

UT Staff Council
General Meeting Minutes
September 21, 2017
POB 2.302
2-3:30pm

In Attendance (33 total)

Ana Aguilar (360.2)
Elizabeth Arredondo (621)
David Barrett (190.1)
Mirna Benhamou (382)
Sara Bernier (600.1)
Jean Bruner (151)
Charla Carrington (371)
Sean Cartell (560.3)
Sandra Catlett (282)
Larayne Dallas (130.2)
Amanda Davilla (351)
Jaime Davis (110.1)
Shaleiah Fox (251)
Teresita Gonzales (300.2)
Larrimie Gordon (560.1)
Justin Hayes (482)
Maureen Kelly (220.2)
Elizabeth Korves (140.1)
Eda Matthews (540.1)
Crystal McCallon (240.1)
Stephanie Myers (110.2)
Wendy Nelson (470.2)
Wendy Nesmith (130.1)
Patrick Olson (652)
Rachel Poole (342)
Alexandra Reshanov (240.2)
Maria Ruffino (660.4)
Timothy Sapp (672)
Dustin Slater (999)
Jenna Smith (641)
Christine Stephan (999.2)

Richard Stimpert (681)
Susan Stockton (610.1)
Caroline Taylor (550.2)

Watched via webcast (4 confirmed)

Elizabeth Busse (180.1)
Sara Somabhatta (180.2)
Stephen Walker (550.3)
Rachel Wester (120.1)

Absent (24 total)

Margaret Alvarado (130.3)
Manuel Arsiaga (431)
Christopher Bookout (451)
Joseph Bussey (460.2)
Trina Calkins (692)
Tiffo Carmichael (291)
Cynthia Duckworth (210.1)
Jocelyn Elder (660.2)
Courtney Glynn (560.4)
Elizabeth Goeller (701)
Tepera Holman (160.1)
Erika Lueker-Tarango (360.1)
Kristine Mae Manahan (160.2)
Victoria Miller (491)
Derrick Ozuna (600.2)
Anthony Pass (560.2)
Thomas Pearce (550.1)
Amy Reyna (202)
Sean Saxe (442)
Karla Steffen (999.1)
Page Stephens (230.2)
Theresa Thomas (170.1)
Aaron Ulmer (190.2)
Michael Walker (470.1)

Meeting was called to order by Chair Jaime Davis at 2pm.

- I. Chair's Report (Jaime Davis)
 - Values from the retreat have been selected, statements for each to come soon. These are to be used to help prioritize projects.
 - Advocacy
 - Collaboration
 - Transparency
 - Upcoming agendas
 - October
 - Jeff Stellmach will present on Staff Emergency Fund
 - Tech updates: Dana Cook from Workday, Frances DeLaCruz from UTLearn, Alyssa Manse from Cvent
 - Committee updates: Committee chairs will report on roadblock/successes, etc.
 - November
 - Bobby Stone from Parking
 - UT System Employee Advisory Council (EAC) update from Jeannie Farahnak
 - Committee updates: Committee chairs will report on roadblock/successes, etc.
- II. Nominations and Elections Report (Larrimie Gordon)
 - Nominations period for districts with vacant seats is open through Sept 22 at 5pm.
 - Elections to begin Sept 27. If only one nomination per district, there will be no election
 - Reps encouraged to solicit coworkers in under-/un-represented district to join Staff Council
 - Districts still needing nominations: 120, 230, 251, 322, 411, 422, 511, 530, 610, 660
- III. Guest Speaker: Noel Landuyt, Director for the Institute of Organizational Excellence (IOE) – Employee Engagement Survey Results
 - University data already available online
 - Survey Overview
 - Online and hardcopy
 - English and Spanish accessible options
 - All staff (only)
 - April/May 2017
 - July results were returned to VPs/Dean
 - Data Overview:
 - 44.6% Response rate – higher than 2014 survey but lower than benchmarks
 - Demographics of respondents, years of service data were presented
 - Overall Engagement score: 379, a decent number
 - Engagement score breakdown, survey construct framework data were presented

- Constructs with the lowest scores: Pay, Internal Communication, Employee Development
 - Constructs with the highest scores: Strategic, Supervision, Employee Engagement
- Climate data presented
 - 1 out of 4 employees don't think the data from the survey will be used
- Data has been sent out to all participating units. Noel and HR (Organizational Effectiveness) have offered these units assistance in data interpretation.
 - Individual contacts in college/school/unit that were given the results were presented
 - Units in FAS have been tasked to generate a master plan on what they will do with the results
 - All organizational data regarding salary and benefits gets reported to the state auditor and senate finance and house appropriations every two years.
- Questions
 - What are some activities/interventions that other organizations have done with the results? *Specific to their results. Organization with low ethics scores rolled out a required agency-wide ethics program. Other agency with low IT score used focus groups to figure out the problem.*
 - What ways, other than email, were used to remind people to take the survey? *Hardcopies were given out at shift show up times in those units (with Spanish translators available). Their response rate was near 70%.*
 - What is the history of this survey at UT? *Survey was created in the 70s, implemented in higher education in the mid-90s, administered at UT in the late 90s. This survey has been issued to UT 3 times.*
 - Salary is the lowest construct score. Is this typical in most universities? *Salary construct indicates if pay keeps pace with cost of living. It does not in Austin. Pay is almost always the lowest construct.*

IV. Guest Speaker: Mary Knight, Assistant Vice President of Finance – UT Austin Budget Review

- Discussed UT Austin's Budget for FY 17-18
- For FY 17-18 the UT Operating Budget is \$2,975 million dollars with three allocations – \$1, 524m academic core, \$972m academic enhancement, and \$479m self-supporting.
 - Resources making up each allocation were explained (ex: state generated revenue, tuition, AUF, grants, gifts, etc.)
 - Permanent University Fund (PUF) and Available University Fund (AUF) were explained
 - Uses of funds were explained, with salaries and benefits making up the majority
 - Salaries and Benefits expenditures are \$877 million: Faculty 37%, Staff 33%, Fringe Benefits 25%, Teaching Assistants 3%, Wages 3%
- FY 2017-18 to FY 2021-22 Academic Core Projected Budget Forecast was explained
 - Net funds to allocate are projected to be reductions (negative funds) based on decreased available academic core funding and increased total projected uses (+2%/yr).

- Legislative session budget changes for FY 2017-18 were explained
 - Available general revenue for operations decreased from FY 2016-17
- Required University-wide budget reductions for this FY are \$10 million
- Questions:
 - Will the AUF be further divided to include University of Houston system? *Changes to include other university systems have been proposed in the last few legislative sessions with no constitutional changes made.*
 - How is UT planning to reduce costs by the required \$10 million? *Every VP and Dean has been tasked with a portion of the reduction, either in FY 2017-18 or FY 2018-19.*
 - Are there any plans to augment the budget? *Not at this time, but there are options to explore (tuition, efficiency in processes, etc.).*
 - How are the losses for rebuilding at the Marine Science Institute (MSI) being covered? *Working with UT Systems Office of Risk Management to file claims with FEMA and insurance recovery.*
 - How are the required reductions being split amongst departments? *Varies across the University. The President, CFO, and Provost have made the determinations.*
 - Will faculty attrition be part of cost-cutting measures? *One of President Fenves's top priorities is faculty hiring and retention. In general, an initiative to reduce faculty line items is unlikely.*
 - Will self-supporting organizations be asked to be part of cost-cutting? *Their administrative charges have been increased to 4% with plans to go up to 5%.*

V. Meet and Greet Update (Stephanie Myers)

- Monday, Sept 25 1:30-3:30 in UNB 3.304 (Quadrangle Room)
- Sign up for a table if you want one-on-one time with the President
- Send in a picture and information to be included in a presentation by 5pm
- Bring your name tags
- President Fenves wants to hear about your day-to-day life experience at UT and specific comments on campus climate

VI. Vice-Chair's Report (Jaime Davis)

- Benefit Concert on Sept 26, 6-10pm in Bates Hall, proceeds go to those affected by Hurricane Harvey
- Updates from Executive meetings
 - Greg Fenves, UT President – Updated him on UTSC values, shared concerns about satellite campuses feeling isolated, talked about meet and greet plans
 - Cindy Posey, Director of Internal and Campus Safety Communications – Talked about future meet and greets, President's lunch lotto (October 18th Topic: Campus Climate)

VII. Secretary's Report (Jaime Davis)

- Ana Aguilar certified the quorum
- August minutes were approved without changes

VIII. Unfinished Business

- Certificates for retirees - On agenda for meeting with Debra Kress, no current updates
- IX. New Business
- Claire Hahn (HR Healthpoint Wellness Program) – physical activity challenge this fall, Health Trail.
 - Registration begins Sept 25th. Challenge is Oct 9th- Nov 5th.
 - Flu Shot clinic starts next week.
 - Cindy Posey – SureRide is also for faculty and staff.

Meeting was adjourned at 3:15pm.

Minutes Approved _____

Ana Aguilar
Recording Secretary