

UT Staff Council
General Meeting Minutes
May 17, 2012
MAI 212
2:00 PM

Note: This meeting was not webcast.

Present: Anderson, Anthony; Baldwin, Ryan S, Banbury, Alex ; Bevington, Lizbeth; Bitzel, Alanna (?); Brozowski, Tracy; Buckner, Patrick D ; Bumpass, Anthony B ; Burton, James D ; Carella, Kimberly A ; Cicchini, Emily B ; Costa, Richard L ; Crawford, Cynthia L ; Cross, Katherine A ; Dana, Jacqueline A ; Danford, Jennifer D ; Davis, Dawn M ; Dillingham, Debbie G ; Durst, Mary; Ellinger, Jeff W ; Farahnak, Jeannie; Ford, Kayla; Frahm, Erika L ; Frehlman, Barbara (?); Galewsky, Dan; Gavenda, Philip M ; Glenn, Dylan ; Gregory, Joseph ; Grier, Vickie; Hard, Nancy L ; Hebert, Phillip ; Hernandez, Diana ; Kaufman, Cheryl; Kinast, Lauren M ; King, Charles R ; Kinsely, Julie (?); Kresha, Matthew R ; Kruse, David L ; Larsen, Janet L ; Lira, Leticia A ; Lloyd, Teresa (Teri); Macias, Remigio R Jr ; Martinez, Brandi J ; Mirakoito, Angela; Neyens, Daryl; Oranday, Anselmo G ; Ozuna, Derrick (?); Peterson, Lorena A ; Pinckar, Elaine (?); Radke, Tina M ; Riddington, Ian; Roberson, DeCarlos (?); Rodriguez, J. Gumaro; Sova, Lisa R ; Tendler, Stuart M ; Thomas, Gary A ; Thompson, Alesha; Valdez, Robert A ; Warden, Catherine M ; Will, Brian; Wills, Kenneth.

Excused: Borne, Anna C ; Riazzi, Carol B ; Richmond, Jo Ann ; Ricke, Sara A ; Schwartz, Laura M ; Smith, Dijaira B ; Strank, Shannon M ; Whitten, Brandy L.

Absent: Abusali, P A M ; Ahmadi, Anita; Bandy, Jamie R ; Barber, Mark ; Baxendale, John T ; Berra, Daniel L ; Blaney, Karen R ; Bolinger, Eric C ; Brown, Clifton L ; Campbell, Cierra R ; Carney, Deborah J ; Christiansen, Brant C ; Collins, David L ; Cramer, Lisa S ; Delgado, Sergio D ; Dupree, Craig ; Jones, Belinda J ; Kalergis, Karen I ; Kindschi, Rebecca D ; Lamphear, Anna J ; Montroy, Kimberly J ; Nacca, Elise M ; Norfleet Williams, Marie ; Olivarez, Susanna ; Pratlett, Kelly O ; Radbil, Richard S; Richardson, Stephen K ; Uribe, Echo ; Yeomans, Jeffery S;

Guests: Cynthia Ivey, Jen Sims, Clare Moore, President William Powers, VP for Human Resources Debra Kress

Meeting Called to order at 2:00

Chair Erika Frahm puts forth a resolution in support of President Powers. Motion to pass, seconded, no discussion passed unanimously. The President thanks the Council for the resolution of support. "It's sustenance for my soul" to get down to the business of running this fine university with the staff.

Chair's Report – Erika Frahm

The chair mentions includes upcoming forum Igniting Creativity & Innovation Monday, June 11, 2012 11:00am – 12:15pm ACES 2.302 (AVAYA) with HR and Ombuds Office and confirms that there will be new smoking surcharges starting in September. More details on that policy as they are solidified, but it is going to happen, \$30 per person, per month, with \$90 cap per household. Reporting is still self monitored.

Vice Chair Report –Joe Gregory

Vice Chair welcomes new members and gives rock n roll order to get involved in challenging times.

Recording Secretary – Emily Cicchini

Presents the April minutes which are passed unanimously.

Presentation of the Annual Reports to the President

PERKS Committee

PERKS Committee presents report with a focus on Wellness.. Wellness is an ongoing effort and there has already been much progress. Mr. Hebert gives thanks to Clare Moore for collaboration during this year with his committee on these issues. The highlights of the recommendations include more healthy menu options at UT, including improved catering and vending machines options and farm to work farmers market options. Mr. Hebert talks about all staff being a family and how the university works because staff work. The committee proposes the creation of an endowment to support staff initiatives, more flexibility for the voluntary leave transfer program for chronically ill staff at the staff to staff level. The committee realizes that changing the voluntary leave pool is policy intensive...we want to help but know it needs to be a collaborative effort. The committee reports that the Employee Discount Program is still in play for improvements and advises council continue working on this next term starting in June 2012. There is breaking news that Weight Watchers at work has been approved for campus! These are the small kinds of changes that can help improve the quality of our work life here on campus.

Talent Management Committee

Professional Development for staff is the primary concern of this report. The committee worked with Career Smart to re-launch the training index, which has lots of great opportunities, free and pay to play. http://www.utexas.edu/careersmart/txclass/popular_courses.php
The committee also did a survey to find out what was wanted and needed across campus. 502 supervisors responded, and indicated that position-specific advancement during work hours was strongly supported for non supervisors during work hours. The supervisors also indicated that specific position advancement was needed but that other personal development should occur after work hours. As one employee expressed, "You don't need to know anything that is not part of your current job." This theme of comments indicated supervisors sometimes discourage professional development, perhaps for fear of losing staff member. The committee

also worked on a PD library. Library services is making a collection for PD available. The committee proposes a special portal for this, including online resources, and a dedicated position to support and maintain it. The goal for the Professional Development for staff should be guided by the following quote: "Find out what one is fitted to do, and the opportunity to do it, is the key to happiness." John Dewey.

Workplace Environment committee

Custodial services and safety were key areas of Workplace environment report. The committee recommends that an annual forum be held to educate about custodial services, and encourage more communications like schedule changes. Safety recommendation is also a fall forum, together with other groups doing similar forums around campus. Specific concern about Manor Garage crossing, lighting, night time walking on campus at night, like expansion of the Surewalk program. Surewalk is a student run escort program. It's recommend to look at expansion for more hours.

Chair Frahm reminds staff of impact with Ombuds, Jen Sims, and Wellness coordinator, Clare Moore, as a result of our work as UTSC.

President Powers Responds to 2011-2012 Reports

The President responds to last year's reports, and explains how they will respond to this year's written reports over the next year. He acknowledges past President Faulkner's efforts to create Staff Council, and the Council for its effective structure, this term and previous. He is enthusiastic about the Executive Committee monthly meetings with leadership to really help to keep issues moving along and offers to come to more regular meetings of the Staff Council as well. President Powers talks about tobacco surcharges, how he's not please about them, and is still working with System on it. It is not a insurance premium, and there are still questions how can it be reported. What about casual tobacco users? He understands it is a big financial burden to answer truthfully. He suggests a staff wide survey about pet peeves, little things, like no personal mail in the outgoing campus mail. Some things do not needed to be a policy, people can be responsible, just don't abuse the system. Also, an example of a pet peeve resolved is opening up certain F parking after hours. Things like that we could improve easily, or could get out the word better and could be easy wins are good areas for Staff Council to focus on.

- [Compensation and Benefits](#) & [Job Security](#)

Then, the President responds to compensation and benefits issues. While there has been little growth, they realize it can't go on forever. Hard to adjust across the board. Job description, salary rates, all are important, both internally and externally. It is an ongoing process to review and clarify. This year, the staff can expect not a salary increase, but a one time structural adjustment pool. Will take input from executive

committee on the methods. There is inequity, some markets more competitive than others. Other possible considerations include non salary benefits, more flex work schedule implementation, as they are allowed. President Powers is frustrated by lack of penetration of the Flextime policy across campus, including in/out times, longer lunches to accommodate business, working from home. He's working with the Deans on down to encourage more use across campus. He encourages support for laid off staff, positive letters of support, better info online on HR website to help for those who are impacted by workforce reductions.

- [Wellness](#)

HR hired the wellness coordinator, President Powers can't take full credit, it was in play before he got involved. But he commends Clare Moore for doing a great job.

- [Transportation Solutions](#)

President Powers acknowledges that the structure to get input was in place, but staff wasn't represented. Now we've got a rep with P&T, he hopes that there can be more fruitful resolution of staff issues regarding Parking and Transportation.

President Powers again commends the Staff Council for the valuable service they provide to the entire community, by keeping the staff voice present in the workings of the institution. He believes that the staff is one of the most valuable assets of the university, and thanks us for our service.

Meeting adjourns at 3:27 PM