



University of Texas at Austin Staff Council

2016-2017 Officers

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

Executive Committee

Jason Eitelbach, Interim 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
David Barrett, Active Commute
Stephanie Myers, Professional Development
Rachel Poole, Health and Wellness
Alex Reshanov, Flexible Work
Caroline Taylor, Engagement
Ricardo Vela, Diversity and Inclusion

UTSC Website:

staffcouncil.utexas.edu

Social media:

Twitter: @utstaffcouncil

Find us on Facebook:

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

Session Summary for May 18th, 2017

- Location: POB 2.302 Time: 2:00 – 3:30
- Interim Chair **Jason Eitelbach** opens meeting by observing a moment of silence for Harrison Brown. Offers support from UTSC leadership if anyone has stories that need to be captured from the campus tragedy.
- **Eda Matthews** from the President's Lunch Lottery Committee presents on the President's Staff Luncheon Lotto.
 - Four themes for 2017 were Career Paths/Growth Opportunities; Diversity, Equity, and Disability Resources; Creative Work Structures; and ASMP.
 - 310 staff members applied to attend and 17 staff members were randomly selected to attend first luncheon.
- **David Barrett** from Workplace Culture Committee discusses the ReFresh @ UT program, a pilot program aimed at increasing availability of showers and lockers to active commuters.
 - Phase 1 occurred fall 2016, with Belmont Hall providing reduced pricing of \$8/month shower and locker access.
 - Phase 2 begins fall 2017, with RecSports providing 30 lockers, and UTSC and Parking and Transportation Services (PTS) will share the cost of subsidized lockers.
- **Rachel Cohen** and **Rachel Poole** present on Health and Wellness Committee activities.
 - Participated in Wellness Champions Partnership
 - Gathered existing data, engaged in benchmarking, and ultimately provided targeted solutions to increase health and wellness access.
- **Alex Reshanov** discusses committee work on Flexible Work Arrangements.
 - Policies exist and are documented in Handbook of Operating Procedures; great interest exists among constituents in flexible work.
 - Managers who have instituted teleworking reported increases in productivity, improved staff morale, work quality consistency, and use of teleworking/flex work as a recruitment tool.
 - Concerns in implementing flex work were misuse, fairness, staff availability, and assessment of productivity.
- **Susan Stockton** and **Ricardo Vela** present findings from the Diversity and Inclusion Committee.
 - Special recognition and appreciation given to UT leadership for quick responses to campus bias incidents and for messaging that the UT Austin is a safe, welcoming, and inclusive community.
 - Initial goals were to provide input to Division of Diversity and Community Engagement (DDCE) on University Diversity and Inclusion Action Plan (UDAIP) on behalf of UT Staff
 - Reviewed whether UT Workforce is represented by UT Staff Council in terms of diversity. Overall there are many similarities, but room for improvement.
 - Future UTSC goals to develop collaborations with other UT staff organizations and departments with larger percentage of underrepresented groups to learn about UTSC.
- **Caroline Taylor** and **Tiffo Carmichael** discuss work of the Engagement Committee.
 - Created to make UTSC more effective, allow representatives to be informed and empowered, and to benefit UTSC constituents. [cont.]

- Accomplishments: Established the Kudo program for UTSC Reps to recognize each other; Provided ReGroup email training to constituents; Developed organizational chart; Improved meeting efficiency; Built representative expectation document.
- Future plans: Build an Executive Committee Expectations document; Re-evaluate employee engagement, and evaluate election and attendance data; create marketing materials, perhaps in the form of a video or presentation.
- **Page Stephens** discusses progress of the Communications Committee.
 - Progress included creating a new UTSC logo using Creative Services, attempting to centralize communication via the Chair, survey of representatives on communication preferences, and acquisition of Drupal website.
 - Internal communications improvements included regular meetings with key UT leaders (President, Associate VP for HR, and Director of Internal & Campus Safety Communications).
 - Future plans include documented policies, procedures, and style guide for all UTSC communications and build annual communication calendar built around monthly meetings.
- **UT Austin's President, Gregory Fenves**, reflects on the past academic year and future directions.
 - Thanks staff and UTPD in particular for their rapid response to recent tragedy that occurred on campus.
 - Difficult semester due to objectionable posters and fliers around campus and the city. Caused tension and fear among the UT community. University counseling has seen a large increase in the use of its services.
 - Texas Legislature is in session, and this one in particular is difficult. Many have called it one of the toughest, tensest sessions they have ever seen.
 - General revenue appropriations for UT likely to be significantly affected.
 - Many changes on campus have led to increased synergies and effectiveness in operations. For example, the CFO portfolio and Operations portfolio, both now fall under [Senior Vice President and Chief Financial Officer Darrell Bazzell](#).
 - [ASMP](#), i.e., conversion to Workday, has been a big issue and will fundamentally affect the way in which UT does business. The go-live date has been adjusted and the go-live dates of HR and Finance have been separated.
 - Supportive of exercise and is hopeful that showers might be more common in future building design at UT.
 - Wellness Committee identified important role of supervisors and managers in contributing to positive workplace culture; training and consistency among managers would be have a positive impact on UT.
 - Flexible work arrangements may improve morale among the staff. UT is a service organization, which may influence the arrangement of flex work agreements.
 - Diversity and inclusion: President believes UT has most diverse executive leadership team and most effective leadership team. Existence of diversity in leadership provides different solutions to problems. Faculty recruiting has changed to increase the diversity of the applicant pool. As the flagship university of Texas, we must work to confront and address issues of diversity on campus.
 - Engagement: Difficult to engage with a 70,000 person community at UT Austin. We send a lot of communications and need to figure out a better and more effective way to communicate within and across portfolios.
 - Communications: How do we communicate in the era of social media? How do we have timely, authoritative information when people expect it, recognizing that there may be uncertainties associated with the quality of the information?
 - Question 1: What is the status of the hiring freeze?
 - Answer: The hiring freeze will end August 31st, and it only applies to state-appropriated funds.
 - Question 2: Did the hiring freeze affect the budget?
 - Answer: No, the hiring freeze did not affect budget line items.
 - Question 3: How does one get on [Carpool Karaoke](#) with the President?
 - Answer: This was a Student Government initiative with the intent to get students to stay for entire sports events. Karaoke no longer ongoing.
 - Question 4: Are there plans to increase funding to late night security programs, e.g., [SURE walk](#)?
 - Answer: Following the Haruka Weiser tragedy, we underwent an extensive campus-wide security review. There were many recommendations, and UT will implement all of them. We are a public university with an open campus, but we must remain safe. We are currently reevaluating the night shuttle system and continuing SURE walk program. We need to institutionalize SURE walk program.
 - Thanks the staff for their work, saying that the university would not function without you, and that you are the unsung heroes. Also thanks UTSC members for representing the staff at UT.
- **Ricardo Vela** reflects on his time as Recording Secretary, having enjoyed his time on Executive Committee over the past 4 years, and is thankful to have served with the group.
- Interim Chair **Jason Eitelbach** indicates that changes to by-laws are forthcoming, and that nominations for Recording Secretary and Parliamentarian are being taken for the vote in June. Nominations can be sent to elections@utsc.utexas.edu.
- Jason also gives thanks to UTSC and indicates it is one of the more enriching activities he has engaged in at UT.