Veronica Fernandez, Anita Ford, Noel Fuller, Robert Garcia, Amy Jiang, Heather Kristoff, Brandi Martinez, Mayra Mejia, Raidah Murshed, Anthony Padilla, Camrie Pipper, Jennifer Small, Bailey Verschoyle, Ana Webb, Illona Weber, Rachael Weldon-Caron, Melissa Yip-Santellana, Martin Zavala

Members Not in Attendance: Annalisa Turner, Jorden Zuniga

SPEAKERS
(10:01)

Item 1: Human Resources Briefing – HR Colleagues

Discussion: Provided general updates to staff members (see attached)

UPDATE
(10:57)

Item 2: Treasurer's Report (handout)

Natalie Davis, Treasurer

UPDATE
(11:03)

Item 3: Salary Setting Review Subcommittee

Noel Fuller, Chair

Staff Council has created a subcommittee to review general procedures for salary setting with goals to identify current processes regarding salary setting; determine inconsistencies between departments/divisions, explore/recommend new polices to improve the current processes related to salary/raises/transparency. Annalisa Turner and Natalie Davis are the co-chairs for this committee. There is a meeting set up next Friday, Nov. 20 for the committee to meet and develop guidelines. This will not be a short-term project. We recognize that we are behind the times and particularly with covid it's highlighting some of the deficiencies. The university is going to continue to be in a "less is more" setting. Rather than trying to do a massive demand it will need to be a partnership with president's office; educating supervisors; buy-in from managers and staff. Maybe 2-5 year project. If you want to join them on the committee let Natalie or Annalisa know.

DISCUSSION

(11:10)

Item 4: Staff Council Award for Custodial Service/Award Expansion (handout)

Scholarships & Awards Committee

The custodial award tends to get very few nominations mainly as a result of many custodial positions being converted to contract workers. There is a need to increase the pool but also visiting making contract workers available for the award.

Discussion: Do we want to expand to contract workers. We are Staff Council. Some members feel that as representatives of TXST staff, we should award only to TXST staff. Would it be possible to expand the criteria to include all services workers. Members of staff council also indicated that we would be silently approving the university outsourcing of university jobs by awarding contract workers. More discussion needs to be had.

UPDATE
(11:26)

Item 5: In-Person Commencement – Fall 2020 (handout)

Noel Fuller, Chair

Discussion: Dr. Vederaman Sririman and Kristen McDaniel (see attached)

DISCUSSION

(11:55)

Item 6: External Committee Updates

Various Representatives

- a) Environment & Sustainability Committee: This is a Faculty Senate committee. They've had one meeting so far and it was mostly introductory. Another meeting coming soon.
- b) Appointment Presidential Work Life Committee Member: Will look to find a replacement council member via Teams – be on the lookout

- c) Campus Recreation Advisory Committee: 25% Budget reduction, u-camp online reservation and payment system now and gate-code access to facility; outdoor recreation center opened in Aug for kayak and paddle board equipment rentals. Tons of virtual programming. Building reorganization to accommodate social distancing. Intramurals online or esports only. Sports Clubs open to only conditioning

UPDATE
(12:01)

Item 7: Staff Concerns (handout)

Noel Fuller, Chair

- a) Funeral Leave Policy Clarification
- b) ADA Accessibility Concerns

DISCUSSION
(12:04)

Item 8: Announcements

Noel Fuller, Chair

- a) Recordings of Staff Council Meetings
- b) Texas State Football - Staff Appreciation Games
- c) Sustainability Workshops
- d) December Guest Speaker Roseann Mandziuk – Bobcat Balance

DISCUSSION
(12:04)

Item 9: Review Pending Items

Stephanie Daniels, Parliamentarian

- a) Social Media for Staff Council – Marketing
- b) Staff Concern: Institutional Comparisons for Staff
- c) Staff Concern: Rodent/Pest Issue
- d) Staff Concern: Maternity/Paternity Leave
- e) Staff Concern: Faculty/Staff Retirement Announcements

ACTION
(12:05)

Adjournment

Noel Fuller, Chair

Illona Weber motion to adjourn meeting. Natalie Davis 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.