University-wide Information, Part 1; Employee Climate Survey, Noel Landuyt from UT Austin, Institute for Organizations Excellence.

- Soft measures to hard numbers — how we think about things affects how we do things.
- Theoretical basis — Organizational Value Chain
- We want >50% engaged. Currently: 17% highly engaged and 27% engaged; 44% total.

**Next steps**
- 25% of people who took survey believe nothing will happen with it. We need to prove them wrong by:
  - Engaging employees;
  - Reviewing and looking at the data;
  - Sharing the data;
  - Planning;
  - Acting.

**Article about Organizational Value Chain: People, Service, and Trust** • **Discussion**

- Benchmark data is important but more importantly is how we compare over time.
- Our best benchmark is improving the response rate. It is a measure of employees willing to engage, but as some engage, the responses can go down.

- Full assessment every 2 years. Can do a pulse more often.
- nlanduyt@austin.utexas.edu

**4. Minutes approved as corrected**

- **Approved as corrected**: Description of RMP 2.80 was corrected from “this puts 3.80 back in the RPM” to “this revises RPM 3.80 to be consistent with the ARP”.

**5. Old Business**

- ARP 16.12 Clery Act Compliance
  - Divide Part 9 into two sections: Timely Warnings and Emergency Notifications.

  - Timely Warnings are broader and include details of incident, evasive measures, resources (not text-friendly). Emergency Notifications might apply to only a building.

  - Moved and seconded — recommended for approval, but will return with changes. • Naming Committee Actions

  - All Namings recommended approval.
6. New Business

• ARP 5.40 Access to Student Educational Records
  o Students FERPA rights begin on the first day of classes, consistent with practice. o The Student Code of Conduct addresses summer terms.
  o Move to waive first read and approve; Recommended for approval with edits

7. University-wide Information Part II

• University Boards
  o Notice of creation of new boards and sunsetting of former boards

• First Amendment and Higher Education
  o Supreme Court has recognized academic freedom

o Discussion
  ▪ Private speech that is brought into public workplace is covered in part 2. ▪ Carrying the brand of your employer is a different situation.

8. Updates

• Faculty Senate: Will be looking at the Land Acknowledgment Statement.
• General Counsel: NMSU Sponsored Youth Programs.

o There will be information about this next month

  • Athletics: Baby Race and Teddy Bear Toss at upcoming basketball games.
  • Employee Council

o By-law change: allows chair to serve for 2 years; allows non-exempt employees to serve.
Upcoming elections have been postponed • University Advancement

Tina Byford is retiring. Giving Tuesday

- Raised $3.7 million and added 42 new endowments. >$16.7 million was raised in 5 years of GT's. 215 donors were students.

Campaign
- Ignite Aggie Discover Campaign completed!

Master’s and doctoral students will be graduating together on Friday, December 13.

9. Announcements

- Asbestos abatement in O’Laughlin House during the week of December 16.
- Spring CART exercise on April 14, 2020 after UAC.
- Alumni is hosting a welcome to new Aggie Alums on Thursday, December 12 at The Game on University. All are invited to attend.