

Staff Council General Meeting November 8, 2022

Guest Speaker: Dr. Kelly Damphousse, President

Dr. Damphousse responded to questions and comments submitted in the October meeting: Use it or lose it policy_- He confirmed we do not have a standing policy for this. If an area has consistently not been spending funds, that may be evaluated. Also, deans have discretion to negotiate with chairs to pull money for projects.

Employee retention

- This is a big concern for him.
- He has had many conversations about the desire for more remote work opportunities. Created Remote Work Taskforce, which will submit their report January 9th.

Salary

- Focus more on concerns based on merit or accurate classification than longevity.
- Spent over \$1M this year on raises for staff based on equity and market adjustments they thought were necessary
- Tends to be the worst at the lowest end of the pay scales. Focus will be there first.
- We didn't get here overnight, and it will take time to fix it.
- Wants to get away from the feeling that the only way to get a raise is to change jobs. Supervisors can work with HR to do a salary analysis and come up with a plan, if appropriate.
- Removing requirement for president to sign off on all salary increases over 10%. That will sit at the VP level going forward
- Prefer to continue to manage more globally, so that we can maintain equity across campus, as opposed to allowing each department to determine pay.
- Question: Are we comparing ourselves to the market in the Austin/San Antonio market? Yes. For faculty, it is more national, because we are recruiting nationally and internationally. For staff, it is more local, and we are competing with the Austin/San Antonio area
- Reiterated that it's his highest priority after student success, and recruiting and graduating more students.
- Have asked legislature for additional funds because we are not funded at the level we should be. Have asked for \$50M to get us to equity, and another \$9.7M for the student success center.
- Question about Academic Advisors - pay comes from student fees. Have absorbed more non-advising duties over the years.
Part of that student success center would be hiring more people to work in the advising realm. Might not be advisors, per se, but would be doing a lot of the additional work that advisors are doing now.

Guest Speaker – Dr. Stella Silva, Staff Ombudsperson

Contact Information:

Dr. Stella Silva - Staff Ombudsperson

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Laramie McWilliams - Student Ombudsperson

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Services Provided:

- Independent resource for informal consultation and advice.
- Do not participate in formal adjudication or administrative strategy processes.
- Share self-help tools, affinity group information, links to university resources, relevant policies and procedures.
- Here to listen and answer questions, provide information and referrals to help resolve issues or concerns.
- Impartial perspective to help better understand and clarify your situation.
- Collaborate on problem-solving strategies to best resolve your concerns.
- Maintain confidentiality, as well as not keeping any identifying information about your records or your concern.

Questions -

- Are you a mandatory reporter?
Yes. She is a mandatory reporter for Title VII and Title IX (sexual misconduct or discrimination in the workplace).
In her intro when she meets with someone, she lets them know that she is a mandatory reporter and that if they share any information related to Title IX or Title VII, that it will be reported. So, she gives them an opportunity ahead of time to decide what information they want to share.
- Have you seen any trends so far?
relationship-building and concerns about inequity

Guest Speaker - Carole Clery

Discussed new EAB program

see handout

Treasurer's Report – Natalie Davis, Treasurer

see handout

External Committee Reports

Remote Work Taskforce (Natalie Davis, Amy Aguirre)

- Currently in the working phase. Looking at the existing policy and conducting research.
- Looking at other entities to figure out what can be borrowed. UTSA has a very well-developed policy and a couple of other schools in our area do as well.
- Intend to spend all of November and the first part of December gathering data. Plan to have a draft ready mid-December, and the final draft submitted by January 9th.
- We've got supervisors on campus who are fully embracing this and are very adamant that they really want to see us take full advantage of this.

Administrative Burdens Taskforce (Brandi Martinez)

- 775 survey responses, which includes many repeated items
- Taking the top five concerns and dividing them up
- Also identified some low-hanging fruit that would be forwarded to President's Cabinet soon.

Top five areas of concern identified:

- purchasing and accounts payables,
- the hiring process,
- PCRs,
- IT contracting/procurement services
- travel

the committee members are not overseeing their own specific areas. They've been assigned to other areas so that they would not be any kind of conflict there. Example - Carole Clery is not overseeing the issue about the hiring process.

Staff Concerns

see handout

Additional Discussion – I2 Verify

Issue with new faculty not being able to access I2 Verify system for employment verification in the pending concerns.

HR discussed during meeting, and it sounds like it may have been an issue with brand-new employees whose records were not created yet. HR had worked with some of those recently. HR can be reached at hrverify@txstate.edu for these issues.

Meeting Adjourned

Natalie Davis motioned to adjourn

Amanda Garza seconded