

The University of Texas Rio Grande Valley

Minutes of the Staff Senate

November 13, 2018, 9:30 – 11:30AM

HECBL Auditorium 1.100/ Zoom

I. **Call to Order** at 9:33 AM by Peter James Ehimika, Staff Senate President

II. **Establishment of Quorum** - Roll call was completed by Monica Tovar, Staff Senate Secretary

**ZOOM is offered for this meeting, senators and staff were able to participate remotely

Staff Senate Senators Present: David Marquez, Peter James Ehimika, Lisa Smith, Diana Ocanas, Monica Tovar, Cynthia Farris, Andy Zuniga, Milagro Hernandez, Alisha Puentes, Luis Alcocer, Veronica De La Garza, Gilberto Perez, Karen Dorado, Madahy Romero, Yvette Padilla, Jocelyn Foster, Rebekah Sepulveda, Jesus Buitron, Teresa Villarreal, Dalyn Ruiz, Roberto Castro, Alberto Adame, Isabel Saldana, Nicole Englitsch, David Torres, Nicolas Dubberly, Michael Aldape

III. **Approval of Minutes** – No minutes to approve this meeting.

IV. **New Business** -

- a. **Facilities Planning & Operation** – Ms. Marta Salinas-Hovar, Oscar Villarreal, Hector Salinas
Presentation: Sugar Rd. Street Improvements / Edinburg Campus Street and Pedestrian Crossing Improvements (*PowerPoint presentation attached*)

Fall of 2017 we conducted traffic survey to provide vehicular & pedestrian counts on Sugar Rd. University Drive and Schunior Rd. located west of the campus in the City of Edinburg.

This was to help us analyze existing conditions by looking at the road geometry and traffic conditions for both pedestrian and vehicular flow

We looked at 5 crosswalks along Sugar Rd.

Volume Data Inventory

Table 2.2-4 Pedestrian Crossing Counts

SUGAR RD PEDESTRIAN CROSSING		TOTALS	
Crosswalk	Location	AM/PM	Total
#1	At McIntyer St	153/96	370
#2	At Kuhn St	69/25	200
#3	At Signalized Crosswalk	107/182	525
#4	North of Van Week St	8/27	46
#5	South of Schunior Rd	228/433	1,157

ALDANA ENGINEERING & TRAFFIC DESIGN

Table 2.2-1 ADT Traffic Counts

Segment LOS Analysis		ADT	
No.	Roadway Segment	NB/SB	TOTAL
1	Sugar Rd (Near McIntyre St)	7,494/7,048	14,452
2	Sugar Rd (South of Schunior Rd)	5,675/5,367	11,038

ALDANA ENGINEERING & TRAFFIC DESIGN

UTRGV Police Department Synopsis:

Since 2015, inception of UTRGV, September 2015 there have been 25 total auto/pedestrian or auto cyclist accidents.

Edinburg Campus has had 23 accidents and Brownsville Campus has had 4 accidents

Areas of Major Concern:

- Crosswalk between UREC and Parking Lot E9 on Sugar Rd. (9 accidents)
- Crosswalks at Schunior Rd. (3 accidents)
- Crosswalk at Sugar Road & Kuhn St. (2 accidents)
- One accident reported at each of these locations from 2015 -2018:
 - N. Sugar & Schunior Intersection
 - 600 Block of N. Sugar Road (UREC)
 - Parking Lot E9

Traffic Study Recommendations

- Eliminate McIntyer Crosswalk
- Improve Crosswalk with in-pavement flashers to increase pedestrian awareness and visibility (City of Edinburg has not approved this)

Emilia Hall Drive, Lot E7 & E8

- Improve pedestrian crossing
- Improve the Intersections' traffic movement
- Improve circulation with in E7 & E8

More Recommendations:

- Eliminate crossing at The Village Apartments,
- Replace pedestrian signs with new yellow-green signs
- Review and adjust timing at Unity Hall Signal at Schunior Rd.

Some of these recommendations have been discussed with City of Edinburg but no commitment from them yet. There was a change in leadership so we need to meet with new people.

Proposed Scope of Work

1. Remove crossing at McIntyre St. #1
 - a. Remove pedestrian crossing and sidewalk
 - b. Rebuild berm and provide landscape barrier

2. Redesign Emilia Hall Intersection #2 (Kuhn St)
 - a. Restripe street to allow for more visible markings
 - b. Redesign interior drive and intersection for better vehicular movement and control entry/exit
 - c. Install in-pavement flashers (pending City of Edinburg approval)
3. Unity Hall Crossing #3
 - a. Pedestrian Crossing – adjust timing (as required) based on the other changes on Sugar Rd.
4. Van Week Street
 - a. Rework intersection design to allow for “right turn only” movement for traffic going west within the use of raised median
5. The Village Apartment # 4
 - a. Remove pedestrian crossing
6. Wellness and Rec Sports #5
 - a. Based on police reports and number of accidents, remove current pedestrian crossing and relocation to Sugar and Schunior Intersection. Adjust timing in consideration of changes on street.
 - b. Consider installation of barriers such as fence or landscaping
 - c. Consider relocating UREC Entrance to North side of building of Schunior street.
7. Installation of in-street signage for more visible pedestrian crossing points.

We are asking for your support with our big push for this campaign. Campaign is focused on Pedestrian Awareness, we are working with Marketing to create awareness on campus.

(Meetings planned with City of Edinburg and City Manager, with Rick Anderson to review these findings)

Sugar St, is city owned so UTRGV can't make the changes on our own. UTRGV has agreed to cost share and share the cost of these changes and they are open to the idea.

** another possible solution is to close Sugar from 2-8 PM or 3-8 PM, peak hours, possibly closing the street, and potentially divert traffic to other areas.

We are proposing to start some of these over holiday break; starting at Media Hall, over Christmas break, we will remove one of the crosswalks.

Questions /Comment: Michael, thank you for all the work

Do we know where the accidents were? At the crosswalks or just on the street. Concern is if you remove crosswalks, students will still cross where they want to. Martha responded, “we need everyone’s help to create public awareness to use designated crosswalks”. A lot of the accidents were at the UREC at the Crosswalk, there were at least 11 at UREC and majority are with their bikes. Signs are posted to not cross on their bikes, but they removed them. One of the things proposed was to put signs on the sidewalk and street. Proposed to fine students, and faculty that are Jaywalking. There were surveys to help us identify the crosswalks.

How many actually use the Rec, would you mind walking more steps to the crosswalk? We have asked the City of Edinburg, for a more inclusive survey to include other intersections, but no information on this yet.

If we do implement a fine for jay walking. Is that with the City or Campus Police? It will be both, first warning.

Would you consider crossing guards? That would include cost for the job posting, and there is no funds allocated at this time.

We have even considered a fence to block the crosswalk, we also have to consider the aesthetics of the campus. We need to consider cost and other obstacles that could present

PSA (public service announcements), what are we doing to educate the drivers? There is nothing teaching drivers to wait for walkers to cross before going.

Can we have PSA for Drivers, cyclist, pedestrians, running on campus monitors indefinitely? On Sugar Rd. add signs to educate drivers. Responsibility is yours.

Comment: Yvette Padilla, thank for the presentation.

Question: You mentioned asking the City to block a part of the road. Is the city going to use their funding to move and remove the barriers? No response from city yet, for adding barriers.

Who is responsible for the barriers who is going to cover the cost of the barriers? City would probably ask the UTRGV to cover.

Who is not responsive or has not responded to our requests? The mayor, commissioner or engineer? We met with City Manager or engineer, and we are waiting to meet with the new City Manager.

Veronica De La Garza was asking, because it is important to specify who is not being responsive. Maybe we can get the help of the Mayor to help resolve the issue. Veronica Gonzales, notified us that they city is interested in working with us for lighting so maybe we can get more cooperation. We need to make sure we are talking to each but sometimes it just takes a call. Veronica De Le Garza is interested to help; sometimes they also have meetings that could help draw attention to the issues.

Questions: Cynthia Farris asked about art, would you consider an artful crosswalk? City of Austin has started something similar. This is something new. There are standards that we have to comply with, some studies show that those crosswalks, can cause more accidents.

b. HR Updates – Mr. Michael James (*ZOOM recording starts here*)

UTRGV will be having real merit program. It will be effective December and paid out in January 3rd. It is something that Faculty and Staff are eligible for. Eligibility overall it will be 2% merit pool, that each department will be able to administer with the lowest increase is \$1,000, add to base salary increase, average will be 2% for the institution, but we will allow up to 4% for truly outstanding service.

This is something meaningful and something to be excited about. Ever since I got here January 2015, this has been something I really wanted us to do. With the hard hiring freeze and the challenges that came out of the last legislative session for UTRGV to offer this is a good thing.

Eligibility for staff, they must have 3 or higher on their most recent performance evaluation and completed all their compliance training. We will look at compliance training and that they are in good standing, not in a disciplinary cycle. No written warnings or disciplinary actions issued in the past 12 months. For staff eligibility, you must have uninterrupted employment service prior to December 1, 2017.

Faculty eligibility, we are looking at appointment dates prior to September 1, 2017. All Faculty must have all their compliance training complete and their evaluations must be at "meets expectations" or higher level. The 9-month appointments for lectures, 1 year appointments will not be eligible.

For staff any direct wage positions are not eligible something that is not a budgeted position will not be eligible.

Individuals that will get compensated at 4% where the increase may exceed \$4,000, the increase will be capped at \$4,000. We will be distributing merit guidelines that will be going out to Division Heads on November 16th, there will be 2 sets of guidelines for staff and faculty. From there Division Heads could then distribute them to Deans and Department Heads.

Question: You mentioned a Merit Pool or program for each program, how is that merit pool decided? You mentioned, a minimum and maximum, is that flexibility there for some departments depending on the number of staff in each division?

We worked with budget office and with Rick Anderson's office; we looked at the cost savings from the hiring freeze, looked at the what was saved from the hiring freeze, we looked at the dollars available along with the numbers from enrollment. That is where the 2% came from.

Question: The question is, the amount that the areas get is determined of the 2% of employees eligible in each area, right?

***Questions:** One-year appointments, and full-time lecturers (3yr) are not eligible? We didn't mention anything about 3 years; they are not on that list. It is the 1 year, 9 month appointments.

Lisa, but to clarify, if they are in a 1 year appointment, in September of 2017, and now a 3 year, they are not eligible because it is based on the 2017 titles. Yes, that is true. If you have to be in that status by the dates we have identified.

This will be effective December 1st and paid on the January 3rd paycheck.

Question: Is the 2% merit a one-time only (Only January 31st) or is it permanent? This will be added to the base salary of the employee and permanent.

Question: so in other words, despite the hiring freeze employees that are performing higher level work will be compensated ? If they meet the guidelines set fourth, employees are eligible.

Question: If an employee meets requirements, they will get 2% merit, regardless if they are just doing minimum their job requires. AND, if a great employee earning 4's on the evaluations, will also receive a 2% merit. Is that correct?

Question: When should staff expect to receive their merit pay? Employees will see this in their January paycheck.

Question: To clarify each area is able to determine how they want to allocate the percentages funds can be distributed? Within the parameters that were given, you can't give a raise less than \$1,000 and not to exceed \$4,000 or 4%.

Question: Are there some employees that may not qualify even though they meet the evaluation criteria? No, if you meet the guidelines and you are eligible then you will receive a merit.

Question: How long do we anticipate the hiring freeze to continue? Indefinitely, it is ongoing. We are being very careful about the jobs that we fill. This has really helped managers across the institution. It has its challenges, but it has helped to streamline some of those processes. It allows managers to evaluate the structure of their departments and truly streamline the work and the talent that is required for those positions.

Comment: The reason I am asking is because some employees are at a higher level and not getting compensated for it.

If you are working at a higher level and it ongoing and sustained, then we need to talk to supervisors about the classification of the job you are in. That is what reclassification is about. Look at work that is done, what is intended and how is the job described now compared to what it was.

Questions: But is this not happening because of the hiring freeze?

All of those things are being looked at. So anything that is add to budget is being looked at. Are we doing reclassifications? Yes we are. We work on these every month. Work continues, requisitions are being approved. Jobs are getting posted. It's not happening at the level as when there was not a freeze, but it is being scrutinized. Department Heads are being asked to make the case for the actions they are requesting, and that gets a deep dive review. I have request for 3 actions, I am hoping that they get approved. I am not sure that they will, but all department heads are going through this.

Question: Someone hired in January 2018, do they qualify for the merit pool? No

Question: Is it a 2 % merit 1 time? no it is added to base.

Question: To get this you need to have an evaluation of 3 or higher. (For Staff) and you must have completed your compliance training, and no warnings or disciplinary actions. How is the money or who is going to decide who gets what? With different campuses, some areas have less staff than other areas. Was that looked at during this process? No, that was not considered.

Question: For staff, what was the eligibility dates for hire? If you were hired before December 1, 2017 prior to September 1, 2015 for Faculty.

Question: You mentioned that this information would be going to Division Heads, will there be information from the department heads going out or will it come from HR?

It will probably be both, a message go out by HR in addition from the Division Heads. There will be a general announcement, but the division heads will be managing the messages to the direct reports.

It is important that the information is trickling down from the areas. If not bring it to the attention of Mike James.

Employees will receive a letter, and out by Dec 14th before they go on break.

Question: If an employee meets requirements, they will get 2% merit, regardless if they are just doing minimum their job requires. AND, if a great employee earning 4's on the evaluations, will also receive a 2% merit. Is that correct? No, if you qualify, you will receive a minimum of \$1,000, you can receive up to 4% of your base salary or \$4,000 if 4% exceeds \$4,000.

There seems to be sense of the merit going to an employee doing outstanding performance compared to an employee barely doing the minimum.

Question: Based on your experience with HR, what would you recommend the staff that are looking for that 4% raise, what you recommend for them to do if they are already exceeding expectations? Continue to do an outstanding performance. Continually perform at a higher level. Maybe going back to the supervisors to speak with them about what is their expectations of a higher level?

You speak to your supervisors to identify the performance matrix for when they are evaluating you. It is going to vary on the supervisor and job.

Thank you, this is something very motivating.

Question: When should staff expect to receive their merit pay? On the Jan. 3rd 2019 paycheck.

c. Welcome - Dr. Janna Arney / President Guy Bailey (added to the next meeting)

Here today to have a Conversation and ask questions from the Staff Senate.

Question: How was the chancellor visit?

It was his first opportunity to visit each campus. It was quick, and we did have conversations about maybe next time we can expand the scope of this visit. We are different because at the other campus he had meetings and quick tour and flew out, here it is different. He met with a Student group, very impressed in Brownsville, he met with a faculty group, stopped in Harlingen for an event. Thursday met with some student groups, he did some tours, met with legislatures and he left. He gave positive feedback and he wants to come back to meet with students.

He came in and not leaving on the same day gave him a scope of the magnitude of our presence in the RGV.

Question: I read about a possible Bill filled for a law school in the valley?

Veronica De La Garza explained, yesterday was the 1st day for filling. By 10am almost 400 bills were pre-filed. A version of the law school bill is filed every year. It's a mad house to file almost 400 bills. So it's been filed every year. It is not until the next legislative session begins that we start seeing what priorities are. until January, February. On the House side, the first 20 bill numbers (1-20) in the House are typically reserved for "priority bills" set aside by the state's leadership; they can be filed at any point prior to the filing deadline (March 8, 2019 – 60th Day of Session). The same is true in the Senate, with its leadership reserving the first 30 bill numbers. it will be the top 20 bills numbers the legislative leaders are saying these are our top priorities, and top 30 on the Senate side. It is not until all top leadership is decided; we are going to get a new House Speaker, a new chairman; it will be not until February or March before you get a feel of what the legislative session is thinking, and their priorities are.

Historically, even when back when I was in college this has always been something legislators are interested in. It has ranged from having a free-standing building, to a Coop for more On-line classes. There is an interest, right now with how difficult funding has been, for all higher education. So moving forward I don't see this moving as a priority for this legislative session. Who knows if a Coop might show up, but to say that there is an interest in our university or for the legislative body or for our area, for a law school given the demographics for lawyers in this state, there are more lawyers than jobs; unlike with the medical school we are a medically underserved area. The state as a whole, we do not have enough doctors to treat the state. So this was a perfect storm where there was an interest on our end, in our area an interest in the community and in the state to address this issue.

Dr. Arney, it is filled every time, but as far as UTRGV it is not priority. We have some other programs; the UT system is reviewing some programs for expanded opportunity in our region, that is our 2nd goal and priority. Doctorate in Physical Therapy is being looked at, there is MS in Bio Ethics, MS Bus Analytics and some others. They are being looked at, and we are waiting for feedback, it is a process, but Law School is not one of them.

Did anyone get the notice of the SACSCOC visit? Good results; we are really pleased. We still have a meeting in December.

Do we have a timeline? In 1st weekend in December SACSCOC will have their annual convention meeting. So we hope at that meeting, they will review the report we submitted along with the report from the visiting team, and then they will make their ruling and at that point we are off probation. We continue along the path. It would be good to invite, Christine Shupala and others to look at reaffirmation and have a presentation on that. Reaffirmation is not something that happens in a department with a single person.

Accreditation is when you get recognized for when you are on the path for doing what you are supposed to be doing; your goal is never just accreditation. Accreditation extends to every office at UTRGV, and we all have responsibility to contribute in that effort.

We kicked off reaffirmation last week. We to make sure your units, colleges, departments, Faculty Senate, Staff Senate are clear on our timeline.

Do we have questions from ZOOM?

Our number one priority; we are excited to carve out funds. We have invested since UTRGV began, 11.8 almost 12 million in salaries equity and compression for this merit program. We started with a onetime merit, now we have a permanent merit; our goal is to never do that again. We have a goal to continue to invest in our employees each and every year. We are working smarter and together. When we do that it benefits our students. We have just had our enrollment meeting; we have one each week with our admission's. The President runs that meeting, with stakeholders all divisions, Academic Affairs, Enrollment, Health Affairs, Graduate. We work and track and look at where students are in their pipeline, every step of the way. We look to see if there are barriers, if we are creating obstacles to keep students from progressing.

Believe or not, we are almost ready to graduate our 1st class of Fall 2015 of students graduating. 5% have already started graduating. Remaining students will be graduating this Spring and Summer; they are getting ready to graduate along with so many others. Goal is to continue our growth for graduation.

That is our number 1 priority and our responsibility to shift the way we do business to ensure our students have what they need. When our students have what they need, we all have what we need. Our goal is to stay on track to shift the down turn in our graduates. We had several years of down turn. We are looking for innovated ways to deliver programs to students. Mike James, myself and Dr. Grewal are working on a proposal that will be a great opportunity for staff to continue their education with UTRGV.

We are always looking for ways, we welcome ideas. When we focus on student success and new programs, that we are not making obstacles. When we can become more efficient, then that results with what we can do with the merit this year and every year. Right now we have the \$1,000 minimum because we are not happy with where salaries are. We know it is important to invest in top talent like all of you and people you work with, and recruiting top talent. Our focus is tightening with the freeze and focusing on people that are here. It is tough, more work on people not being able to add new people, it is necessary to carve out those funds.

Staff Senator, Lisa Smith added comments from our staff senate retreat from the climate survey, one of top items from the Bottom 10, was compensation, "I don't get paid enough for my work", so this merit will help address that issue. Also, maybe some communication solely to report or how much was spent on these jobs to increase the minimum to this range. Some of the issues is just not knowing that others had the same issue or others were increased. HR just finished the 100% review of the ranges; everyone is in the right range. Sometimes it is just helps to have the communication. Some of us may know that reviews were going on, but as a campus maybe that would help. So a dedicated communication of what has been done. All the jobs have completed the evaluation.

One of the final steps of the review was to include lecturers. So the millions you mentioned before does not include this merit increase so in total it close to 15 million dollars invested on employees. A lot of institutions are not having a merit, so the fact that UTRGV can do this with the freeze is amazing.

Comment, Yvette Padilla, communication is key some are not privy the information, so maybe communicating to employees early on to educate them on the changes, so they are not just getting the message from co-workers or emails. So staff are just not wondering, and it is coming from management. Congratulations for all the hard work. One of the items discussed in the retreat was the culture of the university and communications early -on will help with our efforts when asking employees to be engaged, so they feel invested so having received that communication early on could help.

Merit had to wait for 12th class day, census day. So once, we knew what the budget was then we could move forward. So one of the problem is that not everyone reads the messages that go out. Honestly, how many of us read the Messenger, top to bottom word for word? When we talk about communication, mode is important. We have to get smarter on how we can get that information out.

Mike James mentioned, we knew employees didn't read, so the big messages, we mailed letters because spouses read. It worked. There was a real value of that. Lisa, it could be emailed, but then maybe to directly to the supervisors with bullets of what to cover with their staff. Supervisors have meeting with their staff so highlights of what to cover with staff would be helpful.

Zoom Comment: It would be great to have a "top 10 news" video. We could spread the news out more creatively. It's easier to watch a video than to read a newsletter.

Dalyn, dashboard, with a download a flyer, update as needed. We need a 1 pager, info graphic with highlights, can updated weekly.

Zoom Comment: Could these not be streamed in the different comm walls in the different buildings throughout the day, like we used to do in the COBE building? They not be streamed on the Monitors that are in most buildings as people walk by to view the headlines.

Zoom Comment: Some buildings already have TV screens mounted with no information being streamed at all. So all we see are black screens.

Next week we are going to Palo Alto College, working with them for opportunities for transfer to a University. 65-68% of students transfer to a 4 year. These boards, now that they know we are coming, are displaying that information, and they know we are coming.

Zoom Comment: Perhaps rolling out Monthly Video Newsletters summarizing top topics with available links. Graphics that are animated, not really video.

d. ModernThink Campus Climate Survey - Ms. Lisa Smith

The results are now posted online for the public. Strategic Planning website, under other areas of focus, results. You can find the results for the student, faculty, and staff. Both presentation were on Brownsville and Edinburg.

As a steer committee we will be meeting later this week to discuss the actions needed to address the findings of the survey. Specific action items will be determined later this week.

At the retreat we talked about the top 10 and bottom 10 findings from faculty and staff survey to help us guide our committees to address some of the issues.

Mike James added along with the results of the survey, came 255 pages of comments for staff. We are reviewing all of them and identify bigger themes. With the comments, you would expect a lot of negative comments, but we will found that they were actually very positive. A consistent theme did show that there was a need in for more money. And for some it really was a calling to work in higher education and not just a job.

Areas of focus, will come to light as we move forward. Faculty has over 100 pages of comments.

UTRGV has committed to do the survey again; in next 2 years so we can have a benchmarking to compare within our own institution.

e. Noteworthy Announcements

Staff Senator, Veronica De La Garza shared congratulations for getting involved during elections; our early voting in Edinburg had 5,906 people. For a mid-term, it was unheard of; we beat our presidential turnout numbers and past mid-term was fewer than 2,000. We were top 4 substation in Hidalgo County. In Cameron County our 1st week hit over 1,000; we were top 10. This show our commitment to **specific** civic engagement. Election administrators were impressed at our turn out.

Staff Senator, Dalyn Ruiz shared

President's Holiday Receptions:

- **Tuesday, December 11th** in Edinburg
- **Thursday, December 13th** in Brownsville
- **Thursday, November 29, 5:30 p.m.** - Weslaco CIC Grand Opening
- **UTRGV/Commencement: Friday, December 14th at 4:00 PM** (*time change*) for all colleges in Brownsville.
- ****Increment weather is a McAllen Convention Center**
- **Saturday 3 ceremonies at McAllen Convention Center, at 9:00 AM , 1:00 PM, 5:00 PM**

Staff Senator Luis Alcocer shared International Education Week (IEW), November 12-16, 2018 is an opportunity to celebrate the benefits of international education and exchange in our community and worldwide. This joint initiative of the U.S. Department of State and the U.S. Department of Education is part of our efforts to promote programs that prepare Americans for a global environment and attract future leaders from abroad to study, learn, and exchange experiences

Please come and join us next week to the series of events organized by [UTRGV Office of Global Engagement](#), [UTRGV International Programs & Partnerships](#), [UTRGV Language Institute](#) and [UTRGV International Admissions & Student Services](#) during International Education Week 2018.

Lisa Smith added, the climate survey, in the results peer benchmark % are according to established peers, and this is the 1st time as UTRGV conducted this survey.

McAllen Holiday Parade is looking for volunteers in the UTRGV Balloon FLOAT. It is posted on the Engagement Zone website.

Staff Senate President Peter-James Ehimika add as we approach commencement, in the spirit of a village, raising our students; student retention is all our goals. Retaining our students making sure students stay here; whether if you work with students or if you have students working in your offices, your encounters, remind them to register for next semester. If they have not, ask them why not. These are some ways we can encourage our students to continue enrolling; help our students feel like they matter. It is easy for students to drop off from Fall to Spring Semesters and go unnoticed. Give them that extra minute or smile. Reach out to staff senate, we have representative in strategic enrollment. It is important to make that connection and show students that they count.

V. Committee Reports - All Senators

a. All committees will deliver updates on their most recent meeting(s) and developments.

I. Processes & Infrastructure - Mr. Nick Dubberly & Ms. Monica Tovar – Nick, we picked chairs, and set our goals: creating a Master List of Forms, Parking to give updates on projects and what is to come (invited to December meeting), stream lining process, taking feedback and take back tips.

December meeting, Doug Arney and Emergency Preparedness.

II. Staff Success - Ms. Carla Lopez/ NA

Looking forward to hear from this committee since they will be working with the items on the TOP or BOTTOM 10 list. This committee will be instrumental in driving things forward.

III. Innovation - Ms. Yvette Padilla & Ms. Veronica De La Garza – initiatives, 1 task from Nicole, recommending a flyer to include in New Employee Orientation. Looking at what we prepared, to add graphics with Roberto. This is a great way to get the word out at what we do.

IV. Constitution - Ms. Alisha Puentes & Ms. Teresa Villarreal – Meeting Tuesday November 20th in Univ Library. Resume the process of reading, to discuss implementation. The one on the website is not updated. We need to update the constitution first.

We encourage committees to meet monthly to work on goals; you have the time allocated.

VI. Public Comments & Questions

VII. Pending Items

a. There are no pending items. Thank you for connecting on Zoom; this was a pilot, so we testing this method to allow you to connect from where you are at your desk or laptop wherever you are. Please leave us a comment at: staffsenate@utrgv.edu or @utrgv/staffsenate

b. There was a motion by Peter James Ehimika to adjourn the meeting, motion was second by Yvette Padilla

ZOOM [Audio File](#)

Attachments: Sugar Rd Street Improvements