

Staff Council Meeting:

November 8, 2022 2:00 pm

Officially called to order at 2:09 PM

Close out at 4:01 PM

Present: Jessica Gossett, Amanda Brown, Kim Jeffries, Amy Bassham, Denise Rater, Alison Soeder, Coy Martin, Michael Cassias; Virtual members in attendance: James Vanbebber

Motion to approve October 2022 minutes: made by , Seconded by: , all approved

Financial Reports: review by Kim Jefferies. Motion to approve: Coy Martin; Seconded by: Jessica Gossett

- Request HR to fund the Staff Appreciation luncheon using existing HR funds
- Coy, Dr. Powell will request funds from Tammi Thompson with HR
 - Coy will have an update ready by next meeting
- Staff outreach and enrichment budget:
 - Identified savings, voted and approved at last meeting
- Events and Fundraising budget
 - Revisit at next meeting
- Staff Recognition and Appreciation budget
 - Revisit at next meeting
- Identified shortfall of \$7754.59; fundraising committee
 - Partnerships communication and letter – Kim Jeffries
 - Letter – allow sponsorship choice from those being requested
 - Utilize list in shared drive – request for other SC: review list and identify any areas for additional sponsorship
 -

Guest Speakers

- Dr. Joyce Miller
- Dr. Cephas Archie
- Dean's/Staff Council DEIA update
 - Start with establishing an initial overview of current DEIA work on campus, establish a committee
 - Newly formed committee starting Spring 2023
 - Dr. Miller shared with university committees and groups findings and what has been uncovered on DEIA initiatives to date
 - Focusing on wrapping in and strengthening Inclusion initiatives
 - Will share with us a final set of DEIA goals today
 - Start with establishing benchmarks and starting data to grow from
 - Institutional definitions of diversity
 - Don't define only the differences, but those things that also bring us together that we have in common

- Working with institutional and community members to establish a DEIA strategic plan to move forward together
 - Identified gaps can be filled by others than just institutional representatives and initiatives
- Review of Inclusive Excellence process and award
- Charge to Staff Council to work in and as leaders of the DEIA goals and initiatives
 - Convene the leadership of both and take the lead with Faculty Senate to have discussions on professional expectations, acceptable behavior, and opportunities for DEIA at TAMUC
- Questions
 - How is collaboration with the city going?
 - Going well, but not without challenges
 - If we need guidance in DEIA initiatives and next steps, who do we contact?
 - Dr. Archie's office
 - What is the process for awarding the Inclusive Excellence award?
 - Identify a staff and a faculty member to win from TAMUC, a choice will be made between these to move forward with the Chancellor's medal

Committee Updates:

- Recognition – Hattie Powell (Motion to approve: Kim Jeffries; Seconded by: Michael Cassias)
 - MVL changes
 - Sounds good- easier to organize. Council members in attendance supportive of these changes. Streamline budget requests and processes.
 - **UPD recognition**
 - Nothin' Bundt Cakes
 - Gift Bags, candy
- Events & Fundraising – Coy Martin
 - Pumpkin decoration event went really well, unofficial feedback was very positive
 - Thanksgiving food demonstration – later in November
 - Ugly Holiday Sweater Party – December
 - Holiday market
 - Recommend registration to help support and work the event
 - November 18, 2022
 - High rate of vendors and vendor requests for the event
 - There will be a vendor/hospitality area and room for vendors this year
 - Marketing- Denise will put up physical signs and city digital displays, Michael will contact KETR
- Communications – James Vanbebber
 - No updates
 - Will be working on website updates
 - Roadmap for Employees to Address Concerns
 - Continuously updated through ethics and compliance, HR
 - Good to include in employee handbook, DEIA handbook, etc.
- Outreach & Enrichment – Amanda Brown
 - Fall event being pushed to Spring – DYL event sessions

Commented [HP1]: This should be the Athletics department. We were looking to model the recognition we did for UPD (dispatchers).

- Schedule a session with new HR Compensation person regarding fair pay, job descriptions, etc.
- Coffee with Council – December 13th

Discussion:

- AWL survey results
 - Shared with HR, there will be a public response version shared without the qualitative responses
 - Responses are in line with expectations for community
- Co-host event with MRC
 - Michael will follow up
- Dallas Site event – scheduled for Fri. Jan. 6
 - Official invitations will be sent out for attendance
- *Diversity – purposeful recruiting for Staff Council and its committees*
- *Affinity Groups*
- *Select DEIA representative?*

Staff Council Representative Updates:

- *New Employee Orientation*
- *Campus Emergency Event*
- *Campus Safety Walk*

Commented [AS2]: Addressed at next meeting.

Next meeting: Tues. Dec. 13 @ 2pm (BA 218 & Zoom)