

Staff Concerns: Response Received

Topic	Concern	Status
UPD website	Request for staff directory on UPD website	Chief of UPD said the website is being updated.
University wide email messaging system	Need communications formatting that is mobile device accessible/readable	IT is developing tool to send out messages that are mobile friendly. Microsoft email dynamics.
Campus Safety Programs	Safety program formally known as Bobcat Bobbies not on UPD website.	New name Nite Cats. Transportation has information on their website https://www.transportation.txst.edu/alternative/nitecats.html .
Longevity Pay	Longevity pay should restart when promoted or reclassified	Response from HR: TXST's leadership philosophy has evolved away from entitlements, as the data shows that COLA/entitlement-based salary increases have little to no effect on longer-term employee retention. The university will continue to focus on and invest in merit-based salary increases and performance-based rewards. When benchmarking this practice against other institutions, this approach is consistent with our peers in the higher education industry.
Cost of Living Adjustment/Longevity Pay	Cost of living adjustments to keep up with inflation. Remove cap on University Longevity program.	Response from HR about Longevity Pay: TXST's leadership philosophy has evolved away from entitlements, as the data shows that COLA/entitlement-based salary increases have little to no effect on longer-term employee retention. The university will continue to focus on and invest in merit-based salary increases and performance-based rewards. When benchmarking this practice against other institutions, this approach is consistent with our peers in the higher education industry. In progress: Cost of living adjustment
Pleasant Street Garage	Top deck needs repairing	Item has been placed on the Transportation Committee Agenda for October.
Staff Handbook	Repost Staff Council Handbook on Human Resources' website while updates are being for a new format	Response from HR: Following discussions with Staff Council president, we determined that the publication of the Staff Handbook would be discontinued. As a result, we removed it from the website and requested that the UPPS be abolished. What we agreed upon as a replacement for this is a short list of frequently used UPPSs for staff (e.g., a quick reference guide of sorts). We have this on our project list and hope to have something published to the HR website soon.
Recreation Center	Recreation Center access should be a year-round benefit for staff.	Response from HR: 145 employees participated in the April 2022 Student Rec Center pilot program at a cost of \$2,900 (covered through HR department budget). This summer, President's Cabinet approved the establishment of a standing committee for Employee Well-Being. This committee's stated purpose will be: "...to provide health and wellness education and opportunities to employees to empower them with education and support healthy lifestyle choices. Focusing on the eight pillars of wellness, the committee will plan and offer creative, fun, and rewarding activities and events to encourage and entice employees to participate in offerings." In my view, this will also include advocating for additional funding to support the expansion of well-being program offerings.

Staff Concerns: Pending Items

Topic	Concern	Status
IT Salaries	Market compensation analysis for specialized IT positions	In progress.
Cost of Living Adjustment	Cost of living adjustments to keep up with inflation. Remove cap on University Longevity program.	In progress. Cost of living adjustment
Shirts for Employees	Request that departments provide one item of TXST clothing per year as an employee benefit	In progress. It is possible for departments to purchase shirts as part of a uniform (searching for UPPS). Follow-up with Alumni Office for future Trade Up day https://alumni.txstate.edu/get-connected/current-students/trade-up/ .
Bobcat Trace	Re-start Bobcat Trace	In progress. Invite Dr. Carranco to speak during general meeting
Course Release Time	Release Time for Enrollment in College or University Credit Courses- limits usage of when and how course release can be used	In progress
Performance Awards	Academic Affairs is not able to award performance awards. Implement Just in Time Awards.	In progress
Performance Awards	Performance Leave should be awarded to employees in Academic Affairs.	In progress
Staff Awards	2022 Faculty and Staff Honorees-1 staff award	In progress: Administration recognized the discrepancy, and more efforts will be made to include additional staff awards/recognition.