



General Meeting Minutes

Wednesday, July 16, 2025

10:02 am – 11:00 am

Present Staff Council Executive Board Members: [Adrian Bermudez](#), Staff Council President ♦ [Katalina Castillo](#), Staff Council Secretary ♦ [Shiya Rawls](#), Staff Council Treasurer ♦ [Nick Martinez](#), Staff Council Communication Officer

Special Guests: [Cynthia Vargas](#), Director, Emergency Management ♦ [Tabbitha Ross](#), Specialist, Emergency Management

Location: [Zoom Webinar](#)

1	Call to Order	10:02 am
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Presenter: Adrian Bermudez, Staff Council President

2	Meeting Agenda Review	10:03 am
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Presenter: Adrian Bermudez, Staff Council President

3	Approval of May Meeting Minutes	10:04 am
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Presenter: Adrian Bermudez, Staff Council President

4	New Employee Announcement	10:05 am
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Presenter: Katalina Castillo, Staff Council Secretary

5	Edge Grant Presentation	10:06 am
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Presenter: Katalina Castillo, Staff Council Secretary

- June 2025: Christian Purdy, Human Resources
- July 2025: Erica Ogburn, Academic Advising

6	May & June Kudos	10:07 am
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Presenter: Katalina Castillo, Staff Council Secretary

- Q&A
 - o How do I access kudos I've received? I didn't receive anything to my email...

This agenda is subject to change at the discretion of the Staff Council Executive Board.

- Contact HR at HR@uhd.edu for more information regarding kudos. They are the administrators for Kudos.
- Via Christian Purdy in HR: The Kudos Hub is linked on the front page of the [HR SharePoint site](#), and folks should also get an email when a Kudos is sent to them.

7 [Share the Good News](#)

10:08 am

Presenter: Adrian Bermudez, Staff Council President

- Ongoing Garden Cleanup Initiative
- Elotes con Caimanes Staff Networking Mixer
- School Supply Drive Drop-Off Event

8 Special Guest Presentation

10:11 am

Presenter: Cynthia Vargas, Director, Emergency Management & Tabbitha Ross, Specialist, Emergency Management

- Hurricane Preparedness
 - o Presentation was shared
 - o Under important documents, remember to print your driving directions for your evacuation route. When power and cell go out, mapping apps may not be available.
 - o Keep some cash on hand, during power and cell service loss, ATMs will not work and business may not be able to accept credit cards.
 - o [UHD Hurricane page](#)
 - o [UHD Emergency Mgt Page](#):
 - o Be proactive and fuel your cars early and don't wait till the last minute...
 - o Newer iPhones have satellite connection capabilities when you have no WiFi or cellular connection. You can send texts or call emergency services with it
- Q&A
 - o Based on emergency evacuation aren't we supposed to have Emergency Liaison here at UHD?
 - o I meant for offices or floors, or is this for fire only?
 - We are in the process of revamping our fire warden program and that should be coming later in early fall. We are going to restructure it and retrain folks. We've had a lot of turnover at the university. That will be the baseline. And then from there we can expand to just generalized liaisons, emergency information liaisons. So we can get some of that information back and forth at the staff level.
 - o Is there going to be a policy change, since we are not allowed AWA. As mentioned to take laptops home.
 - We will address AWA later in the meeting.

- Why does it take so long to call the closure of UHD from a storm. All other campus move alot faster. This needs to be done sonner.
 - I disagree with you. I believe we've been doing a pretty good job the last few storms moving that information and being in sync with other campuses. The president ultimately makes the decision. He takes a lot of information into account. Every campus is a little different and the hazards for that campus are a little different. And that's all taken into account as far as whether to close, whether to make an early dismissal or to release or to come to campus later. So you'd have to provide me with a specific example because the last few storms that I remember, we were pretty much in line with what the other campuses were doing.

9 Staff Council Business

10:24 am

Presenter: Adrian Bermudez, Staff Council President

- Staff Council Old Business
 - Update on Staff Climate Survey 2025
- Staff Council New Business
 - Recap of SC Resolution No. SC-25-01
 - Update on Staff Council Membership Board FY26
 - Staff Award Nominations and Review
 - Comments/Suggestions Received
 - [UHD SB Policy Update](#)
 - [Provost email from 7/10](#)
 - Feel free to also check out our [Meeting Mins & Agenda page](#) for a copy of the presentation & recording. I usually try to upload a week after our meeting
 - [UHD Texas Public Info Act](#)
- Staff Engagement Opportunities
 - [UHD SC Back 2 School Drive](#)
 - [Who is my division ambassador](#)
 - [Link to CRP/SER form](#)
 - Additionally, please keep an eye out for the HR newsletter, coming to your inbox this Thursday - We will be announcing the fall 2025 Staff Development Conference date and requesting a Call for Proposals. The Staff Development Conference Committee would love to see your submission!
- Q&A
- apologies if i missed this but where will the school supplies be donated to? local schools?
 - Ketelsen Elemenetary about a 1/4 mile down from UHD.

This agenda is subject to change at the discretion of the Staff Council Executive Board.

- This is an HISD school located near campus in the Northside Central area.
- Will there be a backpack filling "event" so we can help full the backpack with supplies?
 - Yes. This will take place shortly after the 7/30 deadline. We will reach out at a later date with more information.
- Where do we access all of these QR codes to sign up?
 - you can search for the desired event [here!](#)
- Quick question, what is the summer dress code policy? I noticed a lot of people out of it and I hear different things about the policy, can i get a clarification?
 - HR sent out communication regarding summer dress code. If you feel that a peer is in violation, you can submit that infractioin to your supervisor. HR will redirect you to your supervisor.
 - Email was sent from HR on 5/27/25. Search "Summer Dress Guidelines"
- Will the person out of dresscode be given a warning/violation? What is the outcome if multiple offenses happen?
 - Email and Ask HR.
 - Disciplinary matters are handled by individual supervisor.
 - Thank you for validating this Carole!

10 [Staff Engagement Opportunities](#)

10:45 am

Presenter: Adrian Bermudez, Staff Council President

- July 16: MBA Guide: Application Workshops; 3 – 5 pm
- July 17: Level Up Your Excel Skills: Logic, Text, & Data Functions; 10 – 11 am
- July 22: [Back2School Supply Drive](#); 2 -4 pm
- July 22: Graduate Admissions Virtual Info Sessions; 6 -7 pm
- July 23 & 30: [UHD Sustainability Garden Work Days](#); 8 – 10 am
- July 24: [Breakfast Bites with Corebridge](#), 9:30 – 10:30 am
- July 24: [Grow Your Career: Level Up with an MBA](#); 6 – 7 pm
- July 29: [The Keys to Great Employee-Supervisor Communication](#); 11 am – 12 pm
- July 31: [Lead, Teach, Inspire: Explore UHD's Graduate Education Pathway](#); 5:30 – 6:30 pm
- August 4: Deadline for [College Release Program & Staff Education Reimbursement](#)
- September 4: [Staff Awards](#)
- September 2025: Next Staff Council General Meeting (Specific date to be announced later)

11 Closing Comments

10:58 am

This agenda is subject to change at the discretion of the Staff Council Executive Board.

Presenter: Adrian Bermudez, Staff Council President

- uhdstaffcouncil@uhd.edu
- [Past meeting agendas and minutes](#)
- [Register to attend the monthly general meetings](#)
- [Comments/Suggestions](#)
- [Submit events to be recognized and promoted](#)
- [Share Your Good News](#)

12 Meeting Adjourn

11:00 am

Presenter: Adrian Bermudez, Staff Council President



DETERMINED.
DEDICATED.
DOWNTOWN.

UHD
University of Houston
DOWNTOWN

AGENDA



- Approval of May Meeting Minutes
- Introduction of New Employees
- Edge Grant Winner Presentation
- Employee Recognition
- Share the Good News
- Guest Panelist: Cynthia Vargas, Director, Emergency Management & Tabbitha Ross, Specialist, Emergency Management
 - Hurricane Preparedness
- Staff Council Business – Things To Share
- Staff Engagement Opportunities
- Closing Comments



APPROVAL OF MEETING MINUTES

Minutes distributed – any corrections?

- **Motion to accept minutes? Second?**
- **Minutes accepted**

WELCOME NEW GATORS!



Name	Job Title	Department
Jesus Garcia	Security Officer	Police
Jose Ricardo-Osorio	Dean, Public Services	College of Public Service
Zoe Smith	Assistant Director, MDCOB College Career Services	College of Business
Paola Palacios	Coordinator, Donor Relations	Advancement & University Relations
Anna Cadriel	Academic Success Coordinator II	Academic Advising
Kris Rasmussen	IT Project Manager and Business Analyst I	Information Technology
Paul Davis	Labor Technician	Facilities Management
Long Huynh	VP, Enrollment Management	Enrollment Management

WELCOME NEW GATORS!



Name	Job Title	Department
Cesario Rodriguez	Labor Technician	Facilities Management
Phonzy Nguyen	Coordinator, Environmental Health and Safety	Environmental Health and Safety
Michaela Milligan	Returning Student Coach	Enrollment Management
Tim Cannon	Director, UHD Law Enforcement Academy	UHD Law Enforcement Academy
Tony Moreno	Manager, Business Operations	Administration & Finance
Jessica Taylor	Police Sergeant	Police
Argenis Nino	Academic Success Coach I	Gator Success Institute
Joseph Guerra	Police Sergeant	Police

WELCOME NEW GATORS!



Name	Job Title	Department
Kha-ai Vu	Coordinator, Testing	Testing
Abigail Ruiz	Academic Success Coordinator I	Academic Advising
Erika Lazo	Accountant II	General Accounting
Sheldon May	Joint Advisor	Joint Advisor
Laura Schneidau	Director of Advancement, Marilyn Davies College of Business	Advancement & University Relations
Teena Bland	Coordinator, Center for Student Advocacy and Community	Center for Student Advocacy and Community
Jonathan Arreola	Multi-Media Engineer II	Technology Learning Services



June 2025 Recipient



Christian Purdy

July 2025 Recipient



Erica Ogburn



CONGRATS TO OUR MAY/JUNE KUDOS!

- **Academic Affairs**
 - Samantha Salazar
- **Advancement & University Relations**
 - Noah Hester
 - Jesse Lopez
 - Meghan Sellers
- **Budget**
 - Juan Ibarra
- **Career Center**
 - Jakobi Augillard
- **College of Public Service**
 - Kim Martin-Long
- **Criminal Justice**
 - Marvelia Rocha
- **Facilities Management**
 - Mark Cunningham
 - Lionel Myers
- **Gator Success Institute**
 - Heidi Flores
 - John Garcia Chavez
- **Human Resources**
 - Katalina Castillo
 - Donnie Kesterson
 - Erica Morales
 - Gladis Moya
 - Christian Purdy



CONGRATS TO OUR MAY/JUNE KUDOS!

- **IT: Computing, Telecom, & Video Net**
 - Jose Ayala
 - Christian Gonzales
 - Cristian Hernandez
 - Francisco Lopez
 - Luis Martinez
 - Keenan Myrow
 - Cory Okpaleke
 - Anthony Samudio
 - Robert Valenzuela
- **IT: Leadership & Business Services**
 - Tai Hilaire
- **IT: Technical Services**
 - Berry Bryant
 - Frank Reyna
 - Julio Rodriguez
- **Marilyn Davies College of Business**
 - Belinda Hernandez
- **Police**
 - Julia Gonzalez
 - Vincent Wilkins
 - Jasmin Vasquez
- **Registrar**
 - Amanda Hughes
- **Research & Sponsor Programs**
 - Denise Borgan
- **Testing**
 - Delia Melendez
 - Tamieka Young

HOW TO GIVE KUDOS TO A COLLEAGUE



1. Navigate to the [HR SharePoint site](#) OR
2. From Edge or Chrome browser, use the Employee Kudos Form bookmark (under UHD Managed Bookmarks).
3. Login using your SSO credentials.
4. Click "Send a Kudos to a Colleague".
5. Fill out the form completely, ensuring everything is spelled correctly.

SHARE THE GOOD NEWS – ONGOING GARDEN CLEANUP INITIATIVE



SHARE THE GOOD NEWS – ELOTES CON CAIMANES STAFF NETWORKING MIXER



SHARE THE GOOD NEWS – SCHOOL SUPPLY DRIVE DROP-OFF EVENT



GUEST PANELIST



Cynthia Vargas
Director, Emergency
Management

Tabbitha Ross
Specialist, Emergency
Management

Topics for discussion:

- Hurricane Preparedness

STAFF COUNCIL BUSINESS



- Staff Council Old Business
 - Update on Staff Climate Survey 2025
- Staff Council New Business
 - Recap of SC Resolution No. SC-25-01
 - Update on Staff Council Membership Board FY26
 - Staff Award Nominations and Review
 - Comments/Suggestions Received
- Staff Engagement Opportunities



STAFF COUNCIL OLD BUSINESS



Staff Climate Survey 2025

***Update:** This initiative has been placed on hold until further notice pending the ongoing policy review process as it pertains to Senate Bill 37. It is possible that we may see the responsibility of administering climate surveys shift away from Staff Council to University Administration. We will continue to monitor and provide updates as new information becomes available to share.*

STAFF COUNCIL NEW BUSINESS



Recap of SC Resolution No. SC-25-01

Key Points of the Resolution:

- *The term of the current FY25 President of the Staff Council shall be extended by a period of five (5) months.*
- *The incoming President-Elect shall engage in structured training and mentorship activities under the guidance of the current FY25 President.*
- *The Staff Council Membership Board will create and enact new bylaws to address presidential vacancies and formally introduce the role of Immediate Past President by the end of the 5-month presidential term extension.*
- *The extended presidential term shall conclude on December 31, 2025, at which point the FY26 President-Elect shall formally assume the role of President.*
- *This resolution shall take effect immediately upon approval by a two-thirds (2/3) majority vote of the Staff Council Membership Board.*

STAFF COUNCIL NEW BUSINESS



Staff Council Membership Board 2025-2026

Executive Board

- President-Elect: Yesenia Sanchez
- Secretary: Katalina Castillo
- Communications Officer: Nick Martinez
- Treasurer: Edith Arredondo

Division Ambassadors

- Academic Affairs: Aalaina Newman, Ikea Jernigan
- Administration & Finance: Gabriela Estrada, Rose Martinez
- Enrollment Management: Elvira Rodriguez, Mandi Olivarez
- Human Resources: Cecealia Booty
- President's Office & University Relations: Tesha Koltys
- Student Success & Student Life: Lissette Perez , Elena Rodriguez

STAFF COUNCIL NEW BUSINESS



Staff Awards 2025

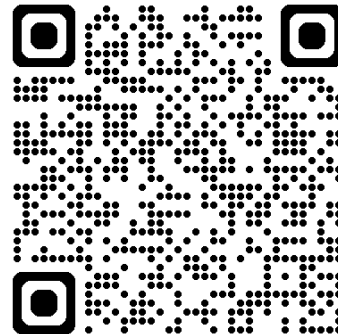
Save the Date: Thursday, September 4, 2025

Nominations are now closed!

(Close to 50 nominations were received this year!)

Staff Awards Review Board will meet later this month to select winners for each award category.

[RSVP Today for Staff Awards 2025](#)



STAFF COUNCIL NEW BUSINESS



Key Points of Senate Bill 37 (Effective September 1, 2025):

- Requires Boards of Regents to review general education curricula at least once every five years and authorizes them to overturn curricular decisions
- Designates faculty senates and councils as advisory bodies
- Expands regents' authority to include the approval of high-level administrative hires
- Mandates periodic reviews of minor academic programs to assess performance and relevance, with potential for consolidation or elimination
- Creates an Office of the Ombudsman within the Texas Higher Education Coordinating Board to handle complaints and conduct institutional reviews

STAFF COUNCIL NEW BUSINESS



Staff Comments/Suggestions Received:

(1) Good morning, SC Leaders, It appears the new state mandates have now provided the opportunity for UHD to eliminate staff as part of shared governance. Is that a correct statement? Can this be addressed at the next Staff Council meeting, please?

- At this point in time, we believe that SB37 will have minimal impact on Staff Council. UHS is leading an effort on reevaluating all policies that may be impacted by the most recent TX legislative session. As noted in President Blanchard's and echoed in Provost Bordelon's message to UHD faculty and staff, a task force was convened to assess the policy impact. Their work includes revising current policies and drafting new policies as needed to ensure compliance. A Sharepoint site was created that houses detailed information on these efforts, including the draft policies and revisions proposed, as well as the timeline for implementation. Note that the comment period ends at 11:59PM on July 16, 2025.
- Please visit the Sharepoint site for full details: [SB 37 & SB 2615 Institutional Compliance & Policy Updates - Home](#) (refer to email sent on July 10, 2025 from the Office of the Provost)

STAFF COUNCIL NEW BUSINESS



Summary of HB5196:

- Establishes guidelines for telework for state agency employees, including those in university system offices, but not applicable to general higher education faculty or staff

Summary of SB2615 (Effective September 1, 2025):

- Establishes limits on remote work for employees at public higher education institutions in Texas
- Permits telework only under specific conditions, including temporary illness, medical conditions or disabilities requiring accommodation, certain non-teaching staff roles that do not require in-person interaction, instructors not classified as faculty, faculty teaching approved remote or dual-credit courses, faculty engaged in off-campus research or telehealth services, and during declared emergencies

STAFF COUNCIL NEW BUSINESS



Staff Comments/Suggestions Received (Continued):

(2) (a) Greetings, Hope all is well. Checking in to share a request for consideration of the following: With the recent passage of Texas HB 5196, please collaborate with Executive Council leadership to reimagine the remote work policy for UHD. While the lingering impact of the pandemic may be waning, we are in a new era of conflict with recent federal policy and action that is causing harm and fear for our Students, Faculty and Staff. Additionally, due to the across-the-board budget reductions for FY2026, we are faced with new adversity. Reinstating the remote work accommodations will allow the entire campus community the ability to effectively address new and ongoing challenges with a renewed sense of purpose and engagement. Having to return to campus when the previous policy lapsed, caused undue hardship on Staff. Being able to return to remote work would allow us to regain a better sense of control and focus on serving our Students. This would also impart efficiency in workspace allocation and alleviate the burden many Staff face when trying to report to work but cannot find adequate parking for the buildings we work in. Further, the parking costs would be more affordable for Staff. As we've continued to follow directives and guidance from the State on other pressing matters, remote work should be included in this effort. From our previous remote work time, we were able to best serve Students and others all while maintaining consistent operations. As a bonus, this allowed Staff to optimize work-life balance. This can contribute to longevity, which in turn can benefit interactions with our Gators.

(b) Recently learned of the newly signed House Bill 5196. Requesting reevaluation of remote work policy. House Bill 5196:

<https://www.kut.org/texas/2025-06-26/abbott-telework-bill-state-law-agencies>

➤ **UHS is leading an effort on reevaluating all policies that may be impacted by the most recent TX legislative session. SB2615 and HB5196 will necessitate changes to SAM02.A.20 to take effect on September 1, 2025. The policy revisions for the SAM are currently in the comment period. Once the SAM is finalized, then the related UHD PS (PS02.A.01) will be revised and published to ensure it aligns with the SAM and is in compliance with Texas Government Code by the effective date. UHD's policy review procedures are explained in PS01.A.01.**

STAFF COUNCIL NEW BUSINESS



Staff Comments/Suggestions Received (Continued):

(3) Pay Wages at UHD. Staff at UHD are severely undercompensated for the job they do. According to the National Wage Index from the SSA, the latest wage averages across the nation is \$66,621.80 according to this website:<https://www.ssa.gov/oact/cola/AWI.html>. **When we take a look at our minimum starting point of salary structures, UHD wages range from \$15,727 to \$333,328. With looking at the data that is hidden from public access/view, it is assumed that most staff fall in the 10 to 18 grade ranges.** If this were true, then most of our employees don't even meet the minimum wage average as calculated by our government. Especially when you factor in the economic inflation that has occurred over the past few years, the constant rise of basic prices from gas to groceries to textiles like clothes and other necessities, UHD has really place a huge burden of stress on staff with these low compensation points. **UHD needs to revisit the staff salaries and make appropriate amendments to either the salary structure, or the pay grades.** Every position needs to be reassessed to ensure that they are making at or above the national wage average. Especially being a state funded institution, this is severely criminal to pay staff at such low wages. The 2% or \$0.25 cent raises every year isn't enough! **The provost recently sent an email back on March 18th stating that UHD would be looking into getting faculty and staff wages reassessed. Where is the update to that? When will this happen?** Or will this be another snail project in place for UHD leadership? We staff want answers! We staff want change. We staff want the true and actual support of leadership shown to us in action! Not just words in a mission vision or posted on a website...**SHOW STAFF THAT YOU TRULY VALUE THEM!!** The low wages are truly a slap in the face to staff!! ...

STAFF COUNCIL NEW BUSINESS



Staff Comments/Suggestions Received (Continued):

- Goal D of UHD's Strategic Plan focuses on positioning the university as an *Employer of Choice*. Achieving this means more than just offering a positive work environment. It includes ensuring that our compensation strategies support our ability to attract and retain high-quality faculty and staff. While compensation is only one part of employee satisfaction, it remains a significant and ongoing priority. Over the past two years, UHD has taken meaningful steps to strengthen our compensation framework. We have made the most progress on the staff side, where a full compensation study has already been completed. Work is ongoing to keep staff pay competitive and aligned with market benchmarks. As announced in the Provost's March 18 email, UHD also launched a compensation review for faculty in late Spring. We expect to share the findings of that study with the campus community in Fall 2025, along with the projected financial investment needed for implementation. We also recognize concerns about transparency. Human Resources regularly publishes compensation statistics in the HR newsletter, which is available to the campus community on a quarterly basis. Past editions can be accessed on the HR SharePoint site: <https://uhdowntown.sharepoint.com/sites/HumanResources>.
- Additionally, here are some data points we hope provide more context:
 - **Average Salary:** The average annual salary for full-time UHD employees is **\$75,267.25**.
 - **Salary Grade Profile:** The mean salary grade is **14.4**, with most employees falling between **grades 10 and 19**, and the largest concentration at **grade 15**. The current salary range for grade 15 is **\$58,809 to \$82,333**.
- Department leaders consult with HR on compensation matters for individual positions. HR regularly provides current market data on individual positions as requested to support data-informed decisions. For details and more information on staff compensation procedures please see [PS02.B.08](#). UHD employee salary data may be requested through the Texas Public Information Act (Texas Government Code § 552.001 et seq.). Instructions for doing so can be found here: <https://www.uhd.edu/policies/texas-public-information-act.aspx>



STAFF ENGAGEMENT OPPORTUNITIES



**UHD SUSTAINABILITY
GARDEN CLEANUP DAY!**

***JOIN US TO
REFRESH
OUR GARDEN***



We'll Provide

- Gloves
- Trash bags
- Snacks
- Drinks

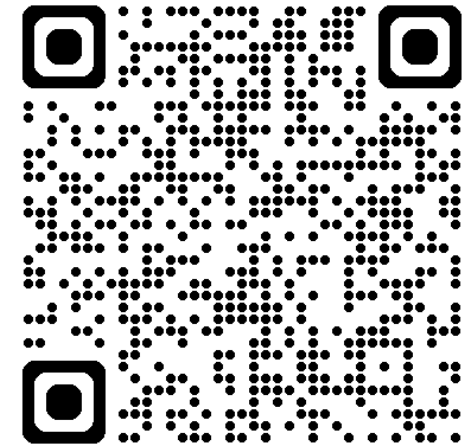
What to Bring

- Comfortable clothes
- Water bottle
- Hat
- Neck Fan

(5-6 volunteers needed)
SUPERVISOR APPROVAL REQUIRED
When: Every Wednesday beginning 6/04/25 thru 7/30/25
Where: UHD Garden Area | Time: 8AM - 10AM

**COMPLIMENTARY
SHOWERS
AVAILABLE FOR
REGISTERED
VOLUNTEERS**

SIGN UP TODAY!



GIVE BACK to the COMMUNITY

SCHOOL SUPPLY DRIVE



DROP-OFF EVENTS

JULY 15 3RD FLR
MAIN
HALLWAY
9-11AM

JULY 22 MURAL
AREA
2-4PM

COLLECTION DATES:

JULY 10-30

DROP OFF LOCATIONS:

- IT SERVICE DESK ACAD-700
- FINANCIAL AID S-350
- BUSINESS AFFAIRS S-970
- NORTHWEST: B-12.201



UHD

University of Houston-Downtown.

Staff Council

Thanks you for
your donation!



READY TO TAKE THE NEXT STEP?



MBA Guide: Application Workshops

Wednesday, July 16, 2025

3:00pm - 5:00pm

Virtual/Online

The Application Workshops are available to ensure our prospective and returning applicants understand the application process and are prepared to confidently complete their application.

During the workshop we actively participate in a review of the admission requirements, submission methods and provide resources to ensure the applicant to student experience is efficient.

RSVP by scanning the QR code for more details:





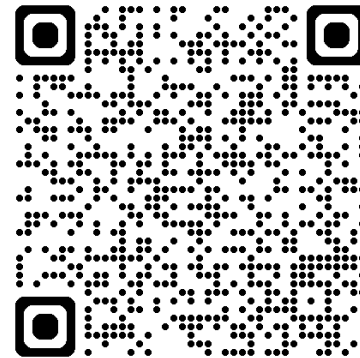
Level Up Your Excel Skills: Logic, Text, & Date Functions

Thursday, July 17, 2025

10:00 AM - 11:00 AM (CST)

IT Training Room (Fishbowl) ACAD700E One
Main Building (Academic, 7th floor)

Scan the QR Code to RSVP today:



TAKE THE NEXT STEP:



Graduate Admissions Virtual Info Session

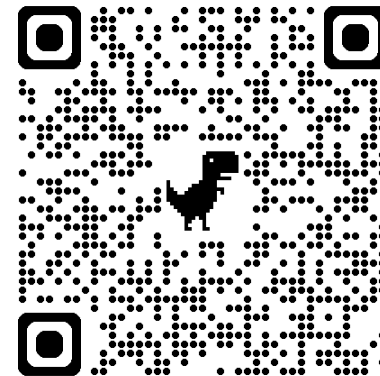
Tuesday, July 22, 2025

6:00pm - 7:00pm

Virtual/Online

Are you considering a master's degree? Join us to learn more about UHD graduate programs, the application process, and opportunities for you as a student.

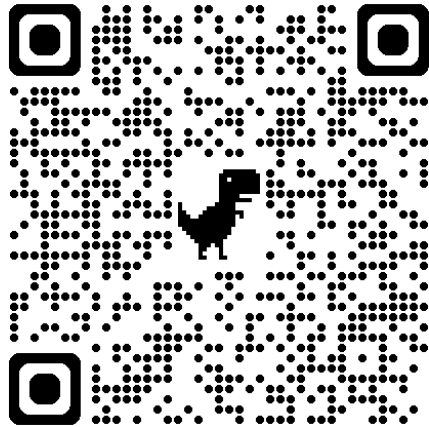
RSVP by scanning the QR code for more details:



YOUR FUTURE STARTS NOW:



RSVP by scanning the QR code for more details:



Breakfast Bites with Corebridge Organized by Human Resources

Thursday, July 24, 2025

9:30am – 10:30am

HR Training Room OMB N600

Join us in welcoming Corebridge to back to campus as they inform us more about how to be smart with our money!

Come learn about:

- Why starting to save **now** matters
- How to fit saving into your budget
- Ways to grow savings with tax advantages
- How to enroll in your retirement plan
- Tools and support to stay on track

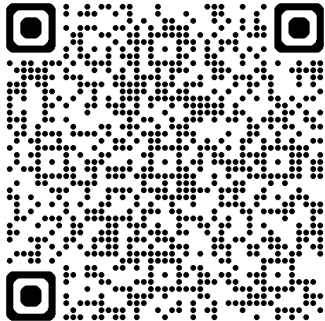
Space is limited, and breakfast bites will be provided. **RSVP today!**



GROW YOUR CAREER: LEVEL UP WITH AN MBA



RSVP by scanning the QR code for more details:



Join Our Info Session!

Thursday, July 24, 2025

6:00pm - 7:00pm

Virtual/Online

During this interactive Zoom session, you'll learn about:

- ✓ Program structure and specializations
- ✓ Admissions requirements
- ✓ Application tips
- ✓ What sets the UHD MBA apart

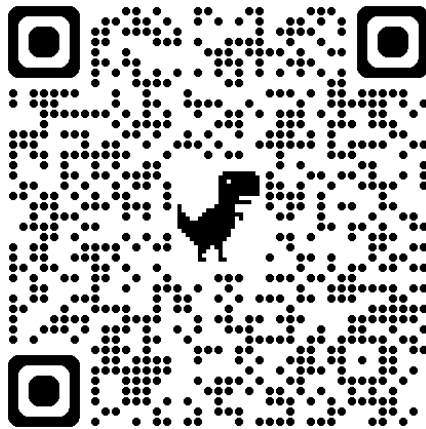
Whether you're ready to apply or just exploring your options, this session is the perfect opportunity to get your questions answered and connect with our team.

Don't miss your chance to take the next step toward your MBA!

THE KEYS TO GREAT EMPLOYEE-SUPERVISOR COMMUNICATION



RSVP by scanning the QR code for more details:



Organized by Human Resources

Tuesday, July 29, 2025

11:00am – 12:00pm

Strengthen Your Workplace Relationships Through Clear, Respectful Communication at this Gator Learning workshop - Facilitated by UHD's EAP partners, AllOne Health!

Learning Outcomes:

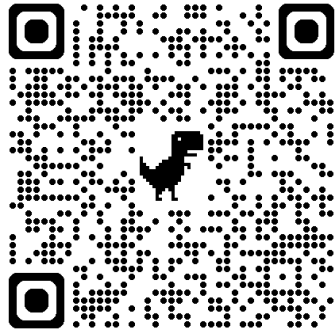
- **Understanding:** Recognize the key principles of respectful and effective communication between supervisors and employees
- **Applying:** Practice collaborative communication techniques that promote trust, clarity, and engagement in daily interactions
- **Analyzing:** Evaluate common workplace communication challenges and determine strategies to address misunderstandings and resolve conflicts respectfully

IMPORTANT: To attend this event, you must register by clicking the registration link which will take you to AllOne Health's registration platform. After registering, AllOne Health will send you a confirmation email containing information about joining the meeting.

LEAD, TEACH, INSPIRE: EXPLORE UHĎ'S GRADUATE EDUCATION PATHWAYS



RSVP by scanning the QR code for more details:



Join Our Info Session!

Organized by College of Public Service

Thursday, July 31, 2025

5:30pm - 6:30pm

Virtual/Online

Take your passion for education to the next level! UHĎ's Master of Educational Leadership and MAT Curriculum & Instruction programs prepare educators for leadership roles. Join our virtual event to find out more.

COLLEGE RELEASE PROGRAM & STAFF EDUCATION REIMBURSEMENT



Scan the QR code to
complete a form &
submit your class
schedule along with
your fee statement:



Fall 2025 Class Registration Opened April 1st & You
Can Now Complete an Online Form Today!

Are you a non-probationary full-time, benefits-eligible staff member and planning to attend a class in Fall 2025 to work toward a degree related to your job? If so, we encourage you to participate in the College Release Program & Staff Education Reimbursement!

We are accepting applications until August 4, 2025. This is a first come, first serve program, so we encourage you to submit as soon as you can!

Policy revisions: Staff education reimbursement, as defined in [PS02.B.12](#), will be provided to eligible employees enrolled in courses at a UH System institution (UH, UHCL, UHD), with priority granted to those enrolled in classes at UHD.

For more information, please email
HRrecords@uhd.edu.

STAFF ENGAGEMENT OPPORTUNITIES

- **July 16, 2025:** MBA Guide: Application Workshops; 3-5pm
- **July 17, 2025:** Level Up Your Excel Skills: Logic, Text, & Date Functions; 10AM-11AM
- **July 22, 2025:** Back2School Supply Drive; 2-4pm
- **July 22, 2025:** Graduate Admissions Virtual Info Session; 6-7pm
- **July 23 & July 30, 2025:** UHD Sustainability Garden Work Days, 8AM-10AM
- **July 24, 2025:** Breakfast Bites with Corebridge, 9:30AM-10:30AM
- **July 24, 2025:** Grow Your Career: Level Up with an MBA; 6-7pm
- **July 29, 2025:** The Keys To Great Employee-Supervisor Communication; 11AM-12PM
- **July 31, 2025:** The Keys To Great Employee-Supervisor Communication; 11AM-12PM
- **August 4, 2025:** Deadline for College Release Program & Staff Education Reimbursement
- Save The Dates
 - **September 4, 2025:** *Staff Awards*
- **September 2025:** Next Staff Council General Meeting (Specific date to be announced later)

SHARE YOUR NEXT EVENT WITH US!



Do you have an event or volunteer opportunity you would like to share with staff? The event may be on or off campus. Let us know by emailing us (uhdstaffcouncil@uhd.edu) the following:

- A flyer of your event.
- A brief description about the event: who, what, when, where, and why for advertisement purposes in our monthly newsletter and general meeting.
- A landscape image of the flyer to be used in our monthly general meeting PowerPoint presentation.
- A square image of the flyer so we can add it to our Staff Council events webpage.

Need to Contact Staff Council Representatives?

Email: uhdstaffcouncil@uhd.edu

Staff can review the agendas and minutes of missed meetings here:
<https://www.uhd.edu/faculty-staff/staff-council/membership/Pages/staffcouncil-minutes-archived.aspx>



**DETERMINED.
DEDICATED.
DOWNTOWN.**

Staff can register to attend the monthly general meetings here:
https://uhd.zoom.us/webinar/register/WN_2sHq1W6JTBqsg-kTiwQsdw

Want to submit comments/suggestions anonymously? Use the link or QR code below:

<https://cglink.me/2fR/s52436>



Submit events to be recognized and promoted! Use the link or QR code below:

<https://cglink.me/2fR/s53628>



Share your good news so we can all celebrate together! Use the link or QR code below:

<https://cglink.me/2fR/s46776>



Note that you do not have to log in or create an account to provide a submission.

CLOSING COMMENTS

Mission

Recognizing that staff is integral to the functioning of the University of Houston-Downtown, the Staff Council will be an advisory body to the President of the University and promote positive and meaningful communication among UHD staff, the President, and the University community in order to achieve the Staff Council's goal of providing UHD with a collective voice in staff-related University matters.