

TEXAS  STATE[®]
STAFF COUNCIL

AGENDA

October 13, 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

ACTION
(10:01)

Roll Call
Noel Fuller, Chair
Members in attendance: Katie Alonzo, Harlan Ballard, Norma Belmares, Steve Blank, Jayme Blaschke, Zachary Collins, 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, Ana Webb, Rachael Weldon-Caron, Melissa Yip-Santellana, Martin Zavala

Members Not in Attendance: Veronica Fernandez, Robert Garcia, Amy Jiang, Illona Weber, Jordan Zuniga

SPEAKER
(10:01)

Item 1: Dr. Emilio Carranco, Director, Student Health Center
see attached

UPDATE
(10:30)

Item 2: Treasurer's Report (handout)

Noel Fuller, Chair

We've paid for the five staff awards and the scholarships. One scholarship, Esquivel, won't post until Spring and rollover hasn't occurred but could be because they are closing out year end. We should see in the next months.

ACTION
(10:35)

Item 3: Staff Council Nameplates (handout)

Noel Fuller, Chair

Heather Kristoff made a motion to approve the expenditure to have Facilities remove the nameplates from our plaques in the JCK building. Camrie Pippert second. Motion passed, no opposition.

UPDATE
(10:40)

Item 4: Appointment of At-Large Positions

Noel Fuller, Chair

We have moved forward with appointing individuals to serve one-year terms as at-large members. They will be eligible to run next year. Our three at-large appointments are: Norma Belmares, Camrie Pippert, and Annalisa Turner. We have our full 28 members!

DISCUSSION
(10:45)

Item 5: 10% Salary Increase Requiring President Approval (handout)

Noel Fuller, Chair

Additional Discussion: The overall issue is that staff and faculty are treated differently. Why are positions that are not entry level positions, being posted with salaries at entry level? With these roadblocks for raises, shouldn't we be bringing on staff at the mid-level range? Concerns that there is no accountability or answers for questions asked. Department being told that they will not approve raises over 10% even if you apply for a different position in your department. Inequity among divisions and creates roadblocks for staff promotions, reclassifications and raises. Low pay creates a high turnover rate. Merits aren't guaranteed. Unfortunately, the salary question is complicated by budget constraints and the supervisor philosophies. Very little opportunity for advancement for staff here, especially, non-exempt staff. Encourages job hopping a lot because there's no real way to advance in your dept. There is also no safe mechanism for staff to request a salary review. Decided that a subcommittee should be formed to discuss further.

SPEAKER
(11:00)

Item 6: Dr. Victoria Black, Director, Peer Mentoring, University College

Dr. Black and Sylvia Gonzales presented results from a First-Generation student survey conducted over the summer. See attachment for the slideshow presented with the highlights from their findings. You can find the full report [here](#). If interested in joining their committee, contact them.

DISCUSSION
(11:20)

Item 7: In-Person Commencement – Fall 2020 (handout)

Noel Fuller, Chair

Additional discussion: Does the university have a plan if someone gets sick and would they be liable? Will there be enough volunteers? With students going home for Thanksgiving are we expecting a spike in cases. Is there enough time between that break and commencement to determine if there is a spike? Will covid modifications for staff be honored for the event. Some of us have small offices and are required to provide volunteers and if you already have people out, will offices have to “volunteer” because they are the only ones remaining. Will staff feel like they’ve had even a break after this semester; implementing a new ceremony; and then coming back into the spring? How much money are we spending on this? Staff Council will vote on Teams to determine if we should submit formal letter of concern to Administration.

DISCUSSION
(11:30)

Item 8: Staff Recognition/Compensation Brainstorm (handout)

Noel Fuller, Chair

Additional discussion: 36 hour work week; embracing a more progressive work-from home or hybrid model; have there been any studies done on the impact of remote work to our local environment (parking, traffic, etc.); virtual services are providing services to more students in some areas because they like the convenience; discussion on this topic to continue due to meeting running long.

UPDATE
(11:40)

Item 9: Staff Concerns (handout)

Noel Fuller, Chair

- a) UPD 8 Can’t Wait Policies
- b) Christmas Break/Winter Break Language
- c) Campus Surveillance Cameras

DISCUSSION
(11:50)

Item 10: Announcements

Noel Fuller, Chair

- a) Voting 2020 – Leave Policy
- b) National Disability Employment Awareness Month
- c) Staff Shout Out: Kristen Green, Users Services Consultant II, Client Solutions
- d) Acknowledgment of Census – deadline has been extended to October 15

DISCUSSION
(11:55)

Item 11: Review Pending Items

Stephanie Daniels, Parliamentarian

- a) Social Media for Staff Council – Marketing
- b) Staff Concern: Institutional Comparisons for Staff
- c) Staff Concern: Lunch/Break UPPS 04.04.01
- d) Staff Concern: Rodent/Pest Issue

- e) Staff Concern: Maternity/Paternity Leave
- f) Staff Concern: Faculty/Staff Retirement Announcements
- g) Staff Concern: Energy Conservation and Time Use

ACTION
(12:00)

Adjournment

Noel Fuller, Chair

Stephanie Daniels 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.