

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

UT Staff Council: General/Working Meeting

March 23, 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	Absent
Victoria Cervantes	120.2	Absent
Wendy Nesmith	130.1	Absent
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	Absent
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

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Christian Glakas	262	P
Ellis Trinh	282	P
Tiffo Carmichael	291	P
Patrick Stafford	300.1	Absent
Teresita Gonzalez	300.2	P
Gabrielle Harding	311	Absent
Philip Pool	322	Absent
Rachel Poole	342	Absent
Ana Aguilar	360	Absent
Rebecca Fitch	360.1	Absent
Pratikshya Rijal	371	P
Mirna Benhamou	382	P
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	Absent
Ricardo Vela	461	P
Michael Walker	470.1	Absent
Wendy Nelson	470.2	P
Vicki Miller	491	P
Robert Hernandez	511	Absent
Stephanie Myers	522	P
Eda Matthews	540.1	Absent
Tracy DeMont	540.2	P
Stephen Walker	550	Absent
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	P
Susan Stockton	610.1	P
Luke McEneny	652	Absent
Gary Kosmas	660.1	P
Jocelyn Elder	660.2	Absent
Maria Ruffino	660.4	P
Rachel Cohen	660.5	P
Miles Sapp	672	P
Trina Calkins	692	Absent
Elizabeth Cobbe Goeller	701	P
Jenna Dugan	999	P
Jason Eitelbach	999	P
Tracy Brzozowski	999	Absent
LeeAnn Gibson	999	Absent
Bryan Hill	999	Absent
Dustin Slater	999.5	P

Guests: Linda Millstone and Roxanne King

March Meeting:

The meeting was called to order by Jason Eitelbach, UTSC Interim Chair at 2:04 PM

Linda Millstone: Consensual Relationship Policy – HOP 3-3050:

<https://policies.utexas.edu/policies/consensual-relationships>

- University developed first Consensual Relationship policy in 2001. Language was consistent with other universities across country. It “strongly discouraged” consensual relationships between “persons of power and persons with lesser power.”
- New policy came out in January 2017. It now prohibits certain behaviors. Applies to all employees, including faculty, athletic personnel, student employees, and affiliates.
- Addresses the “potential for exploitation, favoritism, and the inherent differential in authority.” In other words, if you have equal power there’s not any conflict. But if you have a difference of power, then there’s a problem.
- Examples include: employees and undergraduates; employees and graduate students who have a direct or indirect power differential (faculty member who supervises dissertation or sits on

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dissertation committee); athletic employee and student athlete; student employee and students whom they are supervising, teaching, managing, advising, or evaluating.

- Protects the person with the power as well as the person without the power. Sometimes the solution is that the person without the power reports to someone else. Sometimes the issue is a “boundary” issue and just requires a conversation.
- When there is a relationship (or as it starts to develop) the person with the power has the responsibility to report it to the appropriate parties. It is suggested that both people report the relationship. Failure to report means the university will assume the relationship is/was not consensual and could be possible violation of sexual harassment policy ([HOP 3-3031](#)).
- The best idea is to be forthcoming and not try to hide relationships. There may need to be a mitigation plan put in place. “We are not the sex police”, but the university is trying to make sure people are not taken advantage of.
- This policy is not limited to faculty because lots of people interact with students and have the potential to take advantage of the power difference.
- There are [FAQ’s](#) in the policy and will be updated as needed. When in doubt, contact the [Office for Inclusion and Equity \(OIE\)](#).
 - Staff members who use the Staff Education Benefit are still primarily considered staff (and not students).
 - There are many options for reducing the risk of the power differential in the relationship. For example, the reporting structure may be changed for a staff/staff relationship.

Roxanne King: Campus Security Authority Responsibilities – <https://compliance.utexas.edu/clery>

- The University of Texas at Austin created a full-time position for the Clery Act in July 2016.
- The Clery Act is named after a student who was raped and murdered in 1986 by a fellow student. Her parents helped create a law that required universities and colleges who take federal financial aid funding (Title IV) to report certain crimes that happen on-campus or on property “owned or controlled” by the campus. The law was passed in 1990. It is a consumer protection law.
- Failure to comply with the law can result in fines and the loss of federal financial aid. Every violation can be up to a \$35,000 fine. The Department of Education can also do audits.
- The [Annual Security Report](#) is part of the requirements set out by the Clery Act, as are messages called “Timely Warnings.”
- “Campus Security Authorities” is a term used by the Clery Act. It is used to designate who is responsible for reporting crimes. It includes: All employees of UTPD; any individual(s) who have responsibility for campus or building security; any individual or organization that by UT policy can receive reports of crime; and an official of an institution who has significant responsibility for student and campus activities.
 - The UTSC charter says we can receive information from staff members, some of which may be criminal. UTSC also has significant responsibility for organizing campus activities.
 - At this time, supervisors (who are not part of Staff Council) may or may not be considered a Campus Security Authority. They would have to also be in one of the

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groups mentioned above. However, UT Austin wants to encourage everyone (regardless of whether the person is required to by law) to report criminal activity.

- Crimes must be reported to the Clery Coordinator, currently Roxanne King, and they may also be reported to UTPD. There are four general categories of crimes: Criminal offenses, hate crimes, VAWA (Violence Against Women Act) crimes, arrests and referrals for disciplinary action. If you're not sure, call and report it. You can find specific crime information on [the Clery page](#).
- Crimes must have occurred within certain geographical locations, such as on-campus, residential buildings, public property through and adjacent to campus, and non-campus buildings and property. If the buildings are recognized by the university, must be frequented by students, and it has to be used for more than one night. An example might be our baseball team travelling to a hotel, where they stay for a weekend. Another example would be the Marine Science Institute field trips where they stay for a week on a boat. The geographical requirements can be complicated, so if you're not sure, call and report it.
- Timely warnings are required for any Clery Act crime that occurs on our Clery geography. It is issued by UTPD, usually by text or email. It must pose a serious or ongoing threat to the community. Additionally, UTPD may send out warnings that are not Clery required, but are relevant to our campus community. For example, apartments west of campus are not considered UT property, but incidents that happen there may be of importance to our community.
- Reportable information includes: What was reported to you, when it was reported to you, where did the incident happen. The person who is reporting it can remain anonymous.
- When reviewing Clery data when trying to decide what school to send their children to, it is not recommended to compare our data to that of another campus because of the vast number of differences between the campuses. But, it is a good idea to compare numbers from year to year on the same campus and look for the types of policies other campuses have on file.
- Drug and liquor law violations in dorm rooms can be reported to UTPD as well as reported to RAs, who are CSAs. As legislation changes, it changes what is or isn't a violation of the law.
- Since Campus Carry has been in effect, UT has not seen an uptick in weapons law violations.
- Roxanne King is the Clery Program Manager. Her phone number is 512-471-8198 and the website is <https://compliance.utexas.edu/clery>.

Committee Reports:

Sustainability:

- Sustainability Luncheon is on April 19 at 11:30 AM at the San Jacinto Residence Hall. It is free for staff to attend and food is available until it runs out. This year will have a special guest speaker of Dr. Art Markman. He will be talking about how to talk with someone about sustainability in a "post-fact world."

Health and Wellness:

- Wellness Champions are a "health and wellness" committee. To be a Wellness Champion, you send out emails about health and wellness to your constituents. The time commitment is about one lunch about every month.

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- Step into Motion is a step contest for the month of April. Everyone who competes gets a blender bottle and a Frisbee. There will also be a “best name” contest for your team. There will be a bowling party and scavenger hunt as well.
- There will be a survey sent on March 24 that asks about what types of health and wellness interests you have. Claire Hahn, UT’s Wellness Coordinator, will collect the data.

Chair Report:

- Representative Engagement Survey will be coming in the next two weeks. It will focus on how to improve UTSC communication going forward.
- Staff Lunch Lotto will be happening on Wednesday, March 29. 310 staff applied to attend and approximately 15-20 will be chosen.
- Chairs and committees will be getting ready for reports to the President in May.
- The next general meeting will be April 20 2-3:30 in Avaya. There will be three guest speakers in April: Susan Harnden, Employee Assistance Program; Kimberly Sullivan, Dispute Resolution Office; and Noel Landuyt, Institute for Organizational Excellence

New Business:

The meeting adjourned at 3:12 PM

Ricardo Vela

Recording Secretary