

UTRGV Staff Senate – February 11, 2021

Agenda & Minutes

I. Call to Order / Roll Call:

Present: Noelynn Llasos; Laura Ramos; Claudia Dole Morrison; Karen Dorado; Rogelio Chanes; Kevin Garza; Nicolas H Dubberly; Karina Herrera; Nicole Englitsch; Nayeli Garcia; Ashley Mercado; Juan Santos-Flores; Maria Juarez-Serna; Orlando Castaneda; Tammy Munoz; Veronica Villarreal; Armando Garza; Matthew Pollock; Marisa Campirano; Kelli Quin; Milagro (Millie) Resendez; Cordelia Rasa; Alisha Puentes; Teresa Villarreal; Irene Cardenas; Andres Chavez; Yadira Mejia; Caitlin Bruseth; Jacob Camacho

II. Welcome / Introduction: Staff Senate President – Noelyn Llasos:

- Reminder to mute mics and use chat box.
- Thank you to those using the Homecoming background and wearing red for heart month.
- Introduction of three new staff senators:
 - Marisa Campirano – Institutional Advancement
 - Kevin Garza – Finance and Administration
 - Veronica Villarreal – Health Affairs
- Moment of Silence in memoriam of Coach Lew Hill and others we have lost.

III. New Business

a. Campus Climate Survey Update - Nicole Englitsch:

- 2018 was our first survey; this is our follow up survey with same vendor.
- There are some questions about COVID and how the pandemic has been handled.
- February 8th – ModernThink email was sent out to all; please check clutter/junk folder.
- If you did not receive the email, please notify Nicole or Human Resources.
- There is no way to track responses back to employees.
- If less than five respond from a department, a summary response is given.
- Open until February 22nd – currently at 15% response rate.
- Last response rate was over 50% in 2018.
- Please encourage coworkers to take the survey.
- Website with more info: www.UTRGV.edu/campusclimate

If you are a fulltime employee and enrolled as a UTRGV student, you received 2 surveys. Please complete both.

The survey is available in English and Spanish.

It takes less than 20 minutes, and you can complete it during work hours.

Mobile friendly

Win UTRGV Swag!

b. Chair of Staff Senate Elections and Constitution committee- Caitlin Bruseth:

- Only staff senators will vote today; amendments will go out to staff later.
- First reading of proposed amendments from the Elections and Constitution Committee:

Article	Section	Line Item	Current	Proposed	Reasoning
V		1	All full-time, active, classified, or administrative and professional employees below the level of assistant vice president who are not represented by the Faculty Senate are eligible to vote for and be members of the Staff Senate.	All full-time, active, classified, or administrative and professional employees below the level of assistant vice president who are not represented by the Faculty Senate and have started employment at UTRGV by the first business day/operating day of the month of June during which the elections are held are eligible to nominate and to vote for members of the Staff Senate.	This addition will define the start date for those members of Staff Senate's constituency who wish to participate in both nominating and voting for their peers.
				All full-time, active, classified, or administrative and professional employees below the level of assistant vice president who are not represented by the Faculty Senate and have started employment at UTRGV by the first business day/operating day of the month of December immediately preceding the elections are eligible to be members of the Staff Senate.	This addition will define a start date that aligns with the current timeline for nominations and elections. Nominations are to be held no later than the third week in June, so defining a start date at the beginning of December would ensure that those nominated have six months of full-time, continuous service.
V		1	2 An employee must have completed six (6) months of continuous full-time service and be in good standing at UTRGV to be eligible for nomination as a member to the Staff Senate.	<The language will remain the same, but this item will be located in Article V, Section 1, Line Item 2, Subitem 1.>	Moving this statement helps punctuate the required timeframe and employee's standing for those interested in being nominated for Staff Senate.
VI		1	1 The Nominations and Elections Committee shall request from the Office of Human Resources the appropriate documents to determine all eligible employees.	The Nominations and Elections Committee shall request from the Office of Human Resources the appropriate documents to determine all eligible employees. To be eligible for nomination as a member of the UTRGV Staff Senate, an employee must meet the criteria in Article V, Section 1, Item 2.	Adding the second sentence helps clarify who an "eligible" employee is.
VI		1	2 All employees eligible as of the date of nominations may submit a nomination.	All constituents as defined in Article V, Section 1, Item 1 can submit a nomination.	Changing the phrasing helps clarify who an "eligible" employee is.
VI		1	3 A nomination list shall be distributed via electronic format to each eligible employee. The list shall identify the voting district and the number of nominations allowed per district, along with instructions for voting and/or electronically returning the form. This shall constitute the primary form of nominations and elections. Paper ballots can be used in the event of electronic equipment failure.	electronic format to each eligible employee meeting the criteria in Article V, Section 1, Item 1. The list shall identify the voting district and the number of nominations allowed per district, along with instructions for voting and/or electronically returning the form. This shall constitute the primary form of nominations and elections. Paper ballots can be used in the event of electronic equipment failure.	Adding to the first sentence helps clarify who an "eligible" employee is.
VI		1	4 Each eligible employee within a district may nominate one eligible employee from his or her district for each Staff Senate member that district is entitled to elect. Nominations will be made via electronic format or in writing in the event of electronic equipment failure.	Each eligible employee meeting the criteria in Article V, Section 1, Item 1 within a district may nominate one eligible employee from his or her district for each Staff Senate member that district is entitled to elect. Nominations will be made via electronic format or in writing in the event of electronic equipment failure.	Adding to the first sentence helps clarify who an "eligible" employee is.

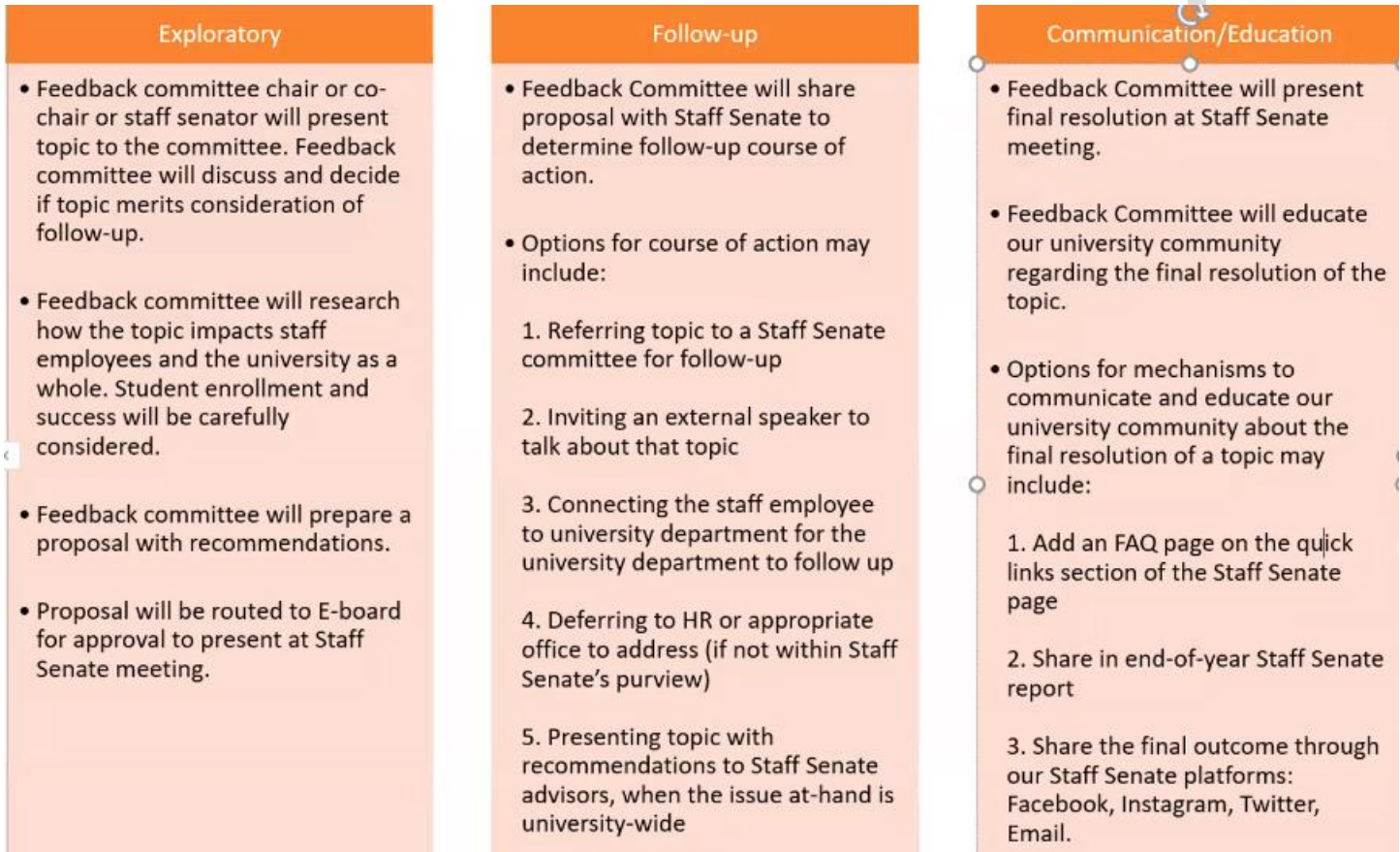
- Caitlin Bruseth: Motion made for approval or denial.
- Cordelia Rasa: Motion to approve all the proposed changes as is.
- Nayeli Garcia: 2nds the Motion
- No debate or discussion
- Matthew Pollock: with that changes have passed.
- These amendments will have a 2nd reading at the next meeting and will then go out to all staff for voting.

c. Communications Committee Senator Millie Resendez, Chair / Senator Rogelio Chanes, Co-Chair:

- Working on plans for Meet your Staff Senator events (March and April events).
- Meme Mondays will continue. Invite all to participate by sending pictures to staff senate.
- Wellness Wednesday – every other Wednesday; will have tips, recipes, etc.... for all kinds of wellness.
- Staff Senate Spotlight– hope to have first one next week will begin with senators serving last term.

d. Feedback Committee Senator Karen Dorado, Chair / Senator Nick Dubberly, Co-Chair:

- New and Improved Feedback form available now: [Feedback Form](#)
- Form is available for all members of the UTRGV community.
- Feedback Committee Process:



e. Interest Task Force Ms. Carla Lopez, Chair:

- Exploring opportunities to establish interest groups on campus for employees to connect, share feedback, etc. with each other.
- Met with representatives from another university to see how they have done this.
- Will be sharing more information as we have it.

f. Staff Success Committee Senator Claudia Dole Morrison, Chair / Senator Jacob Camacho, Co-Chair:

- Main focus is Employee Appreciation during the week of March.
- Events will be virtual and will have different sessions for health, wellness, professional development, etc. and swag prizes will be available.
- Working with vendors on discounts for that week.
- Bravo tool is useful for supervisors and all staff as way to say Thank You.
- Welcome ideas from everyone on ways to make UTRGV a wonderful place to work.

IV. Guest Speaker: Donna Ceglar – Microsoft Authentication Walkthrough:

- If you would like a live support session for your department, email:

- Donna.Ceglar@utrgv.edu, Jaime.Vasquez@utrgv.edu
- A Teams meeting notice will be provided for forwarding....

What

- UTRGV employees and students are being asked to register for:
 - **Microsoft Self-Service Password Reset (SSPR)**
 - and -
 - **Multifactor Authentication (MFA)**

(a single/combined registration process)

Why

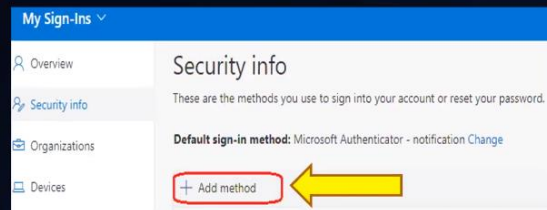
- Enhanced account access recovery (more options).
<https://myaccount.utrgv.edu>
will be updated to utilize the Microsoft Self Service Password Reset resource. In February.
- Easier two-factor. (more options, less cost).
Many UTRGV resources will be transitioned from Duo Mobile to Microsoft MFA. In summer (June-August).

Rollout Method

- Upon logging into the <https://my.utrgv.edu> portal, users are prompted to register. (More info needed prompt...)
- After registering, user may receive portal prompts to **add additional** authentication methods until they have a **minimum of**:
 - **Phone**
 - **Email address** (alternate / non-UTRGV email address)

NOW... (hands-on work)

- Verify your authentication methods
Access the My Sign-Ins page - <https://aka.ms/mfasetup>
- Select **+Add Method**. At a *minimum*, add:
 - **Phone**
 - **Email** (non-UTRGV address)



If you need help, enter your UTRGV email address in the meeting chat and Service Desk rep will connect with you.

- Link for above slide: <https://aka.ms/mfasetup>
- You cannot get a code via email; must download the app and follow prompts to get the QR code.
- Do not remove Duo Mobile yet; it will migrate to MFA later.
- Helpful links: <https://support.utrgv.edu/TDClient/1849/Portal/KB/ArticleDet?ID=122793>
<https://support.utrgv.edu/TDClient/1849/Portal/KB/ArticleDet?ID=118646>
- Skype will phase out (by Microsoft) and everything will roll into Microsoft Teams.
- Teams only mode to start February 23rd.
- Teams training are going on as well:
<https://www.utrgv.edu/it/blog/2021/01/live%20microsoft%20teams%20101%20training%20for%20utrgv%20students.htm>
- Zoom will not be phasing out. Our license is for up to 300 people; if you have an event that will be more than that, Teams is recommended.

V. Public Comments / Questions:

Kelli Quin – Faculty and Staff Fundraiser reminder:

- I love UTRGV campaign running until this weekend - <https://give.utrgv.edu/iloveutrgv>

Karen Dorado – Vaccine portal reminder:

- Encourage all staff to complete the portal: <https://www.utrgv.edu/vaccineportal>

VI. Guest Speaker: Dr. John Krouse – COVID updates, Q&As:

- Thanks to staff for all they do for us at the University.
- If you have not completed the portal, please do so even if you do not intend to get the vaccine.

- We can offer to all those 65 and over and those with significant medical illnesses.
- Giving about 1,400 shots a day now; combo of 1st and 2nd doses.
- Close to 15,000 have been vaccinated so far; majority are community folks.
- Community portal is suspended to catch up with those signed up as vaccines come in.
- It takes a large operation to do this; all vaccines are done by block appointment scheduling.
- Harlingen has been approved to be a vaccination hub in addition to Edinburg.
- Johnson and Johnson will be available by end of the month or so.
- Hope to have the go ahead by end of April to vaccinate the general community.
- The University would like to get back to full in person operations by the Fall.
- Very fluid situation, but we are optimistic about the Fall.
- Still important to wear your mask and practice social distancing.
- Try not to congregate in large clusters and settings.
- We will not go building to building to vaccinate; we have been told by Mike James and HR that when you can get a vaccine, you will be relieved of your duties for the time to go get the vaccine.
- We plan on updating the documentation and the FAQs on the COVID-19 site weekly for those who want more information or who have not made up their mind about the vaccine. If you have specific questions, covidvaccine@utrgv.edu is the right address. Phone lines are not a reliable way to contact due to the high volume of calls.
- You do not need to call to schedule an appointment; that is done online.
- The vaccines that are available have good activity against the variants / mutations. May be that over time, this could be something that we get annually, like flu vaccine.
- No evidence that any prior vaccines you have had will have any activity against the current COVID-19.
- If you have not been vaccinated specifically for COVID-19, you should be vaccinated. Do not assume immunity.
- If you have had COVID-19, you should be vaccinated. Recommendation of CDC is recovering from your acute illness then get the vaccine.
- Pfizer vaccine has been shown to reduce transmissibility of virus from those who have been vaccinated to others.
- Still need to wear masks even if vaccinated.
- All staff and employees will have equal access to the vaccine.
- Double masking can reduce the number of particles that are transmitted so purely on a theoretical basis, it does seem to make sense to double mask. Is it a practical improvement? I do not know that the data really is there yet. My advice is certainly you want to wear a mask. If you can double mask, yes fine to do that; if you cannot, wear one mask and I think that is the really the most important thing and masks need to have more than one layer of material.
- The corona variant has not been detected in the Valley to my knowledge. We are testing in our lab now for variants and will likely be a matter of time within the next week or so we will see variants here.
- The mRNA vaccines are extremely safe. The number of adverse events across millions of doses is tiny, the number of serious adverse events is miniscule.
 - These are not DNA vaccines; they do not alter your DNA.
 - These vaccines do not affect fertility.
- The vaccine will not be mandated by us or the state. It could happen in the future, but at this point, no.
 - Cannot say this came from eating bats in China. Data shows its animal transmission to human.
 - Data suggests this is **not** a virus that was constructed in a lab as a bioweapon.
 - N95 masks are great; work well. If you have access to them, encourage you to use them.
 - CDC says if you have COVID, once you are asymptomatic you can get the vaccine.
 - You do not have to quarantine after receiving the vaccine. It is not a live vaccine.
 - You cannot get the virus from the vaccine.
- If you have anaphylaxis, recommendation is if you have anaphylaxis from injections, that is a risk and discuss with doctor. If you have anaphylaxis to food, that is not the same. If you have any questions, ask your doctor.
- Schedule courses for in person classes for Fall; we will pivot quickly if needed. Will likely have some hybrid classes but should look more normal by Fall.

- None of the vaccines are approved for children. Pfizer is age 16 and above. Studies are being done now and hope to have more info by Fall.
- Do not know if children get antibodies from nursing mothers currently. If pregnant or nursing, consult with your doctor.
- Do not know anything about vaccine and vitamin and/or nutritional deficiencies.
- The 2nd shot acts like a booster shot.
- We are just beginning to understand this virus and much more to come.

VII. Adjourned Meeting: Motion from Rogelio Chanes; 2nd from Teresa Villarreal

Approved Minutes