

University Staff Council Meeting Agenda

Tuesday, November 19, 2024

9:45 - 10:45am

General Services Complex 101 B/C

I. Welcome

II. Call to Order - Vice-Chair Katie St. Clair

Motion: Michelle Brown-Link

Second: Cindy McCasland

- Mission: The University Staff Council (USC) cultivates a collaborative work environment for Texas A&M staff under the Office of the President through quality representation, impactful service, innovative programs and open workplace communications.
- Vision: Staff feel supported, included and valued in this environment where we practice respect, excellence, leadership, loyalty, integrity and selfless service.

III. Roll Call of Members - Secretary, Clint Patterson

VI. Approval of Minutes - October 2024

VII. Treasurer's Report - Tracey Posey

[illegible]

VIII. Update from Meeting with Interim Vice President of Human Resources - Katie St. Clair

Discussed recurring themes related to FLSA within the organization, such as pay equity, exempt v. non-exempt, overtime

Recommendation is to clarify and develop consistent messaging

IX. USC Staff Inquiries - Katie St. Clair

Resolved: Recommended to utilize local flu clinics

New: concern(s) about healthcare data showing inside WebMD; potential for staff to opt out?

New: Doctoral Tuition Assistance - planned review by TAMUS; apply by May 31, 2025

X. USC Internal Committee updates

1. Branch Campus Committee

- Wesley Swanson
- Galveston Halloween costume stress relief event
- VetMed Halloween celebration; upcoming staff awards; design for new animal hospital
- Law School - topping out ceremony
- Dentistry - new staff awards; raised \$3000 for charitable campaign

Action:

Consider a North Texas gathering, similar to South Texas TAMU campus communities

2. Communications and Outreach Committee

- Chelsey Cooke
- TAMU @ work email (bi-weekly communication with TAMU staff; no more USC newsletter)
- USC meetings on LiveWhale calendar
- Use of digital signage in campus buildings

Action

Update Spring 2025 USC meetings in LiveWhale

3. Community Engagement and Respect in the Workplace (CERW)

- Noeline Gunasekara
- revamp staff appreciation event and narrative
- overlap/collaboration with SEF and PD committees, as well as new Director of Staff Advocacy and Support position
- CEHD Townhall Meeting on November 20

3. Elections Committee

- Mark Gleason
- special elections for officers - nomination due November 19th by 5:00pm
- fill vacancy in Division of Finance
- Bi-laws - up to 10 ex-officio positions

5. Professional Development Committee (PD)

- Michele Brown-Link
- Committee met November 11
- Mentorship Program for USC pilot in 2025
- Employee Learning Week update - all sections filled in BCS
- Action
 - Request for Common Grounds speakers/topics
 - Book club interest form link

6. Staff Emergency Fund Committee (SEF)

- Ashley Winterrowd
- Committee perceives an increase in number of applications
- Increase awareness in how to contribute/donate to SEF
- Action
 - Update USC website with SEF committee members & new/updated SEF application

7. Work Life and Benefits Committee (WLB)

- Rebecca Luckey
- No report; did not meet in November

XI. External Committee Appointments

A. System Employment Benefits Advisory Committee -

Rebecca Luckey

- #1 complaint is delta dental
 - TAMUS reviewing dental insurance; delta dental remains best option
- Committee met late October

B. Transportation Services Advisory Committee - Lt. Jennifer

Enloe

- Bush/Wellborn - bwx-bcs.org
- consideration for electric/micro-mobility (\$10 fee)

C. Dining Services Committee - Tracey Posey

- no update

D. TAMU IT Governance Program - Jeff Lowry

- no update

E. Strategic Budget Council - Katie St. Clair/Tracey Posey

- ~40 Strategic Budget Council meetings this season
- shared current schedule on USC Google Drive

F. Business Services Advisory Council - Katie St. Clair

- No report

G. Jed program Steering Committee - Melissa Bohnsack

-no report; meeting November 25

H. Sesquicentennial Executive Committee - Catherine Halverson

-Officially added to Committee
-Clint Patterson will share previous committee meeting notes

I. University Sustainability Advisory Committee - Sean Cargo

-meeting monthly
-discussed reporting matrix; anticipate institutional scores falling

J. AI Steering Committee - Daniel Roberts

-no report

XII. Additional Reports

A. Employee Learning Week 2024 update

2024-2025 Goals:

Enhance Communication Channels and Serve as a Liaison

Strengthen internal communication by serving as a liaison between staff and university administration. This includes implementing regular updates, gathering staff feedback, and addressing concerns to promote transparency and ensure that staff voices are heard.

Increase Visibility and Awareness of University Programs and Staff Council

Boost the visibility of the University Staff Council, its representatives, and university programs by developing targeted awareness campaigns. Highlight professional development opportunities and foster greater engagement among staff members.

Foster Staff Well-being and Professional Development

Focus on improving staff well-being, retention, and compensation by advocating for pay

equity, cost-of-living adjustments, and organizing professional development programs. Support staff growth through workshops, training sessions, and initiatives that enhance career advancement.

XIII. Adjournment

Motion: Cindy McCasland

Second: Michelle Brown-Link

Next meeting: December 17, 2024, in GSC from 2:30-3:30pm

No Common Grounds presentation/event.