



University of Texas at Austin Staff Council

2016-2017 Officers

Jason Eitelbach, Interim Chair and Vice Chair
Ricardo Vela, Recording Secretary
Bryan Hill, Parliamentarian

Executive Committee

Jason Eitelbach, Interim Chair and Vice Chair
Ricardo Vela, Recording Secretary
Bryan Hill, Parliamentarian
Jaime Davis, Resources
Elizabeth Krieg, Issues
Ana Aguilar, Nominations and Elections
Page Stephens, Communications
Joseph Bussey, Sustainability
Mimi Govea, Social
Michelle Monk, Active Commute
Stephanie Myers, Professional Development
Rachel Poole, Health and Wellness
Alex Reshanov, Flexible Work
Caroline Taylor, Engagement
Tameka Thomas, Diversity and Inclusion

UTSC Website:

staffcouncil.utexas.edu

Social media:

Twitter: @utstaffcouncil

Find us on Facebook:

<https://www.facebook.com/UTStaffCouncil/>

Session Summary for February 16th, 2017

- Location: POB 2.302 Time: 2:00 – 3:30
- UT's [Senior Vice President and Chief Financial Officer Darrell Bazzell](#) delivered a presentation to UT Staff Council, then engaged in a question and answer session. More details can be found on the [webcast](#).
 - Background: 31 years working in public sector in Wisconsin, at both state agencies and in higher education, including 13 years at the University of Wisconsin-Madison.
 - Belief that UT Staff Council can play an important role in providing a staff voice for engagement with challenging institutional issues.
 - Current UT challenges include: Workday implementation, ITS budget deficit, state agency hiring freeze, and upcoming biennial budget process.
 - Question 1 summary: If the Texas state legislature enacts budget cuts it may affect staff, for whom the hiring freeze and merit increase policies already greatly impact. What will you do to advocate on behalf of staff?
 - Answer: Provide forums and ensure good communication to staff; President Fenves will have testified at the Texas Senate and House; aim to maximize efficiencies in UT spending; understand staff issues; transparent communications; staff engagement in various processes; and work on waivers where appropriate for hiring freeze.
 - Question 2 summary: What is the UT response to IT budget problems?
 - Answer: There is a considerable ITS deficit; consider which services are centralized and which can be distributed to the units; ITS spending currently frozen; determine cost savings, reevaluate 2009 IT master plan, examine 150 IT services/payment models, and reassess service center rates in terms of sustainability.
 - Question 3 summary: Should telecommuting or flexible work arrangements be expanded across campus?
 - Answer: If it makes sense for the position/department, no reason not to allow it; may be the case there is variance in policy application among managers. To highlight his position on expanding telework, Darrell has formed a task force/committee within the new Financial and Administrative Services (FAS) portfolio to examine opportunities to broaden the application of telework among his staffers. He acknowledged there is work to be done to shift the mindset of managers who are steadfast in the belief that physical presence at work is indicative of success.
 - Question 4 summary: In May 2016, there was an audit of space usage at UT. Why are administrative offices likely to move off main campus?
 - Answer: Aim is to avoid constructing costly research buildings, thus administrative offices are prioritized for move; will monitor to ensure services are provided and accessibility is ensured.
 - HR department is scheduled to move to UTA, which is south of the main campus; will work with Debra Kress to try and provide core staff services on the main campus, perhaps with a "hoteling" structure.
 - Question 5 summary: What is UT's position on professional development?
 - Answer: To encourage professional development among staff; consider it a success when individuals gain skills and are promoted. Acknowledged the difficulty in finding time for hourly workers to participate in professional development. This was a concern at Wisconsin and the university made strides to ensure coverage was [cont.]

[cont.]

provided for the times an employee was participating in professional development.

- Staff Question: What is the status of Workday?
 - Answer: Currently working on devising critical path forward to deal with challenges to its implementation at UT Austin with help from the project team and external consultants.
- Staff Question: Will performance evaluations be performed “as usual” in light of the hiring freeze and concerns with merit raises?
 - Answer: Yes. Staff can expect their units to proceed as usual with respect to performance evaluations.
- Staff Question: Is there an opportunity to streamline the performance evaluation process? Concern is that some colleges and units do their own version of the performance appraisal that is not consistent with the rest of the campus.
- UT Staff Council Elections:
 - One nomination received for each Chair and Vice Chair; no other nominations offered during meeting.
 - **Jaime Davis** was elected Chair of UT Staff Council for 2017-2018 cycle.
 - **Page Stephens** was elected Vice Chair UT Staff Council for 2017-2018 cycle.
- Kudos initiative: Reminder to submit Kudos via [webform](#), in person at UTSC meeting, or to [Rachel Cohen](#) via email.