University Staff Council Meeting Minutes  
Tuesday, September 21, 2021  
8:45-10:45 am, Rudder 601 or Zoom

I. **Call to Order**: Cynthia Billington

II. **Roll Call of Members**: Tamra Young

Absent: BB Barron-Gaytan, Kari DeStefano, Tracy Posey, Natalie Shaw

III. **Introduction of New Executive Committee**
Chair: Cynthia Billington  
Vice Chair: Sarah Franke  
Secretary: Tamra Young  
Treasurer: Eric Webb  
Member at Large: Kristina Ballard  
Member at Large: Monica Hartman

IV. **Google Drive Information**- Monica Hartman & Kristina Ballard
- Update the council on how to get into the USC Google Docs and all the additional resources that are also saved there.
- All committee Co-Chairs were asked to start saving their meeting minutes in the google drive for future reference.

V. **Survey for Meeting times**- Eric Webb
- Survey earlier in the summer on what times worked best for the Council. Most voted to alternate months with morning meets and afternoon meetings.

VI. **Diversity Commission Update**- Kristina Ballard & Cynthia Billington
- Met with President Banks, Dr. McGowan, Dr. Frank Ashley, and Dr. CJ Woods to discuss picking up and continuing the mantle of the Diversity Commission. Several of the committees were put on hold with all of the leadership changes. Dr. Frank Ashley announced he would carry these on but more specifically looking at kicking off a couple of initiatives right away. One of those is a mentorship platform that will help impact faculty and staff retention on campus. Additionally, an award proposal is being discussed to create a Diversity award in conjunction with the PMSA awards.

VII. **Update on monthly meeting with Vice President for Human Resources and Organization Effectiveness**- Cynthia Billington & Sarah Franke
- Met with Damon Slaydon and submitted the final position description for the USC Staff Administrative Assistant.
- HR is going to have someone from Flourish attend a meeting and discuss Well on Target, the Blue Points program and other incentives that TAMU Employees have.
Discussed the comp time for exempt employees and the Racial Climate Improvement and Education recommendations that were previously presented.

Discussed Alternate Work Location and the concerns that employees continue to have.

VIII. **Inquires:** Sarah Franke
- Several inquiries with Alternate Work Location (AWL) and the inconsistent application across campus.
- Feedback on the forum with President Banks with the USC which that input has been forwarded to President Banks.

IX. **Treasurer Report:** Eric Webb
- Current Operations Balance: $10,179.78
- Current Professional Development Balance: $1,279.78
- Expenses - Piada working lunch $59.39, Awards & More Name tags $142.50, Rental Equipment $50.00, Services Other Contracted $17.50, Time Works Unlimited - USC Awards $583.64, Charge to Kristina Ballard plants from Farm Patch $120.34, Chartwells $429.87, Rental Equipment $95.00, Services Other Contracted $70.00
- Total Charges for the Month: $1,568.14
- Total Account Balance: $11,459.56
- HR is giving the USC $10,000 to be added to the budget which will bring the current balance to $21,459.56.

X. **By-Laws Proposal:** Kristina Ballard
- Presented to the council to change the one At Large position to Parliamentarian and the one other At Large position to Logistics. This would be voted on by the council and the change to take place for the next Fiscal Year.

XI. **USC Committees**
1. **Branch Committee Members**
   - Stephanie Thompson (Co-Chair)
   - Tracy Posey (Co-Chair)
   - Cindy Hurt
   - Vernon Camus
   - Mohammad Younes
   - Brittany Ramsey

2. **Communications – Outreach**
   - LaTia Pevey (Co-Chair)
   - Joe Prather (Co-Chair)
   - Pam Praesel
   - Kristina Ballard
   - Cindy Billington

3. **Elections**
   - Marcos Mendez (Chair)
   - Sally Yang
   - Angie Vasquez
- Monica Hartman
- Tamra Young

4. IERW
- Jennifer Bradford (Chair)
- Kristina Ballard
- Lori Bienski
- Kam Milton
- Aimee Upton
- Crystal Riles

5. Professional Development
- Carria Collins (Co-Chair)
- Stephanie Gomez (Co-Chair)
- BB Gayton
- Natalie Shaw
- Katie Giordano
- Kaitlyn Kellogg

6. Staff Emergency Fund
- Tracy Young (Co-Chair)
- Kari DeStefano (Co-Chair)
- Bree Wright
- Agatha Alonso
- Vernon Camus
- Lori Bienski
- Sandra Church
- Kam Milton
- Cindy Hurt
- Liz Galvan

7. Work Life and Benefits
- Holly Hudson (Co-Chair)
- Liz Galvan (Co-Chair)
- Eric Webb
- Agatha Alonso
- Martha Parker
- Sandra Church
- Carria Collins
- Sarah Franke
- Tracy Posey
- Monica Hartman

XII. Next meeting October 19th in Rudder 601 from 1:30-3:30. A zoom link will also be provided.