

The University of Texas Rio Grande Valley

Minutes of the Staff Senate Meeting

July 8, 2019 9:30 – 11:30AM

Brownsville MAIN 1.224/ Zoom: <https://utrgv.zoom.us/j/816857679>

- I. **Meeting was Called to Order** by Mr. Peter-James Ehimika, President of the Staff Senate at 9:43 am
- II. **Establishment of Quorum was done by** Ms. Rebekah Sepulveda, Parliamentarian and Staff Senator Jesus Buitron

Present: Peter James Ehimika, Lisa Gonzales Smith, Monica Lisa Tovar, Andy G Zuniga, Milagro (Mille) Hernandez, Alisha Michele Puentes, Luis Alcocer, Veronica Esmeralda De La Garza, Yvette C. Padilla, Jocelyn Foster, Rebekah Sepulveda, Jesus Alberto Buitron, Teresa Villarreal, Carla Renee Lopez, Isabel Saldana, Nicole Englitsch, and Michael Aldape. By ZOOM: David Torres and Cynthia Ann Farris

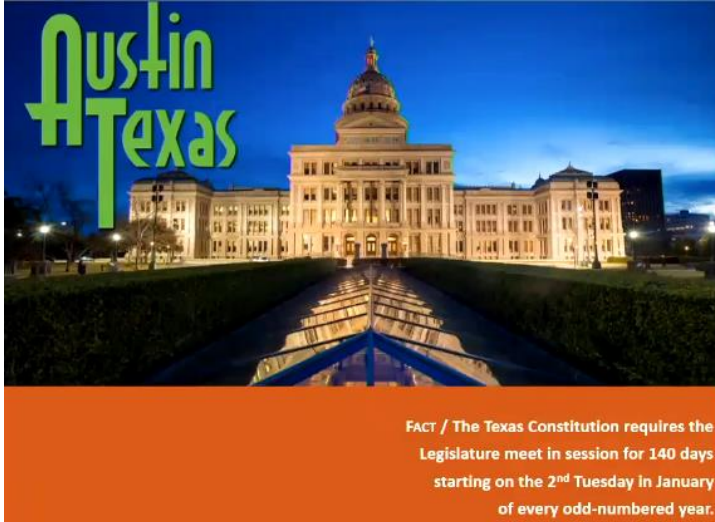
- III. **Approval of Minutes – will be done via email for June’s Minutes.**
- IV. **New Business**
 - a. **Legislative Update - Mr. Richard Sanchez, Associate VP of Governmental Relations**

Introductions of the Office of Government Relations

- Veronica Gonzalez, Vice President
- Richard P. Sanchez, Associate VP
- Veronica De La Garza, Director

What do we do:

- Interact with local, state and federal government offices & elected officials
- Advocate for funding & policy priorities that will benefit out students
- Create internship opportunities for students
- Participate in a voter imitative program
- Collaborate with and advocate for the School of Medicine
- Work with all UTRGV departments to interface with elected officials and related requests.



The Texas Legislature

Much like the United States Congress, the Texas Legislature is a bicameral body made up of two chambers...The Texas House of Representatives (150 members) and the Texas Senate (31 members)

All substantive legislation (i.e. Bills & Joint Resolutions) must pass both chambers to become Law. The Texas Constitution requires that the Legislature meet in regular "session once every odd-numbered year for 140 days beginning on the 2nd Tuesday in January...

Harmony Among the Big 3 & the Chambers...

- The dynamics of the 2019 Session was a vast departure from the last several.
- The Governor, Lt. Governor, and the Speaker of the House set a positive tone from the outset, agreeing on priorities which included *school finance reform* and *property tax relief*.
 - No "sanctuary cities bill" nor "bathroom bill" like the last session.
 - New Speaker; worked well with Lt. Gov. & Gov.; good to the Valley... 4 committee chairs
- Comptroller Hager released a Revenue Estimate with \$119.1 billion.
 - \$9 billion more than the 2017 Session.
 - The Rainy Day Fund grew to a record high balance of about \$15 billion.
- Membership in both chambers became more bipartisan.

There is also harmony among the two chambers. There's usually a big rivalry. There's still it between the House and the Senate. Membership in both chambers became more bipartisan so both chambers have been dominated by Republicans, the last several sessions and this time it got closer to even still Republican majorities of both chambers, but the fact that the democrats are gaining ground.

86th Legislature – Some Outcomes...

The Legislature just wrapped-up its 86th Legislative Session, ending on May 27 and having considered more than 7,000 pieces of legislation.

Legislators tackled some big issues including significant fixes on public school finance and property tax relief. This included [HB 3](#) which contains about \$6.5 billion in new public education spending (this carries a pay raise for teachers and other school professionals), plus about \$5.1 billion devoted to lowering property tax bills, and [SB 2](#) which will require voter approval when local governments want to increase their property tax revenues by more than 3.5%.

APPROPRIATIONS / THE 2020-21 STATE BUDGET

➤ **HB 1 by Zerwas** - The state's two-year budget plan calls for spending roughly \$250 billion on priorities including public school funding, teacher salaries and early childhood intervention programs, as well as funding for transportation, healthcare, public safety, prisons, and much more.

- Very welcome increases in appropriations for higher education; UTRGV's take was a nearly \$10 million increase for the general academic unit, and about a \$12 million increase for the School of Medicine. Mostly coming in the form of formula funding.
- Total state appropriations for UTRGV totaled \$335 million.
- Taken annually, state appropriations represent about 30% of UTRGV's **overall** annual budget, and remains the University's largest source of funding.
- We were able to retain the School of Medicine's base Non-Formula Support funding of \$42 million and are adding \$2 million for cervical cancer research.
- The transfer to UTRGV of a McAllen clinic operated UTMB was approved, as well as the \$712,500 to run the clinic.
- The Legislature also consolidated three Non-Formula Support Items in the economic development area with plans to create a Center for Border Economic and Enterprise Development.

86th Legislature – Some Outcomes (con't)...

OTHER HIGHLIGHTS

- [SB 11](#) - School safety measure that will strengthen mental health initiatives in schools, require classrooms to have access to a telephone or other electronic communication, and create teams that identify potentially dangerous students. The bill also includes the creation of the Texas Mental Health Consortium.
- [SB 7](#) - Creates special flood infrastructure funds to help communities harmed by natural disasters like Hurricane Harvey in 2017.
- [SB 18](#) - Imposing new policies related to "free speech" on campuses (more on this later).
- [SB 212 & HB 1735](#) - New laws aimed at reducing dating violence, sexual assault and harassment, and stalking at IHEs.
- [SB 479](#) - Allows the UTRGV SoM into the Joint Admission Medical Program.
- [SB 25](#) - Improves the process to transfer to or from, the academic progress, and timely graduation at IHEs.

SB 25 – More Detail...

SB 25 BY WEST

- Improves the process to transfer to or from, the academic progress, and timely graduation at IHEs. The bill imposes the following requirements...
- IHEs to report nontransferable credit;
- Creation of an option for students to be considered for admissions into degree programs at other IHEs if they are not admitted to a degree program at their preferred institution;
- That students file a degree plan at 30 hours and those enrolled in dual credit to file at 15 hours;
- Negotiated rulemaking related to administration and compliance;
- That IHEs develop course sequences for degree programs and certificates and report them to the THECB for posting;
- Opportunity for articulation agreements and what's included in them;
- Clarification of "core curriculum" with general core and discipline core designations;
- The inclusion of "fields of study" and meta-majors;
- Options for release of student academic information; and
- A study on transfer admission guarantee.

JUST AS IMPORTANT... STUFF THAT DID NOT PASS

BILLS NOT PASSED

HB 2000 by Turner, Chris

Authorizing the issuance of revenue bonds (TRBs) to fund capital projects at public IHEs; \$70 million for a Health Affairs building at UTRGV.

HB 3908 by Thierry

Allocating funds remaining in the B-On-Time student loan account to IHEs with a methodology based on the graduation of At-Risk students / Creating a graduation supplement for each At-Risk student which graduates. UTRGV would have benefitted greatly from passage of this bill, with an estimated \$6 million in graduation supplement funding.

A similar bill, SB 1504 by Zaffirini, passed but does not include the graduation supplement; the bill requires IHEs to use the money only to support efforts to increase the number of at-risk students who graduate from the institution or the rate at which at-risk students graduate from the institution.

HB 10 by Thompson, Senfronia

Creating the Texas Mental and Behavioral Health Research Institute. The Institute would leverage the expertise and capacity of certain health-related institutions to address urgent mental health challenges and improve the mental health care system in Texas. It would also enhance the state's ability to address mental health care needs through collaboration of HRIs, and create best practices, leadership, and vision for addressing child and adolescent behavioral health needs and provide funding for related research.

- The UTRGV School of Medicine would be included among the HRIs, state agencies, and nonprofit organizations that would compose the Institute.
- HJR 5 if passed would have created a funding mechanism for the bill.

JUST AS IMPORTANT... STUFF THAT DID NOT PASS (CON'T)

BILLS NOT PASSED

HB 2100 by Cain

- Would broaden access to college campuses for the purpose of expressive activities. The bill defines "Expressive Activities" as speech or expressive conduct based on the U.S. and Texas Constitutions, and gives examples of what the term includes: assemblies, protests, speeches, the distribution of written material, the carrying of signs, and the circulation of petitions.
- The bill also stipulates that the policy of this state include that freedom of speech and assembly as central to the mission of IHEs, and further stipulates that IHEs shall ensure that the common outdoor areas of the institution's campus are deemed traditional public forums and permit any person to engage in expressive activities in those areas, as long as the person's conduct is not unlawful nor disruptive.
- HB 2100 also includes injunctive relief, declaratory judgement, awarding damages, and a sovereign immunity provision which would waive an IHE's immunity from suit and liability, all of which are of concern to IHEs.
- It was **SB 18 that did pass** and has similar provisions, albeit the changes to current law are not as dramatic and the relief, judgement, damages, and sovereign immunity provisions are not included.

JUST AS IMPORTANT... STUFF THAT DID NOT PASS (CON'T)

BILLS NOT PASSED

[HB 2193](#) by Muñoz

Would authorize the Texas Higher Education Coordinating Board to approve South Texas College to increase the number of *baccalaureate degree programs* offered from five to six.

[SB 293](#) by Lucio

Would require certain *training and staff development* for primary and secondary educators to enable them to more effectively serve students with disabilities.

[HB 168](#) by Canales

Would require a study on the creation of *bilingual zones* in certain areas of this state. The study would be conducted by the Comptroller of Public Accounts in cooperation with the B3 Institute at UTRGV and others.

[HB 103](#) by Martinez

Would authorize the governing board of a university system to *establish a law school in the Rio Grande Valley*.

[SB 1663](#) by Creighton

Would stipulate standards for the removal, relocation, alteration, or construction of certain *monuments or memorials* located on public property, including public IHEs.

Valley/Vaquero Legislative Internship Program (VLIP)...

- Third group of interns
- 11 interns placed in Valley Delegation offices
- Tremendous opportunity for our students
- Can be extremely helpful to legislators
- VLIPers are our advocates in Austin and add an extra set of "eyes & ears" at the Capitol
- Also have interns in local offices of legislators and in some cities
- Also have Archer Fellowship Program in D.C.



Question on ZOOM: Question from Staff Senator, Carla Lopez, Do you have any information on Tobacco21 initiative that was passed into law by the governor back in June and that will prohibit the selling of tobacco products to individuals who are under the age of 21 y/o?

We track that the bills that have a direct impact on higher education or health related before state, but if you email me, we can definitely get more information on that for you.

I remember the debate on that. I don't know what version past might have been, but I want to say that there's an exemption for military. Yes, the argument being if you can go and serve at 18. Why can't you smoke a cigarette? But I get it sounds like the rest of it past.

Carla stated: we've been tracking that in our office from the Employee Wellness program because of the impact in our university community impact with our tobacco free workplace policy and all the efforts at UT System. I'll go ahead and send you an email.

Question from Senator Yvette Padilla: Question is on open speech; will it change the way we have our policy. Now there's a designation area if we have an event of any kind Instruction and demonstration. Is that going to change? Are they going to be able to just pretty free? Yeah, so I think is things are going to change dramatically.

We may not see action dramatically. But in terms of our policies, what the way aspects players will probably see something from system. They'll probably come up with a with a kind of an Umbrella policy, and push it down, but we're going to have to amend our policy on free speech on campus. There's not much of one right now it's kind of scattered has to do with Solicitation HOP.

The intent of this bill was to get away from putting people in a box and saying, you know what, this is a public area. This is state institution or our tax dollar provided areas. Why do we have to be in a box in the other side of campus so because the past, we were, and it still states that we have some control. But how is that defined is like the real question of time, place, and manner.

The university, we haven't really had that problem of the Great. Well, what we liked about here at UTRGV we were in charge up was anytime somebody came in from the outside, they had to be registered, the organization and faculty, staff, so we knew who was coming. So, if there was a need for police or extra staff or keeping things over there was a way of kind of knowing what was going to be happening on campus. So right now it's being looked at as it's being opened and sounds like meeting spaces. How, what does that mean?

How are we able to both be open campus but also providing a safe environment? By assessing where we were not. We didn't know a big protest or something happening

And that's, we need to make sure you know walkways aren't being blocked or you know there's parking issues. Before we would be able to work through that because we knew who was coming. So that's what's kind of all looking at and how is that, with the way the bill is being defined and how it's opening up.

The last couple weeks so that other bill that didn't go through the concern was as they were trying to open it. There was also a liability and the university that if we get it provides free speech, we would have financial. But, how can you provide shape do you know what's coming. So, there's a lot more. The other one with a lot of more larger ones smaller in scope and when I did pass, but the nuances of how do we find that balance.

Question on ZOOM: Can you tell us more about the SB270 & SB271 about working from home.

We do not have any information, but I can reach out to Staff Senator David Torres and get more information. And even anything that passes, we have still has to go through. We have to see how they pass if it's a working from home. And if it's like a statewide initiative, it would have to go through our HR and see how are they defining it and how can it be done. So there's always there's kind of what you see as passing and there's a reality of how is it being implemented or places, there are nuances that come into play. Such a role like if there's questions, let us know. Because like into the general language that was passed, and then we can look into how the key system is. Are we going to be getting some kind of information on it in the near future or it's going to be phased in phases.

b. **Human Resources Update** - Mr. Mike James, Chief Human Resources Officer

This week we will have our **Benefits Wellness Fair**

Wednesday 10th 9:00 – 12 in Brownsville and 3:00 PM – 5:00 PM in Harlingen

Thursday 11th at the University Ballroom it will be from 9:00 AM – 12:00 PM

- Arrosti Group
- Catapult Health Assessments
- Representatives there from our TSA or tax shelter to know any vendors, from ORP vendors
- Wellness Progra will have information and presentations
- Education on changes to our benefit programs. Most of the plans are staying very similar to what they are today think there is a 5% bump in premiums for the medical
- Staff Senate will also have a table there

Human Resources now has an Organizational Development Group.

It's a new program it's different from training in that it focuses primarily on leadership development. We are talking about director level and above faculty leadership, things of that nature and partnering with academic affairs in that process to develop programs that are not just aimed at either faculty or leaders across the institution but blended learning groups. We have as our manager, Dr. Marco Garza, and he is halftime with the School of Business and Entrepreneurship and his a lecturer, but he is also half time with human resources as the Manager of Organizational Development Group along with Nicole Englitsch who has been promoted to be our organization development specialist.

The big deal here is that we're working on or we developed our list of leadership competencies. This group of competencies will do is ultimately it will form a foundation for any leadership development program. What we are doing first is sending a survey to the executive leadership council that is a group of leaders that is that meets monthly, and it's Dr. Jana Arney's group. Now what she's going to be doing is we're sending out the survey to that group. This week, there's probably 25.

This group of 20-30 people will receive this survey that we are sending, and we are giving them a list of 15 or 16 competencies and we're asking them to rank them from top to bottom and to give us that feedback. We are not going to have 16 competencies, we are going to only list the top 8. In order to make sure that the programs are the competencies that we identify align with the types of leadership development programs that we can most benefit from.

Question: Will that feedback then determine the type of leadership you will be addressing? Most of these programs are going to be directed at the director level and above. However, our manager and supervisory series that's in place is pretty strong now is a pretty good certificate program already however there's going to be some blends.

I think that one of the best classes that we offer right now is called Ethical Leadership that I think that that's needed, no matter what level of a leader you are. I think that what you're going to find is, as we build these. It's not just going to be topics that are only appropriate for executive leaders. I think you have to give us time to be able to figure out exactly, you know, because you're going to have different agendas for different groups, right, you're going to have some for faculty and staff leaders in true leadership high leadership positions, you're going to have a program for those who aspire to make that next step from supervisor managerial into a high level. Position and so they're in there may also be some sort of an academic approach as well. We're working on something right now that I'm not at liberty to discuss beyond just a general idea of that there is some work that we're doing talking about possibly offering a master's program that is specific to leadership issues for UTRGV by UTRGV. So that would be a really cool thing for us to be able to do. But those are those are discussions at this point.

Merit Equity Program for the next fiscal year.

What I would like to be able to say is that on 09/01. We're going to have another merit program. However, we're not at that point yet because we're not going to know where we are with enrollment until the middle of September. I think that if everything looks good, then you're looking at another program, much like what we ran last year for merit and equity, but it would be offered an effective in December to be paid in January, but I can't commit to a program at all at this point, everything depends on what our numbers look like in September, mid-September, drop day.

This is why we discuss how enrollment is really important. This is so important so discuss with family and friends.

Staff Senator Peter James Ehimika added, enrollment is not just something that's strategic it only needs to do. It's something that we all need to do. We all have nephews and nieces and cousins and friends. Family and people that we know who are graduating right now and we can do our part to encourage them to register.

It's important that we kind of consider how that all leads to these incentives that play out with human resources.

Hiring Freeze

It continues, we are managing it tighter than we have previously simply because we don't know what the enrollment numbers are going to look like in the fall. We are being very careful about submitting any requests for exception to the process. We are asking departments to consider hiring students. First if you can, many jobs don't lend themselves. There are many jobs that do or ways that you can be creative and rethink it to where a student or two might be able to provide the level of assistance that you need to get the work done. So that's Option number one and that's usually the favorable.

For the review that that occurs, the second issue that we look at is that it is primarily for those jobs that are student facing or revenue generating positions; those are the jobs that are most

likely to receive a favorable review and allow to be posted and that standard has been the standard all along. It's reviewed at that level and ultimately if everyone agrees that this is necessary. Then it goes to Dr. Bailey for ultimate decision making. These are being scrutinized at the very highest level of the institution.

I'm being extremely careful about what I'm pushing through and what I believe. Every request to post hits my desk. So that means it goes to Christina Chavez first then it comes to me. It goes through the vice president of the division. Is appropriate and, you know, that means I'm on the phone a lot, trying to explain my decision positive or negative. And so that's just how we are working right now and hopefully this will not be something that we have to do for the long term, but it is a reality that.

Question: How did the outcomes of the legislative session impact our hiring freeze? or do they?

They do not; we have not been impacted legislatively regarding the hiring freeze.

Question from Staff Senate Parliamentarian Rebekah Sepulveda: What % of enrollment do we need be in up in enrollment in order to look at the merit?

That is a question for Mr. Anderson and his team.

Rebekah added, in case anybody's wondering where up 1.94% from in home at last year. So we have 489 students more that are currently enrolled with orientation today. But that number does fluctuate. I'll tell you, like two weeks ago, we may have been negative people I think when we ran the numbers, we were negative for summer II, but for Fall we're at 489 students up.

c. 2020 Census Complete Count - Mr. Alberto Morales, U.S Census Bureau

As he's discussing this, we think about how this plays into our state legislation and how it's going to impact us in the Rio Grande Valley moving forward.



Presenter:

Valerie A. Rivera, Partnership Specialist

U.S. Census Bureau-Denver Region

Cell: 956-563-0079 Email: Valerie.a.rivera@2020census.gov

am to partnership Specialist with the US Census Bureau that has been dedicated to Hidalgo County. Our work over here to Cameron count as needed and my primary role was to service municipalities. We have been working together with the different cities in both valuable Cameron, one of the sea and start to make sure that we organize compete count committees. And the complete count committees are organized so that way we can deploy efforts to make sure that the 2020 census count is successful.

We are the federal government's largest statistical agency we provide facts and figures about America's people it's places and its economy. Today with me Valerie Rivera, Partnership Specialist. I wanted to introduce her to you all and hopefully we can all work together to make sure that we have a lot of presence here at the university and that we raise awareness and let people know why it's important to participate in the census and then also motivate everybody to respond when the census takes place next year. So I'll go ahead and jump into the presentation.

Census Overview

Why we do a census:

Article 1, Section 2 of the US Constitution

The actual Enumeration shall be made within three Years after the first Meeting of the Congress of the United States, and within every subsequent Term of ten Years, in such Manner as they shall by Law direct.

We conduct a census every 10 years. It is a constitutional mandate and so every 10 years we count everyone living in the United States. Whether they're a citizen, whether they're a young person, you know, as long as they're, when I do these presentations, as long as they are a person we count them. Every 10 years right so it's a constitutional mandate. That's why we conduct the census. Does anyone know what are the reasons we connect census.

Question for the Audience: Do you know why we conduct the census?

This is how we determine the number of representatives.

One of the ways that we determine how we are represented in Congress. So based on the numbers of population. Of certain areas we are allocated certain seats in the House of Representatives. So that is one of the reasons why we conduct assistance to determine How much representation that we get. And we don't want to lose any seats in Congress. We want to gain seats right because what does that mean for us. It means more of a voice a stronger voice more power in Washington and you know this protecting our interest here in the valley. So we need to make sure that we make an accurate count of everyone, so we can make sure that we have the accurate representation for our numbers.

The other reason why we conduct the census is also for funding, we are federal federally funded, by the numbers that we report on the census. And so there's about 1000 programs that are funded by the federal government based on these numbers. These programs are administered by 26 different agencies and those, those are programs like we snap Medicaid, Medicare, the National free lunch program. Those programs that are very essential that provide very essential services to people are federally funded. So we've got to make sure that we get an accurate count of everyone living here so we can make sure that we get the dollars that we need to serve everyone



March 12th - July 24th 2020

Key Data Collection Dates

- | | |
|--|---|
| <ul style="list-style-type: none"> • Nov – 2019 • April 2018 • January-Feb 2019 • Aug – Oct 2019 • Jan-Aug-2019 • Early 2020 • March 23, 2020 • April 1, 2020 • May 2020 • August 2020 • December 31, 2020 | <ul style="list-style-type: none"> • In-Office Address Canvass • Regional Census Center Opens • Early Area Census Offices Open • Address Canvassing – select areas • Area Census Offices Open • Group Quarters Start • Self Response Starts • CENSUS DAY • Non-Response Follow-Up Starts • Data Collection Complete • Counts Delivered to President |
|--|---|

That is the window of opportunity that we have to respond to the census and there's going to be for ways that we're going to be able to respond to this census.

For the first time in history, we are able to respond to the census on life. So we can use the internet to respond to the census, the other methods that are also available are going to be through telephone by mail and last resort. We will follow up with you in person. we are encouraging though everyone to self-respond because for a number of reasons. One of those reasons is because the information that we received from people when they self-respond tends to be more accurate. So it's a little bit more intimidating when you have somebody in front of you. And sometimes you might answer questions a little differently than if you would pay them. If you do it, you know, privately and on your own. The other reason why we prefer people to self-respond is just to conserve manpower and resources based on the numbers of people that respond, we will only visit people and doing interviews at people's households. If they don't respond.

Question: Will the citizenship question be added to the new census? What steps are being taken to encourage everyone to complete the census?

At this point we have received were to believe last week that the Supreme Court ruled that the citizen ship question was not going to be on the questionnaire for the census. However, that's all the information that we have at this point. I think it's still being looked at. It's still being battle or litigated in the court room.

We are working with different groups throughout the community. We also work with different businesses also we work with the education sector obviously for here today. We also work with Government and so we work with different municipalities and different state agencies as well as that federal agencies to make sure that everyone is reached. We also work with the community based and faith-based groups as. That's why I mentioned right now that we are working with those groups to make sure that they alleviate those concerns for people that are a little intimidated or scared of responding to the census. So we're trying to work with every different group in the community every different population, the media as well, are our partners. So we will be spraying a lot of information through those outlets in the near future as well.

Question: Who should fill out the census? If you live in the US for at least 6 months of the year, but if you live in one city more than 6mo then you complete the form in that city.

The role of the residency role is if you live here in the US, six months out of the year that's, you know, who should respond and where as well. For example, if you live let's just say in Austin, for I know that that I that I saw lives in Austin, sometimes. So let's say she lives in Austin for more than six months, and she would do her census over there. But if she lives here for more. The majority of the year and then she would respond here. So those are the four methods of response and the handout that I passed out also mentioned those methods. So the end of the having from you.

New Self Response Methods Starting March 23, 2020

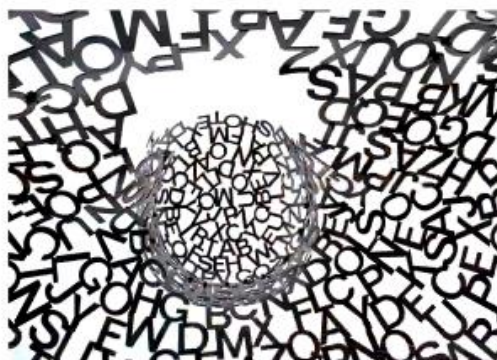
- **Internet**
- **Phone**
- **Paper Form**

Last day to respond July 24, 2020

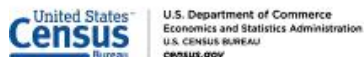
We trying to make sure that people self-respond through the internet and through the telephone, because it provides us a faster, I guess, rate of response or feedback and then we're able to identify which areas are the ones that are not performing as we would like. And we have a technology that we call the road. To identify those hard to count areas. And so that's why we're trying to have everyone self-respond to the telephone or the internet because it provides us faster information.

There will be some postcards with a number that will be used to identify number your response, the end of everything, given the individual steps on how to respond to the phone by mail as well as on internet. So the steps will be provided for the individuals to be able to respond. They do not necessarily do not need that human be a unique identifier number they could use their address for some individuals that only live in areas where they receive mail in P.O. Boxes.

Will the census be available in other languages?



Spanish
Chinese
Vietnamese
Korean
Russian
Arabic
Tagalog
Polish
French
Haitian Creole
Portuguese
Japanese



They'll be able to you to utilize the skills to be able to speak to the individuals on the phone and help them walk through. Starting on March 12 will the Census Bureau will start sending people notifications, letting people know that it's time to respond. They'll receive a postcard, and then followed by have several reminders letters and then also a paper based questionnaire at one point. So at one point through that time frame that again. So there'll be plenty of opportunity for people to find out about the census.

The other thing that I wanted to mention before we go into the jobs is confidentiality. The information that we collect at the Census Bureau is confidential. We don't share the information that is provided to us with any other agency. We as Census Bureau workers, take an oath, a lifetime old actually to not release any information or protect the information not leak out or, you know, share the information with anyone really so it's a lifetime old then and that is actually punishable by 10 years in prison. And over \$250,000 so I know none of us want to do that. So we are sworn to protect the information we don't share the information with Border Patrol. We don't share it with ice. We don't share it with not even the most feared agency in the world, the IRS. We don't share the information with anyone. So it's protected. We want people to know that it's confidential and that it's not use for any other purposes other than to get an accurate count.

CENSUS JOBS NOW LIVE!

<https://2020census.gov/jobs>



We do have jobs available. We're hiring at this moment. And these are part-time short-term jobs they paid pretty well. If you know anyone that might be interested, please encourage them to apply to this website. It's 2020 census.gov forward slash jobs. Perfect job for college students and retirement, or anyone else.

These jobs are part time and short term but they do pay about \$12 an hour and it kind of moves up to \$14 an hour. Right now we're hiring for address canvassing operation that starts in August. So those people will be out in the field verifying addresses and then we're still looking for more people to be hired for next year for our no response, follow up operation which begins after, of course, the census starts for people that don't respond. People will be hired as enumerators to go to people's doors and leave them a paper based form. So we are hiring if you have somebody that's in college.

Anyone that you know, the requirements are that you do have to be 18 years and over. You also have to be a US citizen, I believe, residents all are also able to apply. I was speaking to one of our recruiting assistances last week and they let us know that that they are able to apply. Residents are also allowed to apply.

Jobs for 1 year to 1/2 a year. IT and Admin Managers that they'll be able to employ now before office recruiting managers and we need field operation managers field operation at your supervisory clarity and clerks within it recruiting and adding the work at home positions as Albert mentioned will be enumerators, census field supervisors, enumerators, listers, recruiting assistants and this jobs will be intermittent so they will be working for six weeks to six months.

Yes, we do try to hire people that are from the community. So if you are from La Joya, we are not going to send you to Brownsville. We prefer that you are familiar with the neighborhoods. So we try to hire people from the area. We don't want to hire strangers and all I also want you to recognize the area. I know that I'll recognize my neighborhood.

Question: Do you do a background check? We do, yes, they have to go through a federal background check, which is one of the reasons why we're trying to encourage people to apply now as well because it takes a little bit of time. Usually four to six weeks to clear. At this time, I think the process might be expedited because we're getting too close to already starting our operations. So it could be

that they're approved of much faster, but they do still go through the background check. I don't think that means extensive the conference. And I knew after six months.

We do have an area census office that will be opening on that's going to be located in the McAllen and all the service. And we will have another in Web County.

I know that there's plenty of jobs that students can take and hopefully the to the initiative and doing so. They can work after hours after five I know when I was coming to school here. It's very difficult working and then attending class. I was able to go to class, you know, now I know that I'm working with the census either much care for furthering your education. So I know that it's a great initiative great opportunity. I hope this can help students.

The other thing is that it looks good, and remains, right. It's a federal job and so students that are young, you don't put that on their resumes, and it looks good for future employment.

Question for Mike James by Staff Senator, Rebekah Sepulveda: Would a UTRGV employee have to report this as outside work? YES

Question: Will you be working with Career Center to post some of these jobs? We are also working with Career Center for these positions. We also listed our volunteer opportunities on the Engagement Zone. We will also be at the Job Fair.

Question: Do you know what the education level is? It is just 18 years and older for most of these positions for the students. They could have a GED, but I am not sure.

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Comment: Just to add a few staff members who are involved and invested in working with Albert and Valerie. I know already working really hard include this in any event that we can piggyback on these opportunities. Marketing Communications Team is also working, so we can kind of figure out how we can put together some videos, whatever that cater to our audience here.

We're here to provide any resources and materials and to help us out. Right now we are in our education and awareness space. So right now we're just trying to promote. We are in our education and awareness phase; we are making sure that we raise awareness and we'll be moving into our reminder phase of moving into next year. But at this time we are trying to just create the biggest buzz that we can.

CENSUS CONTACTS

<i>Cameron County:</i>	Valerie Rivera, Partnership Specialist M: 956-563-0079 Valerie.a.rivera@2020census.gov
<i>Hidalgo County:</i>	Alberto Morales, Partnership Specialist M: 956-907-2136 Alberto.morales@2020census.gov
<i>Rio Grande Valley:</i>	Dalilah Garcia, Media Specialist Dalilah.garcia@2020census.gov M: 956-295-8538

V. Pending Items

VI. Public Comments & Questions

- a. Comments and Questions: Guests and Senators Mr. David Marquez, Parliamentarian
Ms. Rebekah Sepulveda, Parliamentarian

VII. Committee Reports

- a. All committees will deliver updates on their most recent meeting(s) and developments.
 - I. Constitution & Elections - Ms. Alisha Puentes (Chair) & Ms. Teresa Villarreal (Co-Chair)

Teresa Villarreal - we are waiting for the list of employees from HR. So that we can work on the voting process because I guess enough people responded to the, the amendment that she felt as though their past and so will finalize that solution and start working on voting for next year senators for you.

Mike James offered to help get the list of employees.

Staff Senate President, Peter James Ehimika reported he would be getting a list of vacancies, due to positions that been vacated because they switched divisions or terms expiring.

Question: will the voting take place in August? It should take place at the end of July or August so that they are in place by the Fall.

II. Processes & Infrastructure - Mr. Nick Dubberly (Chair) & Ms. Monica Tovar (Co-Chair)

No update

III. Staff Success - Ms. Carla Lopez (Chair) & Ms. Karen Dorado (Co-Chair)

No updates due to Summer.

IV. Innovation - Ms. Yvette Padilla (Chair) & Ms. Veronica De La Garza (Co-Chair)

Met with Jennifer from Marketing, we discussed the idea of 'Bravo Vaquero', for a platform or as a way to thank or shout-out to an employee. To have somewhere to encourage others and just thank them or highlight something that's been done that has really promoted a reverse if I have someone that I'd like to thank or give a shout out to these platforms will give us that ability. So we've already met and marketing is working. Pretty soon we'll come back to the group and maybe start talking about what we would like.

To add just real quick to it kind of came at the perfect time and like the perfect vehicle, the mind and probably because of something that was kicked over to me. Dr. Arney came to me ask wouldn't this be great if we could do something good to recognize someone's hard work, and staff senate said that they wanted to do something similar. We thought let's make this a collaborative inclusive effort that comes from a bigger body. We are meeting with the marketing coordinators now, so we just have something really quick. This is going to be great for morale on campus, just for people to categorize and kudos. To feel appreciated and to let the people around you know that they're appreciated, which we should already be doing right. But this will allow us to do it on a bigger platform and in a way where we can kind of go on there and just look at what people are doing on campus and how the work that we're all dealing individually and collectively impact in our Canvas. So we're super excited about that. Thank you very much for effort.

We also have the Health and Wellness Benefits, if we have volunteers that would like to help man our table for staff senate, please let me know.

We have a Power Point, presentation with pictures, bags, 1 per site with goodies, to encourage staff to exercise and some flyers and small cards.

Senator Jocelyn Foster reported, shirts shipped July 10th, and we agreed on a Tablecloth.

Staff Senate President Peter James Ehimika reminded the Senate that next month's meeting is the last one for the fiscal year. The meeting in September will be the Staff Senate Retreat (not on Zoom) and this is when we elect officers.

Minutes will go out for approval via email.

Staff Senator, Parliamentarian Rebekah Sepulveda made a motion to adjourn July's meeting and Staff Senator Jocelyn Foster 2nd motion, motion carries.

For ZOOM video of this meeting click [here](#).