

UTRGV Staff Senate – January 14, 2021

Agenda & Minutes

I. Call to Order / Roll Call

Present: Noelynn Llasos; Laura Ramos; Claudia Dole Morrison; Alberto Adame; Karen Dorado; Rogelio Chanes; David Torres; Nicolas H Dubberly; Karina Herrera; Nicole Englitsch; Nayeli Garcia; Ashley Mercado; Juan Santos-Flores; Maria Juarez-Serna; Orlando Castaneda; Tammy Munoz; Armando Garza; Matthew Pollock; 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 – Noelynn Llasos

Introduction of Executive Board: Noelynn Llasos, President; Yadira Mejia, Vice President; Nick Dubberly, Historian; Matthew Pollock, Parliamentarian; Alisha Puentes, Secretary; Cordelia Rasa, Treasurer; Rebekah Sepulveda, Immediate Past President

III. Guest Speakers

a. Dr. Janna Arney, Deputy President, and Interim Provost

- Thank you to all those serving on Staff Senate.
- First time in history, we have over 30,000 students enrolled this semester.
- This year is a counting year leading into legislative session, which can have big impact on our budget and operations; Veronica Gonzales would be best to talk to regarding impacts re: legislative session.
- We have had vaccination sites set up, but problem is getting the vaccines; as we get them, we will prioritize our UTRGV community; health care workers, over 65 and those with comorbidity were first allowed.
- we are working on an educational campaign to help people make informed decisions on vaccines.
- we are creating a portal where UTRGV community will be able to log in, create profile and provide preferences, get info, etc.
- Spring is going to look a lot like Fall – depending on your function and where you can best do work. Important that everyone stay safe regardless of where they are working. Speak to supervisor to know what your specific plans are. Hope to look more normal by Summer.
- On behalf of Dr. Bailey and all leadership, UTRGV is an incredible place and we are grateful we continue to thrive in conditions that are very difficult and unbearable at times. We are working tirelessly to make sure our campus community stays intact so our students continue to choose education.
- Please everyone continue to wear masks, be diligent, and be careful and safe. Remind others to do so as well because safety is first and foremost.

b. Mr. Chasse Conque, Vice-President and Director of Athletics

- We are so fortunate to be at UTRGV and having the success we are having during most unusual times.
- Thanks to our partners with UT Health and SOM for all their work and assistance with testing and vaccines.
- All 16 sports will be up and running soon.
- Student athletes continue to thrive during tough time and with tremendous support from faculty and staff:

**UTRGV ATHLETICS
IN THE CLASSROOM**
FALL 2020



3.25
DEPARTMENT
RECORD GPA



983
ACADEMIC
PROGRESS RATE

TEAMS WITH THE HIGHEST GPA

3.70 MEN'S GOLF
3.65 VOLLEYBALL

UTRGV STUDENT-ATHLETE
SPRING 2020



27%
RGV NATIVE



53%
TEXAS NATIVE



69%
DOMESTIC



31%
INTERNATIONAL

36 2019-20 WAC
ATHLETES OF THE WEEK



52 2019-20 ALL-WAC
PERFORMERS

- Had first sellout for men's basketball in over a decade (picture from almost a year ago)



- We will get back to this type of student experience and continue to be a point of pride and provide a great service; we want to make it more than just a game; an experience for all our campus with comradery and to socialize.

(Vaquero Village pictured below)



- Basketball is limited to 10% currently; volleyball to start in a few weeks; baseball will give an opportunity for more fans to be present.
- Examples of how athletics was able to engage with campus during the pandemic:
 - Rally the Valley Podcast – will continue throughout semester.
 - Goodnight Story of the Week
 - Miniseries: Road to Victory – 3rd episode coming soon includes what it's like to be in athletics during a pandemic
 - SPI series – didn't turn out as planned, but commitment is still there to bring basketball to Cameron County.



- Commitment to play more games at Bert Ogden Arena – great venue and close to campus.
- Allows for more fans due to social distancing guidelines – had 2 games there so far, more to come.

BERT OGDEN ARENA SERIES PRESENTED BY **THE CITY OF Edinburg**

2020-21 GAMES AT BERT OGDEN ARENA

Dec. 2	Texas A&M-Corpus Christi	4 p.m.
Dec. 2	Texas A&M-Corpus Christi	7 p.m.
Feb. 5	Grand Canyon	7 p.m.
Feb. 6	Grand Canyon	7 p.m.

GET YOUR TICKETS NOW
BERTOGDENARENA.COM

DON'T MISS ANY OF THE ACTION | **4-GAME PLAN STARTING AT \$27**

UTRGV BASKETBALL | **BERT OGDEN ARENA**

- Found ourselves with opportunity to be a leader and worked closely with many offices to launch wonderful way to carry on conversation about equality and stand up for what's right; launched vaquero pledge with student athletes; number of signed pledges has been remarkable, and we encourage everyone to sign if they have not already; will carry on this pledge for a long time.

Vaqueros United Pledge

As a Vaquero and member of the UTRGV Community, I am committed to upholding the rights of people of all walks of life and addressing the inequalities of society. I am committed to stopping divisive conversations and starting productive discussions that promote unity and understanding. I stand committed to the inclusion of all races, genders, religions, and nationalities. I stand united with my fellow Vaqueros against racism and hatred. We share a commitment to continuing the conversation of love, acceptance, and awareness for social justice and human rights. Together, we will promote peace, love, and equality.

We are Vaqueros for change. We are Vaqueros United.

UTRGV

- UTRGV License plates coming in March 2021 – will be for all the state of Texas – will share details soon.

Coming
March 2021

TEXAS
BBO1BR

UTRGV

- Big WAC announcement that is membership related coming soon and will strengthen the WAC conference and set the stage for wonderful future for UTRGV and WAC sports



- Staff Senate and Athletics did a Toy Drive that received over 100 toys for Edinburg Boys and Girls club this past fall; huge thanks to Athletics for their partnership.

IV. New Business

2020 – 2021 Staff Senate Committee and Tasks Force

I. **Communications Committee Senator Millie Resendez, Chair / Senator Rogelio Chanes, Co-Chair**

- Introduction of Committee members
- Purpose is to maintain the staff social media platforms and oversee communications between the staff Senate and our constituents, as was a greater campus community.
- Goals for this year: Staff Senate Spotlights; Meme Monday & Wellness Wednesday; Virtual meet your staff senate event; Open to suggestions and feedback and invite you to follow us on Facebook, Twitter, and Instagram

II. **Staff Success Committee Senator Claudia Dole Morrison, Chair / Senator Jacob Camacho, Co-Chair**

- Introduction of Committee Members
- Main goal is focusing on activities and events that will promote the appreciation, engagement, and participation of our staff – working on staff appreciation for March and then other activities later in the year; welcome feedback or suggestions.

III. **Elections and Constitution Committee Senator Caitlin Bruseth, Chair / Senator Irene Cardenas, Co-Chair**

- Introduction of Committee Members
- Purpose: to review the existing staff senate constitution and selection processes and recommend adjustments, as necessary.
- Goal: to complete tasks, especially those related toward the election process in a timely manner to avoid delays or any sort of complications down the road. Encourage any and all feedback.

IV. **Feedback Committee Senator Karen Dorado, Chair / Senator Nick Dubberly, Co-Chair**

- Introduction of Committee members
- Mission is to focus on seeking, reviewing, and sharing feedback from our staff employees and university community regarding resources, processes and initiatives that promote staff and play success in the workplace.
- Currently working on a roadmap for work as a committee that will include updating existing and developing new mechanisms to which employees can submit their feedback and then establishing a process through which feedback can be reviewed and routed for follow up. We will share these out with the university community as they are finalized. Encourage any feedback or suggestions.

V. **Work E-mail Task Force Mr. Peter-James Ehimika, Chair**

We will be reviewing some of the policies, standards, and practices as it pertains to the use of departmental email. And how that coincides with our style guide. Will have more updates in the future, but if you would like to get involved and you have great use of email or feedback on your emails, please email (Peter-James) to join.

VI. Interest Task Force Ms. Carla Lopez, Chair

Presentation was made by Rebekah Sepulveda, on behalf of Carla Lopez. Goal of task force is to bring together staff members who have similar interests. We are looking to implement a form on our staff senate website that will be used for the creation of these interest groups – if you have ideas or notions about this please let us know.

VII. University Processes Task Force Ms. Rebekah Sepulveda, Chair

Goal is to work with historian to have all different university committees that staff senate serve on listed on our website with full list of members.

*Task forces are being headed by nonactive staff senators because these are important initiatives. These are open to any staff who want to participate so please let us know if you would like to join or if you have any feedback.

V. Public Comments / Questions

Campus Climate Survey Update: Rebekah Sepulveda

Working on marketing campaigns as well as finalized questions for survey – hope to send in early February so please be on the lookout – will give out swag to some who fill out.

ModernThink will be sending the email on February 8th per Nicole Englitsch; can be completed during work hours; should take about 20 mins. If any questions, ask Rebekah or Nicole. Will share results by time Spring semester ends.

Return to campus events subcommittee: Karen Dorado

No in person events until further notice – still monitoring COVID-19 situation and will give updates when available.

- Click [here](#) for the Definitions of In-Person Meetings and In-person Events at UTRGV.
- If you deem that your proposed in-person event is necessary and warrants consideration for an exception by the Return to Campus Events/Gatherings Subcommittee, please complete this [In-Person Event Exception form](#).

ServiceDesk: Donna Ceglar

Reminder to do the Microsoft Self Service Password reset; Microsoft Authentication will replace Duo in the Fall; if you have questions or need assistance, please contact the Service Desk.

<https://support.utrgv.edu/TDClient/1849/Portal/KB/ArticleDet?ID=118646>

Student Life: Aaron Hinojosa

LGBTQ conference coming up at the end of the month - Sat Jan 30th - please sign up if interested.

Updates from Peter-James Emika who serves on Employee Advisory Council with UT System:

Meeting Summary:

Update from Matt Sorenson, PhD – Innovation Program Manager, UT System:

- Spring will look very similar to the Fall with continued virtual work.
- Enrollment across all UT institutions is up 2%, which is higher than the national average. Texans and beyond desire what UT provides.
- COVID vaccines have been rolled out and several UT sites were among the first in the state to receive and start distributing.
- Website to see what is happening across all institutions when it comes to COVID. UT Institutions Make Impact in Fight Against COVID-19
 - <https://www.utsystem.edu/sites/covid-19/ut-institutions-make-impact-fight-against-covid-19>

Susan Masson – Innovation Program Manager, UT System - spoke on the Internship Program:

- Paid internships for undergraduates as well as graduate programs this year.
- 2020 was to be the pilot year, but this is basically a "second pilot" since the pandemic changed how the program was done.
- The program has grown to include 11 different departments with 21-22 positions available.
- Events for recruiting will occur in January and February. March will be the interview process.

Special Guest – Karen Mooney, Mentoring and Coaching:

- Karen works at MD Anderson as an Associate Vice President in Facilities and is also an ICF certified personal coach
- There are several categories that seem similar. Good to know the difference between Teacher, Mentor and Coach. So it is good to know the definitions of each.
 - Teacher – Directing you and telling you how to do things
 - Mentor – Advising you based on experience
 - Coach – Asking questions to understand what they have done and learning what they want.
- Important to understand the difference between coaching and mentoring.
 - In coaching, you, as the participant will be doing a lot more of the work.
 - You are driving your career and your choices as the participant.
 - The coach determines who might be qualified to join a coaching program. Some institutions automatically put certain people into a coaching program.

Institution Updates:

- Most locations are continuing to operate like they were in the fall with some kind of hybrid work environment.
- Many of the institutions have considered space allocation and that that means for the future of working in the office, so there could be more that will move to permanently work from home.
- The health institutions were among the first in the state to receive vaccines and have already been able to vaccinate a large portion of front line workers, staff and students. Will be moving to patients soon.
- Most institutions are working on getting a formal mentoring program.
 - It seems a hybrid approach being able to work internally and externally would be the best.



Sub Committee Updates:

Diversity and Inclusion:

- Planning to create a toolkit to have “blind” hiring initiatives.
- Going to send a survey out to each of us on EAC to gather information and to be able to add to the toolkit.
- Starting to finalize getting the toolkit and would like to help get it out to each of the institutions.

Campus Safety:

- Main initiative to have a plan in place when things pop up. Not many were ready for COVID and the impacts it would have.
- Also, taking into account the physical safety for everyone that comes on campus.
- Working on a Campus Civility program as well. Would like to create something that can be shared across all institutions.

Telecommuting and Future Work:

- Plan to develop a toolkit for each institution based on some of the items we find that are the same across the institutions. Also planning to have some trainings to integrate everything.
- Met with the Faculty Committee and they voiced some concerns of working too much or not enough. Hoping that we can work together with them so they can voice their concerns at their meeting with the Board of Regents at the end of May.

Mentoring and Coaching:

- Plan to focus more on mentoring vs. coaching for this year.
- Matt Sorenson joined one of the committee’s meeting and has been helping to guide them with what might be beneficial as someone that has helped to run a mentoring program in the past.
- Going to keep working with each of the institutions to make sure they are hitting all the areas that are important.

Next EAC meeting will be March 5th.

VI. Adjourned to Closed Session: Motion from Cordelia Rasa; 2nd from Jacob Camacho