

Staff Council Minutes for January 21, 2020 Meeting

Present: Jacob Lipp, Lorena Sanchez, JR Sears, Rhonda Scherer, Caroline Smith

Greatly missed: Brian Drake, Lois Green, Jeancarlo Guzman, Shyra McMurray, Lisa Raynor-Keck, Vanessa Rojas, Bobbi Shaw, Debra Shouldice

Handouts: January 2020 Meeting Agenda
CLC Connection / ATA Presentation

Rhonda opens and welcomes the room; recognizes Staff Council members present and April Frank with ESO.

Topics presented:

- **CLC Connection**
 - Guest speaker, Ashley Rosebrough, presents information about Accelerated Transfer Academy (ATA) and how staff members can serve as professional guests at various events in the Career Learning Community (CLC) Connection (*see attachment*)
- **Define role of Staff Council** – Staff Council would like to be more specific about their roles and expectations thereof. Rhonda opened the floor to suggestions.
 - Jesus Serrato mentioned that, as a librarian, I more networking/collaboration with faculty members, even social get-togethers, would be appreciated.
 - Rhonda provided information about the Joint Resolution with Faculty Senate.
 - Elizabeth Wade suggested that Staff Council representatives attend Faculty Senate meetings (Rhonda typically does so).
 - *As a reminder - Faculty Senate meetings are open to all staff members.*
 - Rhonda will brainstorm with Faculty Senate about more ways for the two groups to collaborate.
- **Meeting with ESO** – Yvonne Montalbano is the Staff Council advisor. A meeting is being scheduled with her to discuss the following items:
 - *Rescheduled Town Hall Meeting* – This was cancelled in December and needs to be rescheduled.
 - What members of administration we could expect to see there? *It will most likely be Munoz, Montalbano, Bradley, and Chief Benford are main individuals who typically invite other key players as needed.*
 - What happens after concerns aired in meeting? *It is up to the administration. Some concerns will be addressed; some may not. There are no guarantees.*
 - Our hope is for valid concerns to be addressed and for SC to follow up with those that are valid.
 - *Climate Survey for Staff* – Focused more on environment rather than satisfaction of SC; more comprehensive and relatable.
 - Past surveys have had no mention of pay, for example.
 - *Customer Service Issues* – Brought about at beginning of term.
 - This varies from department to department.

- Rhonda is going to revisit the idea of ESO inviting focus groups to provide feedback, then report out on possible changes.
 - Jacob Lipp mentioned that it is important that the survey does not drill down into each department, but more across departments.
 - It is common for staff to recognize that students are a focus of customer focus, neglecting to see that faculty and staff are also customers.
 - *Market Survey*
 - This summer, ESO is dedicating time to investigate the equitability of pay at UHD across the market
 - We need to learn more about specifics of survey to make sure it is relevant.
 - JR Sears had personal question about merit raises and was referred to Erica Morales for specific concerns.
 - *Does anyone have any other topics that would like to be discussed with ESO?*
 - None vocalized.
- **Committees**
 - *Chili Cook Off* (Gladis)
 - Had first meeting last week; next meeting this week; all are encouraged to attend
 - Marketing material is being prepared.
 - Save the date for **April 17th** from **4-8pm**.
 - If rained out, it will be rescheduled to April 24th.
 - Proceeds go to Edge Award and other Staff Council events.
 - Have obtained one sponsor so far.
 - Let's promote this to all departments; we would love to have new groups – only need 1 UHD affiliated member on team...
 - *Staff Awards* (Caroline)
 - Committee is meeting on Thursday, January 23rd.
 - All are welcome to join!
- **Question about College-Release Fund**
 - April Frank explains there are 2 parts (College Release Time and Tuition Reimbursement)
 - Tuition reimbursement is provided on a first come, first serve basis; funding is limited.
 - Only about 20 people are granted reimbursement each year.
 - Additional funding is being requested due to the increase in tuition and staff member course enrollment.
 - Online courses do not meet college release time.
 - April to send Rhonda numbers about how many apply versus gets funded
 - **Let's put this on the list of topics to talk to Montalbano about...**
- **SOLD Conference** (Tremaine Kwasikpui)
 - Feb 7, 9am-4:30pm.
 - Looking for presenters! Need ideas? Tell your story! How did you get to where you are?

- We are trying to change the focus of what we are trying to teach students; transferrable skills beyond conference.
 - Staff is also welcome to sit on keynote speaker, free of charge; should be a transformational experience.
 - Leadership and diversity expert, Odell Bizzell.
 - It is a great opportunity to network with fellow staff members and students!
- **Bayou Bash – March 26, 5-8pm, South Deck**
 - **Additional announcements/business?**
 - ESO is presenting a workshop on Motivation in the Workplace on January 29th.
 - Keep in mind that professional training sessions do have an effect on merit raises...
 - Cynthia Vargus with Emergency Management would like to present at next meeting about recent climate survey conducted post-Imelda.
 - Survey results have not been discussed as they have not been requested...
 - She would also like to provide presentations pertaining various emergency situations, bleeding control classes, etc.

Rhonda called for additional questions, comments. There were none.
Meeting called to a close.

Minutes recorded by Caroline Smith.