

## General Meeting Agenda

Thursday, November 18, 2021 | 8:30-10:30 A.M. | Virtual Meeting - Zoom

- 8:30 a.m. **Meeting Called to Order** (please type your name in the chat for attendance purposes)  
Present: Sylvia Mansour, Tamala Boyd, Matt Keneson, Wanda Guntz, Maryls McKinney, Demetrius Johnson, John Shaffer, Destiny Jones, Dominick Morales, Diana Lomas, Sara Tate, Ty Middleton, Brandy Garcia, Jaime Fernandez, Damaris Ibarra, Amanda Perez, Brandy Barksdale, Nnennaya Ikquagwu, Amanda Ramon, Kat Carillo, Danielle Williams, Melissa Blanton, Clarisa de la Fuente, Estefania Casper, Terri Reynolds, Yasmin Codina, Edward Garza, Sapna Naik, Anna Boyer-Chadwick, Jake Erney, Jerry Smith, Jade Martinez, Cynthia Orth  
Absent (Excused): Amy Fritz  
Absent (Unexcused): Xavier Santos, Diana Almaraz, Olinda Ongay, Robert Ripley, Norma Gomez, Yvonne DeLeon, Jessica Dawson, Brandy Garcia

- 8:35 a.m. **General Announcements & Old Business**
- Vote on meeting minutes (September)

- 8:40 a.m. **University Service Updates (5 min each)**
- Alvarez COB Dean search – **Dominick Morales**
    - First round interviews complete
    - Submitted 6 names for review to provost Espy
    - One more interview pending
    - Provost Espy will decide how many will come for campus visit
  - Technology (TPPC) Committee Representative – **Damaris Ibarra**
    - Sylvia Mansour will represent Staff Senate at the TPPC
  - Inclusive Excellence Advisory Board – **Damaris Ibarra**
    - ADA UTSA maps are updated on a regular basis
      - 1604 Campus:  
[https://www.google.com/maps/d/u/0/viewer?mid=1ByGs2tI9O9lBgBk\\_35sOPvCLYmMYeR3k&ll=29.582665873899657%2C-98.619966599999998&z=16](https://www.google.com/maps/d/u/0/viewer?mid=1ByGs2tI9O9lBgBk_35sOPvCLYmMYeR3k&ll=29.582665873899657%2C-98.619966599999998&z=16)
      - Downtown Campus:  
[https://www.google.com/maps/d/u/0/viewer?mid=1LGy7BVt0a3uKWs\\_jnYs1scIjTWTdZoC4W&ll=29.423793911326914%2C-98.5037212&z=18](https://www.google.com/maps/d/u/0/viewer?mid=1LGy7BVt0a3uKWs_jnYs1scIjTWTdZoC4W&ll=29.423793911326914%2C-98.5037212&z=18)
    - All gender restrooms and lactation rooms locations across campus:
      - <https://www.utsa.edu/students/wellbeing/resources.html#lactation>
      - There are plans to increase the number of all gender restroom across campus, but it is all pending budget availability.
        - All Gender Restrooms typically require extensive remodeling as well as updates on plumbing to bring them up to code.
  - HOP Committee - **Jaime Fernandez**
    - Reviewed Annual Faculty Performance 2.11 on 11-11-21 and will vote on changes on 11-30-21
    - Will vote on 8.06 Special Use of Facilities changes on 11-22-21

- Other University Service updates

9:00 a.m.      **Presentation: IRMY22 in review – Veronica Mendez & Sheri Hardison**  
**Attached**

### Comments on the presentation

- **Are those operational review committee reports available publicly?**
  - Available on IRM website
- **The slide regarding staff marketing retention adjustments - how are you assessing the first bullet (hard-to-fill jobs, high turnover positions, highly skilled positions)? Will it be based on data from hiring/job descriptions or divisional lead suggestions?**
  - People excellence has data on the various position.
  - Divisional leads have data on high turnover and months empty
  - People Excellence will meet with Vice Presidents to go through this data and any additional information with individual groups
  - Meetings will start in early December 2021
- **Cost of living allowances**
  - Cost of living increases apart from merit.
  - Legislative mandated: Board of Regents indicates any increases in salary have to be related to performance. University Leadership attempts to set aside as much as possible to meet expectations on salary and assist with merits.
  - There have been various efforts such as yearly merits, compensation strategies, raising the minimum wage to compensate the fact of cost of living allowances are not applicable.

9:35 a.m.      **Committee Updates (5 min each)**

- Communications
  - No updates
  - Please submit photos to include them on the UTSA Senate website
- Community Outreach & Events
  - Will meet in December
  - Events will be moved over to Spring 2022
  - Adopt-a-family
    - Submission has been done
    - Family with small children
    - More information to come
- Elections
  - Will meet on 11/18/2021
  - Look at opportunities for Spring 2022 review process and what to do to improve elections piece
  - Look at the groups of each location.
  - DT representation independently as a potential option.
- Finance
  - Working on moving forward with getting t-shirts from Staff Senate
  - Looking into a re-quote
  - Cindy Orth added to finance committee
  - T-shirt: color might need to be changed depending on inventory
- Health & Wellness
  - Meeting with the REC to discuss Staff Olympics

- April 2<sup>nd</sup> Staff Olympics
- Various individual and team events
- QIC
  - Received QIC
    - Formal purpose to request days to work from home
    - HR Website: no formal process right now, more so talk with your supervisor.
    - <https://www.utsa.edu/hr/work-modality/>
  - Salary Transparency
    - Salary ranges available for classified positions
    - Not all positions are included
    - A&P positions are not available
    - Information on positions can be obtained from HR
- Staff Appreciation & Scholarships
  - No nominations for the month of November
  - Announcements typically increase the nominations
  - How to help in getting the word out
    - Template email and send it to your contacts
    - Social media strategy conversation

10:00 a.m.      **Sub-committee Breakout Sessions**

10:30 a.m.      **Adjourn**

**\*\*Next General Meeting: December 16<sup>th</sup> at 8:30 AM**