We have been informed there will be construction on Ocean Drive between Poenisch Park and Ennis Joslin between December 9 – 17. Lanes may be reduced to one lane. Please be careful when driving through this area.

**Budget**

The November Workday Webinar spotlighted Position Costing Allocations, an important topic to know when processing transactions in Workday. The Position Costing Allocation maps an employee’s payroll to a Departmental source account. If this step is skipped there will be delays in the employee’s payroll expense posting to a department’s account which will cause the Department’s actual expenses to be understated until the corrections are complete. Please watch the latest Workday Webinars on Costing Allocations to learn about this critical data element in Workday.

**Human Resources**

After months of work, the implementation stage of the staff salary study has begun. Overall, the study determined that on average our employees are at about 90% of market median.

1. Approximately 20% of our workforce are paid at or above market. None of these employees will receive an increase this year through the staff equity study.
2. On the opposite end of the spectrum, about 40% of our workforce are earning less than 85% of market.
3. The salary increase model for Year 1 provides increases to about 40% of our staff – approximately 330 employees. The salary increase model that has been approved takes into consideration the distance from the market median and time in job.

HR will be posting additional details, to include the Salary Increase Matrix for Year 1 and will be providing guidance and market information to hiring managers so that informed decisions about pay are made.

HR anticipates increases to be effective January 1 and will be providing all employees with a communication explaining the process and informing them of any increase sometime in December.

**Information Technology**

For the Fall 2019 semester, the Office of Distance Education and Learning Technologies re-designed required workshops to be delivered as fully online courses, as opposed to the two-day, multiple workshop structure. On November 19, twenty-three TAMU-CC faculty, from different disciplines, graduated from the inaugural, fully online, Best Practices in Online Instruction course. The workshop modeled the effective online delivery of teaching and learning and promoted the use of digital strategies for active classroom learning. Faculty who completed the workshop were able to gain a unique perspective of online courses and the student experience.

The Commission on Colleges of the Southern Association of Colleges and Schools (SACS-COC) requires that its member institutions devise a Quality Enhancement Plan (QEP) in order to be reaffirmed for accreditation at the institution’s decennial review. After a thorough topic selection process, the University has selected Digital Information Literacy as the topic for its QEP, now referred to as iKnow. The goal of iKnow is to prepare students to find, evaluate, create, and communicate knowledge using digital technologies so that they can successfully and responsibly navigate the increasingly complex modern information landscape as global citizens. Students who develop a critical awareness of information along with the skills to utilize information technologies efficiently and effectively will be more likely to succeed academically and will obtain marketable skills needed to advance professionally in the competitive global workforce. These efforts will further the University’s commitment “to preparing graduates for lifelong learning and responsible citizenship in the global community.” Upon graduation, students should obtain the necessary skills to use information and digital technologies efficiently and effectively to further their engagement with the vital professional and civil issues ahead of them. More information about the iKnow QEP is available at https://iknow.tamucc.edu/ The QEP will officially kick off in Spring 2020.
Facilities

When you report something that seems broken, unsafe or wrong in the office or campus you could potentially save someone from being in harm’s way. An informed and alert team plays a critical role in keeping the campus safe. Report a facility issue by emailing facilities.services@tamucc.edu, calling 825-2324, or by logging into Maintenance Connection.

Roofs Update: UC Roofing ($1.4M – 100% design) complete and Wall ($2.4M – Construction In Progress)
Reminder - A large portion of the courtyard between the UC and Robert R. Furgason Engineering Building and the circular drop off is being utilized by the contractor. Please be sure not to enter the construction site. All entrances to the UC will remain open for the duration of the project. New posting for the roof project was done at the end of November and will close early January. Construction is estimated to start in February 2020.
CI Roof: (95% design) Repairs contingent on funding with an estimated construction during Summer 2020.
Master Planning: Scheduling meeting for marketing brochure image development with final presentation expected in late Spring.
Pavement Condition Assessment: Phase I repairs of Tarpon, Curlew, Sand Dollar, Seabreeze and Wave Crest Drive will be scheduled for maintenance and renovation Summer of 2020 contingent upon funding. Phase II was just approved for evaluation of the campus west side parking lots.
Elevator Program: ($3.2 M) TDLR repairs have been completed. Library and PAC elevator restorations to start in January 2020. CCH engineering started October and estimated construction to start in January 2020. Faculty Center and Center for the Arts engineering to start in 2019.
Autonomous Vehicle: Construction for Boat Barn is complete. New vehicle to begin operation January 2020.
PAC/CA/USC Hot Water Line Repairs: HVAC hot water lines behind USC have been repaired and hot water has been restored to all buildings affected. Contractors began insulation and backfill with an estimated completion date of December 6.

UPD

University Police Department has upcoming changes in personnel that will occur in December. Mr. David Weaver will be assuming duties as Supervisor of Security Services Division-Access control division and Mr. Roy Dilks will be retiring at the end of this month and Ms. Brenda Martinez will be assuming the duties of Parking Division Supervisor.

New Faces to F & A

Please welcome Keith Miller to the F&A Team. Keith is the new Associate Athletic Director for Compliance and started with TAMU-CC on November 4. He most recently served as Associate Athletic Director for Compliance at Baylor University and has a plethora of experience in Athletic Compliance. Keith’s office is in the Dugan Wellness Center #213 and can be reached at ext. 2858. Please join us in wishing a warm welcome to Keith and his family to Corpus Christi and the Islander family.

Mark your Calendars

December 5 – Tamalada, 11 a.m.-1 p.m., UC, Anchor Ballrooms
December 11 – HUB Purchasing Training, 9:45-10:45 a.m., OCNR 258. Please sign up through TrainTraq.
December 12 – Islander Buy Basic Training, 2-3 p.m., OCNR 243. Please sign up through TrainTraq.
December 17 – IslanderBuy Refresher Training, 2–4:30 p.m., OCNR 240. Please sign up through TrainTraq.
December 18 – Procurement 101 Training, 9-11 a.m., OCNR 259. Please sign up through TrainTraq.

For upcoming events, please click here https://www.tamucc.edu/events/