Staff Council General Meeting Minutes
Via Web-Ex
September 28, 2021

Members Present

Members Absent
Tara Ivey, Nancy Salinas

Others Present
Nonvoting members: Debra Cortinas, Bethanie Pletcher, Jaclyn Mahlmann, Ben Soto

Guests: Kelly Miller, Phebe Raglin, Mary Y. Canales, Justin Guajardo, Lisa Perez, Stephanie Long, Toni Nerren, Angelia Alaniz, Cassondra Casanova, Marcus Moser

I. Call to Order-
Meeting called to order at 3:03pm

II. Approval of Minutes
Day made the motion to approve minutes
Cortinas seconded the motion to approve minutes with some minor corrections.

III. Guest Speaker- President Miller
- Thanking us for our service and speaks to use as leaders on campus.
- Responded to questions previously provided by Staff Council
- Question: Staff members look to the Office of the President for steady, consistent, up-to-date information and guidance, and would like to know what efforts the Office of the President is pursuing to further a climate of open communication that is not only timely, but also acknowledges that information relayed through proxies (such as supervisors) can often be misconstrued, inelegantly/inaccurately communicated, or may lack the empathy the Office of the President would like to convey.
  - Response:
    - Working on more communication, better ways to share information, and creating more videos
    - The next leadership retreat will work on communication
    - Increase feedback opportunities
    - Clear up mistruths, such as faculty gets time off while staff has to work, there are different means of work
o Question: *What role does the President see Staff Council playing in the new strategic framework, and are their any specific areas, or action items, she would like to collaborate with Staff Council on during the implementation phase?*

o Response:
  - Service excellence
  - Come up with own vision
  - Specific goals and tasks that crosses disciplines

o Question: *Many staff have expressed feeling siloed in their department/units/colleges when it comes to their career paths and feel there is a lack of parity in how advancement is viewed when compared to faculty. What initiatives are the President working on to create a more structured, and robust, career ladder for staff members, and what plans are being put into place to foster individual professional development that is not bound by the budget (or restraints) of the employees’ current departments/units/colleges?*

o Response:
  - Take course work
  - Growing training opportunities that expand leadership
  - Work on budget- equity & merit
  - Mentoring- we will lose people; some will move departments, and some will leave campus, but we should seek to make the best employees through mentorships
  - Use staff council and events like the Island Beach Bash to network with staff faculty, and students.

o Thanks again for all the effort in the COVID testing

o Open to feedback and suggestions.

IV. President Report- Sharmeen Ahamed

- Chancellor Sharp- Oct 5th, Executive Committee to join Faculty Senate, please send in questions
- Staff Council Member Updates
  - Erin Longoria is leaving the University
  - Looking for a replacement
  - Tucker has moved to Florida
    - Working to change the position from an admin to a program assistant.

V. VP Report- Brenton Day

- Faculty Senate- working with SGA in the “Stop the Spread” campaign
- Chief Diversity Officer starts this month
- Reviewing tenure and post-tenure policies
- Looking at access for research for the ECDC
- Hispanic Heritage and Banned Books week went well.
- Sending a link to a form for voting on how we should meet, in person or virtually
VI. Treasurer’s Report- Valerie Gibbons  
• No report

VII. Committee Reports  
• Communication Committee- No Report  
• University Relation- Jaquelyn Westbrook (Chair)  
  o Suzanne is rescheduling  
  o Break in the Day  
    ▪ October 29th, Lonestar Ballroom, 11:30am-1pm  
    ▪ Securing sponsorships, prizes for games  
    ▪ Please share any ideas.  
• Benefits & Employee Development- Suzanne Bonds speaking for Joanne Salinas (Chair)  
  o Met on September 17th  
  o CLIMB Event  
    ▪ What does it include?  
    ▪ Home Buying 101  
    ▪ Recruitment & Maintaining Faculty and Staff while insuring diversity & inclusivity  
  o Black Faculty & Staff Organization  
    ▪ Great way to collaborate  
    ▪ Should there be a creation of a Hispanic group similar?  
  o Suggestion to combine, or strongly collaborate the two committees: University Relations and Benefits and Employee Development  
• Nominations & Elections- Brenton Day (Chair)  
  o CLIBM- survey for planning  
  o Met and scheduling next meeting  
  o Changing methods for outreach

VIII. Ad-Hoc Committees  
• Committee on Committees- Brenton Day (Chair)  
  o Scheduling meetings with committees for review  
• Employee Excellence  
  o Reviewing questions and awards to get a more diverse pool of applicants  
• By-Laws- Amanda Kowalski (Chair)  
  o Editing Constitution to remove changeable language.  
• Dorothy Yeater  
  o Change fundraising  
    ▪ One Fundraising push instead of two  
    ▪ Took a lot of manpower and did not raise much money  
  o Looking at gourmet popcorn  
    ▪ All online, requires less manpower  
    ▪ Pop-up store  
    ▪ Keep 50%, no fees
- Quick turnaround and they handle the shipping
- Donation option
- Checking to see if they are limited to popcorn
  - Bluesday T-Shirts
    - Sell $15
    - Marketplace options
    - Vote on design via coin vote at annual employee luncheon
- Annual Employee Luncheon
  - Suzanne will be gone when the events happen and is looking for volunteers to chair

IX. Liaison Reports
- HR Update - Debra Cortinas
  - Reviewing and updating website, please give us any updates
  - Explore your benefits under wellness
  - It is flu shot season
- IT - Ben Soto
  - TMP Year 2
    - Upgraded 200 machines
    - Acknowledge the chip shortage and issues it may cause
  - TMP 2022
    - Emails going out shortly
    - There needs to be a 5-to-6-month lead time due to chip shortage
  - New requests and problems portal - Service Now
- Jaclyn Mahlmann
  - Vaccine incentive program
    - Two different one, one for staff and one for students
    - Fully vaccinated can enter, bring card for proof if you win
- University Committees
  - Flu shot clinic tomorrow 9/29

X. Old Business
- SECC Campaign
- TAMUCC Foundation is not there

XI. New Business
- COVID Testing Kiosk is open between Library and Glasscock building in Cat Alley from 8am to 6pm for university community members
- Testing is still available in the health center as well.

XII. For the Good of the Order
- Melissa Zamora - Break free from plastic
  - Meet with the Islander Green Team - adopting the trail - looking into background of the issue
  - SGA is working on a Senate Bill to reduce plastic on campus
- Brand audit on trash
- Looking for student volunteers
- Communicate when clean up can be scheduled so there can be volunteers
  - Brenton Day- faculty members are interested as well as the editor of the Island Waves

**XIII. Adjourn**
- Meeting adjourned at 4:12pm, motioned by Brenton Day and seconded by Jennifer