

Please note: These minutes were not brought before the Staff Council for official approval.

UT Staff Council: General/Working Meeting

January 19, 2017

POB 2.302, 2:00 – 3:30 PM

Roster:

| Name | District | Attendance |
|----------------------|-----------------|-------------------|
| Jaime Davis | 110.1 | P |
| Malena Castillo | 110.2 | Absent |
| Chelsea Cowley | 120.1 | P |
| Victoria Cervantes | 120.2 | Absent |
| Wendy Nesmith | 130.1 | P |
| Larayne Dallas | 130.2 | P |
| Daedelus Hoffman | 130.3 | Absent |
| Rebekah Sylvia | 140.1 | Absent |
| John Vernon | 140.2 | P |
| John Vernon | 140.2 | Absent |
| Jessica Meyerson | 151 | Absent |
| Elizabeth Krieg | 160.1 | P |
| Kristine Mae Manahan | 160.2 | P |
| Michelle Monk | 170.1 | Absent |
| Lauren Phillips | 170.2 | Absent |
| David Barrett | 190.1 | P |
| Stephanie Hill | 190.2 | Absent |
| Amy Reyna | 202 | P |
| Sarah Shields | 210.1 | Absent |
| Sarah Parker | 210.2 | Absent |
| Karen Little | 220.1 | Absent |
| Maureen Kelly | 220.2 | Absent |
| Noemi Govea | 230.1 | P |
| Page Stephens | 230.2 | P |
| Alex Reshanov | 240.1 | P |
| Bug Davidson | 240.2 | Absent |
| Jessica Crawford | 251 | Absent |
| Christian Glakas | 262 | P |

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| Ellis Trinh | 282 | P |
| Tiffo Carmichael | 291 | P |
| Patrick Stafford | 300.1 | Absent |
| Teresita Gonzalez | 300.2 | Absent |
| Gabrielle Harding | 311 | Absent |
| Philip Pool | 322 | Absent |
| Rachel Poole | 342 | P |
| Ana Aguilar | 360 | P |
| Rebecca Fitch | 360.1 | Absent |
| Pratikshya Rijal | 371 | Absent |
| Mirna Benhamou | 382 | Absent |
| Jeff Meserve | 391 | P |
| Sonja Hartley | 402 | Absent |
| Shannon Mann | 411 | Absent |
| Joe Posada-Triana | 422 | Absent |
| William Pieper | 431 | Absent |
| Sean Saxe | 442 | P |
| Marcy Drapes | 451 | Absent |
| Joseph Bussey | 460.2 | P |
| Ricardo Vela | 461 | P |
| Michael Walker | 470.1 | P |
| Wendy Nelson | 470.2 | Absent |
| Vicki Miller | 491 | Absent |
| Robert Hernandez | 511 | Absent |
| Stephanie Myers | 522 | Absent |
| Tamika Thomas | 530.3 | P |
| Eda Matthews | 540.1 | P |
| Tracy DeMont | 540.2 | Absent |
| Stephen Walker | 550 | P |
| Brian Hurdle | 550.1 | Absent |
| Caroline Taylor | 550.2 | P |
| Larrimie Gordon | 560.1 | P |
| Anthony Pass | 560.2 | Absent |
| Danielle Myricks | 560.3 | Absent |
| Courtney Glynn | 560.4 | Absent |

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| Derrick Ozuna | 600.2 | Absent |
| Marisol Sanchez | 600.3 | Absent |
| Susan Stockton | 610.1 | P |
| Luke McEneny | 652 | Absent |
| Gary Kosmas | 660.1 | Absent |
| Jocelyn Elder | 660.2 | Absent |
| Maria Ruffino | 660.4 | P |
| Rachel Cohen | 660.5 | P |
| Miles Sapp | 672 | P |
| Trina Calkins | 692 | P |
| Elizabeth Cobbe Goeller | 701 | P |
| Jenna Dugan | 999 | P |
| LeeAnn Gibson | 999 | P |
| Jason Eitelbach | 999 | P |
| Tracy Brzozowski | 999 | Absent |
| Bryan Hill | 999 | Absent |
| Dustin Slater | 999.5 | P |

January Meeting:

The meeting was called to order by Christian Glakas, UTSC Chair at 2:05 PM

Issues Committee (Elizabeth Krieg):

Results from the UT Staff Council Staff Survey were shared with President Fenves, who said he had hoped for more respondents. The survey was sent to approximately 10,000 people and there were just under 1,500 responses, with 11 of those in Spanish.

Question 1 asked constituents what they wanted to see Staff Council work on. Top three results include:

- Flex Work
- Professional Development
- Health/Wellness

Question 2 asked what issues affect you. The survey allowed for two choices:

- Staff compensation, cost of living, work/life balance, commuting, and parking were the ones that most impacted their quality of life.

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People who chose Flexible Work Arrangements said working from home helped with cost of living, work/life balance, commuting, and parking.

Engagement Committee (Caroline Taylor):

A survey was sent to Representatives to gauge their levels of engagement. The goal of the committee is to help Staff council be more effective at helping Representatives feel informed and empowered. The next phase will focus on helping constituents feel more engaged.

Data from district seat vacancies, council meeting attendance, committee participation, and survey response rates were used. Data is taken from September – November, 2016 unless otherwise specified.

- 74% of district seats were filled in September and 82% were filled in November
- Between 41% to 49% present of Reps attended meetings in-person. Attendance via webcast is not currently captured.
 - 17% of reps have attended all meetings
 - 47% of reps have missed 3 meetings
 - The average number of meetings missed was almost 2
- 94.3% of Reps are working on a committee
- A series of questions related to communications were asked:
 - Most reps felt they were comfortable knowing what to communicate to their constituents
 - There was inconsistency on whether Reps knew when to communicate to their constituents, however most Reps said they did not know how often they are expected to communicate. There was concern about “spamming” their constituents
 - About half of the Reps said they have reached out to their constituents 2 times or less
 - 2/3 of the Reps use Regroup to communicate with their constituents
 - About 1/3 said they have never used Regroup to send emails
 - About 90% of reps said they do not currently engage their constituents in person
- When asked what obstacles do reps face that prevents them from engaging their constituents, the highest responses were “I don’t know”, “Unclear expectations for reps”, and “fear of spamming”
- When asked what prevented them from engaging more with the council, reps most common responses were: “not sure”, “time”, and “lack of clear direction”
- Suggestions for improving Rep engagement included creating clear expectations, creating a communications plan, webcasting meetings, and looking for ways to engage Spanish speakers
- Kudos Program was introduced as a means to provide praise and recognition for Staff Council Reps’ achievements and hard work

Active Commute Committee (David Barrett):

The committee did a lot of research and partnered with Rhonda Cox from RecSports and Parking and Transportation (PTS).

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- In a survey given in the summer of 2015, Staff wanted access to showers. Research was done to see what was already available on campus. Belmont Hall was chosen as the site for a pilot in Fall 2016 because of its layout and its ability to ensure people were only using the showers and lockers, without the ability to access gym equipment (Phase 1).
- Further partnership with RecSports and PTS could lead to subsidized locker rentals (Phase 2). The goal is to have 30 lockers (15 men and 15 women) for 2017-2018, subsidized by UTSC and PTS. PTS, RecSports, and UTSC would provide marketing.
- Future locations could include sites such as the JJ Pickle Research Campus.
- One goal is to determine whether access to showers changes commuting or exercising behaviors for staff.

Chair Report (Christian Glakas):

Potential goals for Staff Council:

- Better connect with constituents via surveys to compare data from one year to another to see changes over time.
- Follow-up on Staff Council projects and determine whether the projects fulfill the needs as originally expressed by constituents.

February meeting will feature a discussion with UT's Chief Financial Officer Darrell Bazzell. Reps should consider questions they have for him and in what ways can Staff Council display its employee engagement.

Jason Eitelbach reminded Reps that University Operations has been brought under Darrell's portfolio. Reps in the new unit have a unique opportunity to engage with him directly during the meeting.

Nominations and Elections (Ana Aguilar):

The bylaws state elections will be held in May for officer positions, however elections will be in February for the Chair and Vice Chair positions. They will serve as Chair-Elect and Vice Chair-Elect until June. This will also allow for a smoother transition.

Elections for Secretary and Parliamentarian will remain in May.

New Business:

None

The meeting adjourned at 3:15 PM

Ricardo Vela

Recording Secretary