

THE UNIVERSITY OF TEXAS AT BROWNSVILLE AND TEXAS SOUTHMOST COLLEGE



Minutes – August 13, 2008 – Senate Retreat

Senators Present: Graciela Abrego, Diana Bustamante, Ricardo Camargo, Sergio Chavez, Roberto Cortinas, Flora Dietrich, Martie DiGregorio, Joe Escobedo, Maria Espinoza, Hilda Flores, Corina Garcia, Monica Garcia, Sandra Garcia, Christy Garza, George Garza, Nelly Gomez, Dina Guerra, Bill Harris, Milagro Hernandez, Yanet McClanahan, Guadalupe Meza, Guadalupe Molina, Juan Andrés Rodriguez, Dalyn Ruiz, Leonardo Salazar, Emilia Taylor, Leo Villarreal

Senators Absent: Eloy Alvarez, Bernice Castillo, Coral de la Cruz, Jaime Faz, Lynne Depeault, Olga Garcia, Rosa Garcia, Arturo Guerra, Mary Manzano, Brenda Martinez, Nora Perales, Orlando Ruiz

Guest:

Dr. Mari Fuentes-Martin-Dean of Students

The meeting was called to order by Juan Andres Rodriguez, President, at 9:15 a.m.

Juan Andres welcomed new, current and outgoing Senator and handed over the floor to Dr. Mari Fuentes.

Leadership and Teambuilding exercise:

Dr. Fuentes carried out a leadership and teambuilding exercise with the Senate. Each Senator introduced themselves and found out new information regarding their fellow Senators. The Senators worked in groups to establish cooperation with each other.

Business/President's Report:

Juan Andres presented the President's Report. He introduced the new senators as well as the current officers. A brief explanation of what the responsibilities of a Senator are. He gave a status on the projects for the 2007/2008 term:

Book Scholarship and Fundraisers:

The Senate awarded 36 Scholarships during Fall '07 and Spring '08 totaling in \$3,600.

A total of \$5,867.51 was raised with the Bowling Tournament and Schliterbahn fundraisers.

Revised Constitution:

The current Senate constitution was re-evaluated and UTB/TSC Staff employees voted on the ratification of an updated Constitution (HOOP 8.2.18). The new constitution has gone through the 2nd reading, referendum, and 1st Provost Council Reading-slight changes were made to the constitution. To complete the ratification process it needs to go through a 2nd Provost Council Reading, need approval from UTB/TSC President and needs to be approved by UT System.

Salary Study:

All employees were adjusted to earn at least 85% of the peer's median salary starting in 2006, continuing in 2007 and 2008. 287 job titles/codes were reviewed in 2006 and 732 staff members were adjusted resulting in approximately \$86,000 in adjustments. A detailed review of the Coordinator and Program Directors is still pending.

ULEAD:

A staff leadership program is being proposed for implementation to aid staff members. An advisory committee composed of faculty, administrators and staff established the curriculum and guidelines for the application process. Dr. Marilyn Woods will be informing the Staff Senate on when the program will be ready to begin.

Mandatory Annual Review:

The Senate Committee for HOOP policies met with Ray Coronado, H/R Director and Doug Arney, AVPA to adopt a policy that states that annual reviews are mandatory. A draft is being worked on based on the Rules and Regulations from the Board of Regents and the proposed policy will be presented to the senate for review when appropriate.

Standardized State Compensatory Time:

A presentation done by VPBA mentioned that UTB/TSC would be exploring the establishment of "a system to award straight comp-time for hours worked over 40/week" for exempt employees. Recommendation from the Staff Senate was that due to inconsistencies in the practice from exempt employees and their supervisor in regards to compensatory time, it would be favorable or adopt a similar "State Compensatory Time Policy" to the one currently in use by UT System.

Basic Merit Increase Differential:

With the aid of Faculty Senate, meetings with the President and Executive Council were held to discuss the Basic Merit increase differential between Faculty and Staff. The President's Council agreed to eliminate the differential and both Faculty and Staff will receive the same basic merit increase rate of 3%.

Other News:

Aided by Faculty, the basic coverage for UTB employees will automatically begin on September 1st, 2008. Prior policy was that the Basic Coverage Package would begin on the 1st of the month following a 90 day waiting period.

Elections:

The Senate voted in their new officers which are as follows:

President: Emilia Taylor

Vice President: Nelly Gomez

Secretary: Maria Espinoza

Treasurer: Graciela Abrego

Parliamentarian: Leo Villarreal

Historian: Dalyn Ruiz

Committee Selection:

It was decided by the Senate since most of the new Senators were not present a special meeting was going to be called so that committee selection could take place.

Goal Setting:

New President, Emilia Taylor, thanked our previous President and determined that our goals will be set with the constituent's concerns/questions from our General Staff Assembly.

Our meeting dates were set to the 2nd Wednesday of the month due to conflicts in schedules.

Adjournment:

The retreat was adjourned at 3:45 p.m.