Staff Council General Meeting
Web-Ex
October 26, 2021

Members Present
Members Absent
Others Present

I. Call to Order
   Meeting called to order 3:02pm

II. Approval of Minutes
   Valerie Gibbons made the motion to approve minutes
   Jennifer Escamilla seconded the motion to approve minutes

III. President’s Report- Sharmeen Ahmed
   • Jennifer Escamilla- New Employees
     o Highlight Staff Council and what it does, welcoming the new employees
   • Today’s Guest Speaker- Dr. Chris Navia, Chief Diversity Officer
     o Brand new position- Chief Diversity Officer
     o Getting a sense for creating a diverse and inclusive campus
     o Connect groups and partnerships to tie everyone together, especially for our students
     o Create a better more diverse faculty through an inclusive search process
     o Please reach out and discuss this and anything else
     o Ahmen: How can we help
     o Navia: The Staff is the backbone; staff is who gets it done. We need to look at how do we build better. Make sure we are an institution where we can bring our whole selves to work.
     o Day: The Benefits and Employee Development committee is set up to work with these kinds of programs.
   • Benefits Presentation-Life Insurance: Speakers-Jenifer Escamilla, Mary Canales, and Zelda Chacon
     o Presenter: Jennifer Escamilla
       ▪ Life insurance policies
       ▪ Term insurances- covers us for a specific term
       ▪ Coverage decreasing with age
       ▪ Review a whole life option and present to system
       ▪ Whole life accumulates in value & provides lifelong coverage
       ▪ The PowerPoints will be mailed out after the meeting
       ▪ If you have any questions please reach out.
     o Presenter Zelda Chacon
       ▪ System Employee Benefit Advisory Committee Meeting
       ▪ New System Benefit Director – Judy Cato
       ▪ Dental Plan- Up for request for proposal
       ▪ Cost may go up
       ▪ New Chair- Mary Schubert
       ▪ Vice Chair Allyson Wakefield
       ▪ Paid Claims update-
       ▪ All claims are up
       ▪ Plan Partners: MD Live, Hinge Health, Omada, Wondr Health, Ovia Health, Livongo
       ▪ Fertility coverage now being considered.
       ▪ Day: You mentioned whole life may impact other programs, what plans?
       ▪ Chacon: We are unsure at this point it is still in the early stages. We will share any information when we get it. I also want to talk about Express Scripts-propeller to monitor asthma.
       ▪ Rodriguez: Term goes up with age, but value goes down
• Escamilla: that is one of the concerns expressed for the change to whole life
• Any questions or concerns please let me know

• Staff Council new members:
  o Maricela (Mari) Alexander replacing Erin Longoria
  o Patricia Rodriguez replacing Tara Ivey

• Chancellor Sharp’s joint meeting with Staff Council and Faculty Senate’s Executive committee
  o Great discussion praised the University.
  o Strategic plans and the efforts made
  o Betterment programs discussed expanding coverage beyond physical campus. Credit for classes at different system campuses
  o Merit
  o Day: asked about a Kingsville/TAMUCC merger and Sharp stated that would NOT HAPPEN

• Reading Day Collaboration with CFE
  o At Brewster Street on Dec. 2nd from 4pm to 7pm

IV. Vice-President’s Report- Brenton Day
V. Treasurer’s Report- Valarie Gibbons
VI. Committee Reports:
• Communication- Sharmeen Ahmed/Brenton Day (Chair) -No report
• University Relations – Jaquelyn Westbrook – (Chair)
  o Break in the Day Halloween, Lonestar ballroom 9:30am set up
  o Need donations
  o Annual Employee Luncheon Committee will now be part of University Relations
• Benefits & Employee Development – JoAnne Salinas (Chair) – No report
• Nominations and Elections – Brenton Day (Chair) – No Report

VII. Adhoc Committees
• Committee on Staff Committee- Brenton Day (Chair) -No report
• Employee Excellence Awards – Brenton Day (Chair) -No report
• Bylaws & Constitution- Amanda Kowalski (Chair)
  o Finalizing draft to present to executive committee
• Dorothy Yeater Scholarship – Angela Walker (Chair) No report

VIII. Liaison Reports
• University Committee Update (If Any) No report
• HR Update – Debra Cortinas
  o Merit module launched
  o Must have completed training, annual review, covid test, and been an employee by 6/1.
  o Effective 12/1 on paycheck 12/10 for biweekly and 1/3 for monthly
• Toni Nerren: Dual Career Partner Program
  o Trailing spouse
  o Recruitment effort for faculty
  o The program is just beginning
  o No guarantee of employment
  o Funding is always an issue
  o Networking with other campuses such as Del Mar College
  o Current employee spouses is not explicitly listed but will still process requests
  o Day: Community partners?
  o Nerren: We can try to get traction
  o Ahmen: What is the cut off date for completed training
  o Cortinas: Due date for outstanding training was September or prior
  o Mahlmann: We are not in compliance if you do not meet deadlines for training
• IT Update – Ben Soto
• **F&A Update-Jaclyn Mahlmann**
  - Campus outage has been delayed until Dec 27-30th
  - TRB- Abbott signed
  - Dining program to offer mobile ordering to place orders ahead of time

**IX. Breakout session:** What type of university services would you like to see being offered in the evenings and weekend hours?

- **Group 1:**
  - One half day on Saturday and one day of extended hours

- **Group 2:**
  - Extending hours for advising for registration
  - Phone/text options would be good
  - Super Saturdays for registering have already been implemented but could be expanded

- **Group 3:**
  - Student survey to see what kinds of services they would like
  - Open one day late for business office and one Saturday a month
  - To help staff a rotating schedule of 4 10-hour days.

- Mahlmann- Sharp did not like closing early on Fridays
- Day: remote services like chat

**X. Old Business**

- Zamora- trying to eliminate single use plastics with help from SGA, Islander Green Team, BAHR Lab
  - Need help with clean up
  - Works with students for the clean up and a waste audit

**XI. New Business**

a) **November general meeting date**

b) **December Staff Council Social**

**XII. Adjourn**

4:32pm Motion to dismiss- Patricia Rodriguez

2nd Joanne Salinas