

UTRGV Staff Senate – February 13, 2020

Agenda & Minutes

I. Call to order

II. Establishment of Quorum

Present:	Noelyn Llasos, Tammy Munoz, Cordelia Rasa, Peter James Ehimika, Milagro (Millie) Hernandez, Yadira Mejia, Nicole Englitsch, Jocelyn Foster, Irene Cardenas, Karen Dorado, Maria Juarez-Serna, Matthew Pollock, Rebekah Sepulveda, Carla Renee Lopez, Veronica De La Garza, Yvette C. Padilla, Teresa Villarreal, David Torres, Karina Herrera, Alisha Michele Puentes, Monica Tovar, Alberto Adame, Isabel Saldana
-----------------	--

III. Approval of Minutes

<ul style="list-style-type: none">Nicole Englitsch motioned to approve December 2019 Minutes; Mathew Pollock seconded the motion; minutes were unanimously approved.Motion to approve Minutes of the January 2020 Meeting was given by Mathew Pollock, motion was seconded by Jocelyn Foster; Senator Carla Lopez and Noelyn Llasos abstain. Motion passed.
--

IV. New Business

<p>a. Get to Know Series</p> <p>I. Dean Mark Anderson – Honors College</p> <ul style="list-style-type: none">UTRGV Honors College was formed from the two legacy institutionsThey serve academically talented and ambitious studentsEnriched curriculum provides some of the advantages of a small liberal arts college withing the context of a larger research institutionOpen to students from any major <p>As part of the Honors Practicum students can do an experiential learning activity of their choice: Volunteer Work, Internship, Shadowing, Tutoring, and the class is entirely online. Honors College does have some scholarships that provide an opportunity for students to receive some support. There are other programs through the Honors College that include: Archer Center, fellowship and scholarship advising, National Student Exchange, and Peace Corps Prep.</p> <p>Honors College also offers Honors Study Abroad – Alpine Ecosystems of the Peruvian Andes, Pre-Columbian Art and Architecture of the Andes</p> <p>II. Dean Sharon Radzynski – School of Nursing (rescheduled for another time)</p>
<p>b. Nicole Englitsch and Dr. Marco Garza (HR) – Development of UTRGV Leadership Competencies Model</p> <p>Dr. Garza has a dual role with College of Business Management Department he teaches HR courses there, and then the other role I have is a newly formed department UTRGV Leadership Competency.</p> <p>He shared the Competency Model: Group of competencies linked to leadership excellence in a specific organization. Structured leadership competency model supports organization’s vision and strategy by providing a framework by which organization can select, develop and evaluate leaders. He explained what we know + what we do + how we do it together those combined is what our leadership competency is.</p> <p>He went forward explaining where we are at now with Data Collection: 1) survey to UTRGV ELC went out to rank 16 leadership competencies, 2) Focus groups with UTRGV leaders (Faculty & Staff Supervisors), 3) Finalize top competencies and share with UTRGV Leadership. The key is defining these competencies in behavioral based terms.</p> <p>Top 8 Competencies (as of now) Acts with Integrity, Communicates Effectively, Demonstrations Effect Decision-Making, Builds Trust, Build Organizational Talent, Articulates Vision and Mission, Critical & Analytical Thinking, Inspires Others</p> <p>Nicole Englitsch shared the next steps: We are inviting any staff supervisors, or if you have a great boss and you will like to explain to us the behaviors that he or she are demonstrating, then you are welcomed to share those thoughts in our focus groups. She asks for volunteers to contact her for the focus groups, volunteers need to commit to both dates.</p> <p>Focus Group Edinburg: Wednesday, 02/26 & Wednesday 03/04 from 1:00 – 3:00 PM Focus Group Brownsville: Tuesday, 02/25 & Tuesday 03/03 from 1:00 PM – 3:00 PM</p>

c. Chasse Conque, VP and Director of Athletics

Mr. Conque came to explain how he is taking UTRGV Athletics to the “next level”. He wants to tell our story , grow our Brand, continue to focus on our Academic Success, establish meaningful campus partnerships, engage our student body at a high level, use athletics to help unite & Rally the Valley, WIN & compete for Championships.

Student Athlete Stats: 262 active student – athletes, pursuing 40 different majors at the undergraduate level.
27% RGV Native, 53% Texan, 69% American, 31% International, and of those 31% 41 countries are represented.

Academic Success: 3.18 Departmental GPA, 967 Academic Progress Rate
Community Service: 2,862 Hours of Community Service, 30 organizations served

#RALLY THE VALLEY: Starting in April, will have 2 tennis matches as the Tennis Center there in Brownsville, and the fall. We're going to have to have our soccer matches in August and September that will be in the Brownsville area. There will be a free youth clinic with our coaches and student athletes on April 25th.

- **UTRGV Spirit Flag Program:** On Game Day, you will see flags up down University Drive, so getting with business partners to commit.
- **Vaquero Village:** Opens 90 minutes before game tip off. You can even reserve that exclusive lounge area for your family, friends, or corporate party. Just give us a call at 956-665-3877 and we'll help you get the party started. You can reserve a space right so if that's ever anything that one of your units or departments wanted to do, we can get it catered in for as many as 25 all the way up to 200.
- We are also designing a UTRGV License Plate! This is a fundraising component.
- **Partnerships:** UT HEALTH RGV PARTNERSHIP “KEEPING THE VAQUEROS IN THE GAME”
- **BATTLE OF THE COLLEGES:** Thursday, Feb. 13th at 7:00 PM, and BURNING of the Letters immediately following.
- **HOMECOMING:** Saturday, Feb. 15th – Homecoming Tailgate at 5:00 PM Fieldhouse parking lot Men’s Basketball vs. Seattle U at 7:00 PM at UTRGV Fieldhouse

UTRGV Staff Senate will have a table there giving hot dogs, and giving away baseball tickets.

Ways you can Support: Proudly Wear the V, Catch a Game! Purchase Discounted Season Tickets, Plan a Group Experience, Talk us UP! Encourage others to Support the Valley’s Division I Team

d. Aaron Hinojosa, Program Coordinator for the Center for Diversity & Inclusion and DREAM Resource Center

- Purpose & Goals: To provide a safe space and direct support to underrepresented and/or marginalized students
- To enhance programming that builds cultural competence, identity development, and civil discourse

One of the programs offered is **LEAP: Diversity & Inclusion Workshop Series**. The goals for this presentation is to learn about diversity, empower yourself and others, advance initiatives, and to promote inclusion.

Spring 2020 Presentations: Brownsville, Friday from 10:00 AM – 3:00 PM, February 28, 2020 & March 20, 2020 | Edinburg, Saturday from 10:00 AM – 3:00 PM, February 29, 2020 & March 21, 2020

- **DREAM Resource Center:** Support resources and information for students (Current & Prospective), Faculty and staff
- **DREAM ZONE Advocate Training:** Learn how to be supportive and inclusive to our undocumented and DACA Students
- **Classes:** Edinburg 02/17, Brownsville 02/19 & Harlingen 03/24
- **Ally Safe Zone:** Support resources and information for students, faculty and staff
- **Ally Safe Zone Training:** Learn how to provide support and offer welcoming environments for LGBTQIA+ individual
- **Classes:** Harlingen 03/25, Edinburg 04/06, Brownsville 04/08

Mediation & Prayer

- To provide a welcome sanctuary for people of all faiths
- To provide mediation and prayer opportunities
- Counseling Center Sessions
- Learn How to Meditate workshops

Collaborations and Opportunities

Programs, activities, tabling, info session, classroom presentation, speaking opportunity, etc.

Contact Info & Locations: Brownsville – Student Union, 1.20 | Edinburg – University Center, 306A

Utrgv.edu/diversity, diversity@utrgv.edu or dreamer@utrgv.edu

Facebook @utrgvstudentlife

Jose Aaron Hinojosa, Program Coordinator, aaron.hinojosa@utrgv.edu, 956-665-2260

e. Luis Larraga, Development - Annual Giving

Annual Giving Manager, Division of Institutional Advancement, I love UTRGV Campaign.

One way that you do that every day is showing up to work. That leads me to believe that you believe in the mission, a way to affirm that belief, is by making a gift to the university and a gift of any size.

Give.utrgv.edu/iloveutrgv

V. Public Comments & Questions

a. Comments and Questions: Guests and Senators - Mr. David Torres/ Rebekah Sepulveda

ZOOM Q&A: Would Staff Senate consider forming a committee or task force to hopefully change the penalty for staff team members donating sickly to fellow staff? Who are in need, because of an illness? If we are not penalized for donating to charities during the giving campaigns. Why are we penalized for supporting and helping our fellow UTRGV team members? This is a way of transforming lives.

Do we know if they are referring to Tax Penalty? I want to assume that the individual is referring to the taxation that a person donating sick live is incurring into I don't have a lot of information. But I will recommend to bring in somebody from either the payroll office or HR benefits to talk more about it if there is there is a concern.

Question: Is Parking & Transportation still on the agenda for an upcoming meeting? The parking lot on Harlingen campus has been neglected for way to long and we don't have lines in the parking lot. It would be nice to have them back for an update on projects.

Comment: Staff Senator, Jocelyn Foster announced Food Pantry needs donations. They use donations to help our students. If you have items at home to share, please bring them with you.

She added and announcement of pennants for alum and staff. They were mailed out at the end of January, and they have a few for those who did not get one.

UT System Advisory Committee – Peter James Ehimika

He shared that this committee had the opportunity to meet with Commissioner of the Texas Higher Education Coordinating Board, Mr. Harrison Keller. One of the topics that came up was up was equity, especially as it pertains to, ethnic, racial socio economic and things of that nature. He asked if you have thoughts or ideas to share about equity as it pertains to UTRGV or ideas on how to improve different areas, he would like to gather ideas. He would like to gather feedback as well as solutions. You can email him at peterjames.ehimika@utrgv.edu

The Office of Student Rights and Responsibilities is looking for hearing officers hearing officers to serve. A hearing officer plays a vital role on campus as part of the student conduct process; a hearing officer role is to be neutral arbitrary for conduct cases, and act as a fact finder in cases that are being brought forward by the University. If you are interested, please contact Dr. Douglas Stoves at douglas.stoves@utrgv.edu or 956-882-5141.

A. Committee & Task Force Reports

a. Civic Responsibilities -

Ms. Veronica De La Garza & Mr. Matthew Pollock

- Cenus2020 – UTRGV has a complete Count Committee, there will be several events in March. Everyone is invited to participate. We have a Save the Date for April 2nd National Census Day. Early Voting starts on Tuesday, April 18th
- We have an election site on the campus in Edinburg. We're going to be doing a get out the vote pizza party.
- March to the Polls on February 26th

b. Administrative Processes- Ms. Monica Tovar & Ms. Isabel Saldana	Master list of Forms is still being updated and worked on with Annie Jones. We have seen some changes with URGV using Doucsign for forms and getting electronic signatures.
c. Staff Success - Ms. Karen Dorado & Ms. Teresa Villarreal	<ul style="list-style-type: none"> • They have 2 projects: Employee Appreciation Day and The Team Excellence Award. March 6th National Employee Appreciation Day, and we are planning events on all three campuses, reservations have been made, and we are planning food. • For Team Excellence Award, a call for submissions went out last week. We will be asking Senators to be part of the reviewers. Deadline to submit is March 9th
d. Communications - Ms. Noelynn Llasos & Ms. Yvette Padilla	<ul style="list-style-type: none"> • A couple of initiatives that we're working on our social media platforms we are on Facebook, Instagram and Twitter, we are starting a Get to Know your Senator Series, on a weekly basis • We will be partnering with Staff Success as they get started on their projects.
e. Workplace Civility Ms. Monica Tovar	<ul style="list-style-type: none"> • Recommending this to be taken Executive Board for discussion & Review with Dr. Arney for the HOP Committee.
f. Telecommuting Mr. David Torres	<ul style="list-style-type: none"> • Working on a draft for the flexible work from home telecommute policy with Annie Jones, Policy Communication Coordinator.

B. E-Board Reports

<p>a. Staff Senate President Update Ms. Rebekah Sepulveda Reminder for all Senators, please complete your DISC Survey. We will be reviewing a Holiday Calendar Schedule, and adding food pantry to the agenda.</p>
<p>b. Treasurer Update Mr. Nick Dubberly – No update</p>

<p>Motion to adjourn meeting was submitted by Mathew Pollock, motion was seconded by David Torres, and meeting adjourn at 11:27 AM</p>
<p>The next Staff Senate Meeting is Thursday, March 12, 2020.</p>