

## Attendance

- Present  
Hayford Osei, Julian Martinez, Lorraine Soli, DeAnna Crites, Alexandra Janney, Trennon Cavanagh, Jaclyn Mahlmann, Zelda Chacon, Ben Soto, Kit Wilson, Roxanne Singaas, Jessica Aleman, Erica Hill, Alexis De Leon, Alex Zavala, Christopher Palfreyman, Dianna Avila, Cynthia Duff, Christina Loftin
- Absent  
Ricardo Reyes, Sara Chapa, Nathaniel Galvan, Michelle Hollenbaugh, Jacquelyn Flowers, Maria Pedigo, Esmeralda Vasquez.

### 1. Call to Order

- Alexandra Janney called to order at 2:03

**2. Micheal La Torre – Free Speech on Campus.** Campus visitors may include clergy/preachers who give controversial speeches in public spots on campus. 1<sup>st</sup> amendment is “Free Speech”. There are some Free Speech laws in Texas including a law known as the “Hecklers Veto”. This makes it so it is illegal in Texas to drown out any speech (ex. If a controversial speaker is attempting to give a speech but someone is playing a trumpet loudly next to them in an attempt to block their speech). Faculty/Staff/Students who attempt to interrupt and block these “visitors” may be punished for doing so due to the “hecklers veto” law. It is important to note that Harassment and hate speech is not protected speech. “Free Speech Zones” do not exist on Campus. “First Amendment Fridays” are events where students are encouraged to attend to learn about how the 1<sup>st</sup> Amendment applies to life on Campus.

**2. Approval of Minutes** = Cynthia motioned to approve the minutes, Hayford seconded.

**3. Elections** – Christopher Palfreyman was elected as Parliamentarian by 17 votes (majority).

### 4. Staff Council Committee Reports

- President’s Report – Alexandra Janney – “Catapult Health” will be on campus during spring break to provide faculty/staff with check-ups (for insurance purposes). Two documents to review, Staff Council had no edits to the documents. Excellence award happening soon, please feel free to nominate a deserving individual. There will be an Interdivisional award in addition to the individual award. Awards to be presented April 24<sup>th</sup>. The Rising Tide award will take place today (Feb. 22) at 3:30 PM. Spring Break in the Day will take place March 13<sup>th</sup> in the Dugan Gym. Ben Soto will take over planning from Esme who resigned as chair of the committee. Ben Soto will also be chair of University Relations Committee. Ben will reach out to Lauran with the details of the event so she can make a campus announcement.

- Vice-President's Report – Trennon Cavanagh – Working on setting procedures so that supervisors are aware of the requirements for Staff Council when their employees join so they understand what is required from Staff Council members.
- Treasurer's Report – DeAnna Crites – All accounts are separated and ready to go. "In good shape" for the Spring event costs.
- Nominations and Elections – Trennon Cavanagh – Trennon will call his committee together soon.
- Communication Committee – Lauran Guerra – Will make Spring Break in the Day invite. Will also send March 4<sup>th</sup> reminder to campus announcements.
- Ad Hoc Bylaws Review Committee – Christopher Palfreyman – Already taken care of in the Fall. Alexandra recommended that Christopher join in on the Elections committee to make sure the bylaws are being followed.
- Benefits & Employee Development – Julian Martinez – Still accepting applicants for the Employee Excellence awards. Dorothy Yeater Scholarship coming soon as well.
- University Relations – Ben Soto – No report.
- Spring Break in the Day – Ben Soto – No report.

## 5. University Committee Reports

- Calendar Committee - Lauran Guerra – Has not met yet, will meet soon.
- Campus Wellness Committee – Zelda Chacon – Employee Wellness Cup has low participants, that program will be removed and committee is going to reevaluate other options. Some lunch and learns will be scheduled with HR and Blue Cross Blue Shield to go over medication coverage changes.
- Committee on Committees - Trennon Cavanagh –
- Environmental Committee – Hayford Osei – Hayford will be taking Nathan's place on this committee.
- Expressive Activity Committee - Ben Soto – "First Amendment" Fridays coming up. Controversial individuals come to campus before and after spring break usually. Be aware of anyone from off campus asking questions or filming. They may be filming "gotcha" videos and you could be punished for what you say as they do have a right to record in Texas.
- Faculty Senate - Trennon Cavanagh – Nothing to report.
- Historically Underutilized Business Comm – Ricardo Reyes – Not present.
- Institutional Effectiveness - Alexandra Janney – Has not met.
- International Education Committee - Hayford Osei – Has not met yet.
- Strategic Planning Council - Alexandra Janney – Has not met yet.
- Student Endowment Scholarship Comm. – Jessica Aleman – Has not met yet.
- Student Success Council - Jessica Aleman –
- Transportation Advisory Committee – Alexandra Janney – Has not met yet.

- University Safety Committee – Position had been vacant, Trennon Cavanagh will reach out to this committee.

## 6. **Liaison Reports**

- Advisor Update – Jaclyn Mahlmann – Headcount for Spring enrollment is up 6%. Subway has been repurposed into Salty Seagull – sandwiches are slightly cheaper than Subways. “Crave” in UC features mac-and-cheese, Indian food, and Latin food concepts. Island Café in Island Hall has also opened they serve pizzas and other options. The Dining Hall will be undergoing renovations this summer. UC will be receiving a “Bar and Grill” restaurant this Fall. No cost to the University – this will be covered by our contract with Chartwells. Trennon will look into gluten free options at these locations. Parking lot “R6” will be opened for all parking and directional flow will be updated. Jaclyn will be leaving the University. John LaRue will be serving as interim.
- HR Update – Save the date for April 24 for the Islander Awards. Theme is a “pep-rally” to increase liveliness at the event. Izzy will also be present at the event. 1-1:30 a mix and mingle will take place before the event. Free food and entertainment. Catapult Health will be on campus March 13th and 14<sup>th</sup> – free wellness exams.
- IT Update – Ben Soto – None.

## 7. **New Business**

- Zelda Chacon – SEBAC report - “Vision Plan” is out for “RFP” – not sure if premiums are going to go up or down – still in preliminary phase. Allowance for glasses and contact lenses will be considered when looking at these new vision plans. Looking at underutilization of the supplementary programs such as fertility program (“WIN” program) and diabetes programs (“VERTA” program). “GI Thrive” = gut health program now offered through the system. Some talk about considering coverage to the GLP-1 medications (weight loss drugs). System has contracted through Express Scripts to increase surveillance on individuals who have been prescribed weight loss drugs to get reauthorized to receive the medication. Requires a BMI 32 or higher – BMI 27 to 31 requires 2 co-morbidity. Once this goes into effect (~2 months), everyone has to get pre-authorization to continue to receive these medications. Pre-authorization lasts for 6 months. Also, Express Scripts will require individuals to enroll in their “lifestyle program”. You have to put in your weight 4 times a month in the app in order to stay on the weight loss drug. Failure to engage with the app OR failure to lose 5% of your body weight after 5 months = being dropped from the medication coverage. For January and February the payout for these weight loss medications is around 3.3 million dollars. Projected yearly payout is 30 million out of our self-funded plan.

## 8. **Good of the Order**

Motion to

9. **Adjourn** Jessica Aleman motioned to adjourn, Diana Avila seconded.

**Next Meeting**

March 28<sup>th</sup>  
2 PM to 3 PM  
UC Island Room