

Minutes – October 14, 2021

Call to Order

- Dane called the meeting to order at 2:07 p.m.

State of the University Presentation by Dr. Walter Wendler

- Dr. Walter Wendler, President of WTAMU, spoke to Staff Council about WT 125 and the capital campaign, One West.
- Dr. Neil Terry is working with Dr. Wendler and the University on a new program that would allow WT employees, their spouses, children and grandchildren to attend WT for half price. All of the logistics have not been figured out, but there are high hopes that this will be accepted by TAMUS. They do not yet know if it will apply to degrees beyond a bachelor's degree.
- The 50/50 initiative is underway.
 - The University wants 50% to be traditional undergraduate students and 50% to be non-traditional students, such as those who are working parents or those of an older demographic.
 - Dr. Wendler believes that with lower birth rates, the average student could be between 26 and 30 years old. There are fewer college age students finishing high school, so WT must attract more non-traditional students.
 - 50% of students will be in the classroom and 50% will be completely online.
 - This is not an effort to shrink campus enrollment but to simply grow the enrollment overall by adding more online students.
 - This is also a reflection of a changing environment in which many people are seeking promotional degrees to increase workplace opportunities.
 - 50% of students will be undergraduate and 50% will be graduate students.
- While we had the third largest class of first time college students, enrollment was down due to fewer returning students. The retention rate at WT is not great, as only half of students finish within six years and many never finish.
 - WT is growing its programs, such as more master's programs and looking at more doctoral programs, as well.

Approval of previous meeting minutes

- The minutes were presented from the Sept. 9, 2021 meeting. Jeremie moved to approve the minutes with a second motion by Leo. All voted yes.

Updates and comments from Staff Council President

- Dane briefly went over the tuition and fee waiver of 50% that the president presented. The group agreed that the effort needed to include master and doctoral programs.
- The Employee of the Month guidelines are changing to include a check through HR to make sure the recipient is an actual staff member, even if they are not teaching. The online form is also now set up to ask the person submitting the nomination if the person is staff. Staff EOM is open to anyone who does not report directly to the President, including Assistant Vice Presidents.

Staff Council Subcommittees:

- Employee of the Month Committee – Leo
 - The second Employee of the Month for August is Stan Pena, and his reception is scheduled for Oct. 21.
- Treasurer & Scholarship Committee – Lauren
 - The committee is waiting on the Scholarship Office to give the greenlight to award scholarships for staff.
 - Lauren presented the Treasurer’s report, and a motion was made by Mary to approve with a second motion from Jeremie. It passed by all.
- Staff Appreciation & Events Committee – Darcy
 - The committee is looking at the best way to order pie for a Thanksgiving event for staff. Once those are approved, they will be ready to move forward.
 - On Oct. 28, 2021, Dane sent out an email to Staff Council asking for approval for the Sweet as Pie Thanksgiving event for staff. The costs were projected at the following:
 - Pie \$3.50 X 130 = \$455
 - Coffee if not donated \$10.99 X 4 gal = \$43.96 (96people)
 - Chocolate if not donated \$12.99 X 4 gal = \$51.96 (96 people)
 - Water \$1.49 X 4 gal = \$5.96 (96 people)
 - Photo booth \$75
 - Printing \$?
 - Total \$631.88
 - Several staff responded to the email to vote in favor of the project, which is to take place Nov. 10, 2021.
- Spirit Committee - Brittny
 - The Homecoming door contest went well and Judges’ Choice and voting lined up to produce the same winners.
 - The Buffalo Chip contest went well with no second clues needed for any day. They still need to draw a winner from those who found the Buffalo Chip.
- Professional Development Committee – Carolina for Abby
 - The committee is working on a book club to allow staff a chance to gather.
 - A proposal from Abby was given to the group (see attached). Staff Council members expressed their interest by a show of hands, which was nearly all.
- Communications & Outreach Committee – Jeremie
 - The website is updated and good to go.
 - Amanda asked members to return their forms for Monday and Wednesday posts.
- Election Committee – Carolina
 - Levi left Staff Council so there was a vacancy for an SSC employee, as well as the committee’s Levi had been serving. Kenneth Flatt will hold that spot. Welcome back to Staff Council, Kenneth!

New Business

- Dane asked if everyone felt OK about members of Staff Council being named as Employees of the Month.
 - Betty said there is already language in the document for that. It is allowed. Just because someone is nominated does not mean they will automatically be chosen as a Staff Employee of the Month.

Announcements

- If you need music for an event, please contact Dane. He is happy to set up speakers and play music. He enjoys helping.
- The next meeting of Staff Council will be held at 2 p.m. Thursday, Nov., 11 in the JBK Senate Chamber.

Adjourn

- The meeting was adjourned at 3:13 p.m.
- *Respectfully submitted by Amanda Rogers, Staff Council Secretary*

Thursday, October 14, 2021

- **Call to Order**
- **Dr. Wendler – State of the University Presentation**
- **Approval of previous meeting minutes**
- **Updates and comments from the President**
 - WT Tuition and Fee Waiver
 - EOM Nomination Guidelines
- **Old Business:**
- **Staff Council Subcommittees:**
 - Employee of the Month Committee - **Leo**
 - Treasurer & Scholarship Committee - **Lauren**
 - Approval of Treasurer's Report
 - Staff Appreciation & Events Committee – **Darcy for Beth**
 - Spirit Committee - **Brittney**
 - Professional Development Committee – **Dane for Abby**
 - Communications & Outreach Committee - **Sami**
 - Election Committee - **Carolina**
- **New Business:**
 - Employee of the Month; Staff Council Member Eligibility
 - Any New Business from the Floor?
- **Announcements:**
 - Family Weekend – **Sami**
 - Music for Event - **Dane**
 - Any other announcements?
- **Adjourn**

Staff Council



Treasurer's Report as of September 9 - October 13, 2021

Staff Council Operating Fund / 11-0785021-92

Balance 9/9/2021		Opening Balance	\$5,599.50
	1-Sep	Transfer from Designated Funds	\$3,290.00
	29-Sep	UPD Parking Permits	(\$1,220.00)
		Ending Balance 10/13/2021	\$7,669.50

Tuition Assistance Fund Scholarship / 11-0787001-92

Balance 9/9/2021		Opening Balance	\$76,010.00
	20-Sep	Contributions	\$80.00
		Transfer from Designated Funds	\$75,000.00
	9/13-9/22	\$250 Scholarship x2	(\$500.00)
		\$500 Scholarship x4	(\$2,000.00)
		\$1000 Scholarship x2	(\$2,000.00)
		Ending Balance 10/13/2021	\$146,590.00

Staff /Faculty Endowed Scholarship (Interest) / 50-0687212-92

Balance 9/9/2021		Opening Balance	\$3,088.98
	13-Sep	\$500 Scholarship	(\$500.00)
		Ending Balance 10/13/2021	\$2,588.98

Staff/ Faculty Endowed Scholarship (Principle) / 50-1687212-92

Balance 9/9/2021		Opening Balance	\$97,800.00
		No Change	
		Ending Balance 10/13/2021	\$97,800.00

Staff/ Faculty Endowed Scholarship (Interest) / 19-0487115-92

Balance 9/9/2021		Opening Balance	\$4,242.34
		No change	
		Ending Balance 10/13/2021	\$4,242.34

Staff/Faculty Endowed Scholarship (Principle) / 30-0689108-92

Balance 9/9/2021		Opening Balance	\$68,075.00
		No Change	
		Ending Balance 10/13/2021	\$68,075.00

WTAMU Staff Leadership Scholarship (Interest) / 50-0687163-92

Balance 9/9/2021		Opening Balance	\$1,176.22
		No Change	
		Ending Balance 10/13/2021	\$1,176.22

Outstanding Items	Amount
Total Outgoing	
Operations Account Balance	
Adjusted Balance	0.00

Staff Council Book Club Proposal:

Staff Council Professional Development Committee will host a book club once a semester, and once in the summer. Staff within the university will have the opportunity to vote on 3 books each session. The Professional Development Committee will be in charge of getting and selecting the 3 books. The target of the books should be with a professional development focus, and may include topics that are relevant to current world events, changes within higher education, or other topics as the committee sees relevant.

There will be two surveys. The first will be for staff to vote upon which book to do. The second will be to join the book club. I would like to propose that Staff Council provides 10 books for the club each time. These could be purchased by SC, or SC could find supporters and sponsors to purchase and/or provide the books. For example, the Education Department, SEES Professional Development Committee, etc. If they wish to provide more than 10, the first staff members up to that number that apply to join will receive a copy. After that, it will be up to the individual, or department that may send the individual, to provide a copy.

I also propose that one staff council member be in charge of the club, which can rotate over the semesters, but to remain the same for the duration of a book. This staff member should be provided a book by Staff Council, but will work to create discussion questions or topics of conversation for the meeting.

I also would like to propose that the second survey include a voting option for how often to meet. I think it should be up to participants for each cohort/club to decide if they meet once a semester, once a month, etc.

Books for Book Club Voting

Pick the three you are most interested in reading:

- *Designing Your Life* by Bill Burnett and Dave Evans
 - Show you how to use design thinking to create a meaningful, joyful, and fulfilling life. If you fully engage with the frameworks and self-reflections exercises, you will have a clearer path to creating a life worth living.
- *The Proximity Principle* by Ken Coleman
 - You find opportunities to do what you love by getting around the right people and being in the right places
- *Unbias* by Stacey Gordan
 - Addressing unconscious bias at work helps you understand concepts of workplace diversity, equity, and inclusion, shows you how to identify bias, and provides you with the tools for actively removing barriers and ensuring equity through your organization
- *Quiet* by Susan Cain
 - Cain argues that modern Western culture misunderstands and undervalues the traits and capabilities of introverted people, leading to “a colossal waste of talent, energy, and happiness”.
- *Start with Why* by Simon Sinek
 - Great leaders inspire actions, they don’t manipulate people to act. And they achieve this by articulating their WHY – the purpose, cause or belief behind what they are doing.
- *Dare to Lead* by Brene Brown
 - This book is about owning your fears, choosing courage over comfort and whole hearts over armor, and building an organizational cultures based on bravery and vulnerability.
- *Blink* by Malcom Gladwell
 - Focuses on investigating how first impressions help us make right decisions in some situations.

Staff Council Member	Term	EEO Category	Present	Attended Since June 2021
Betts, Abigail "Abby"	2022	EEO 3	N	3
Eatley, Julie	2023	WTAC	Y	4
Ellis, Sandra	2022	SSC	Y	5
Faltinek, Jerry	2023	EEO 3	Y	5
Ferrara, Barbara	2022	EEO 5-7	N	3
Flatt, Kenneth	2023	SSC	Y	1
Freas, Mary	2023	EEO 4	Y	5
Galloway, Carolina	2021	EEO 1	Y	4
Gaston, Lauren	2023	EEO 3	Y	5
Glenn, Dane	2022	EEO 3	Y	5
Green, Ryan	2022	SSC	Y	3
Green, Samantha "Sam"	2023	EEO 3	N	5
Lee, Brittny	2023	EEO 1	Y	5
McIntosh, Berlin	2022	EEO 4	N	5
Middleton, Jeremie	2023	EEO 1	Y	5
Mowry, Beth	2023	EEO 4	N	3
Palmer, Barbara	2023	EEO 1	Y	5
Reid, Leo	2022	EEO 1	Y	3
Rogers, Amanda	2023	EEO 4	Y	5
Thompson, Sami	2022	EEO 3	N	2
Webber, Darcy	2022	EEO 3	Y	3
Wilson, David	2023	EEO 3	Y	4
Wopperer, Jamie	2023	SSC	Y	1
Young, Sonja	2023	EEO 5-7	N	4