August 12, 2020                                                                          9:00 AM – 11:00 AM

1. Roll Call
   Guests: Dr. Richard Scotch, Dr. Ravi Prakash, Colleen Dutton, Sheila Elliott, Rafael Martin, Sandee Goertzen, Ayoub Mohammed, and several others via Microsoft Teams.

2) Call to Order: Meeting called to order by Staff Council President, Brooke Schafer at 9:00am

3) Guest Speaker: Colleen Dutton – Chief Human Resources Officer
   i) Spoke on:
      1) Benefits Fair
         a) Please provide any feedback on Benefits Fair. If you have any, please email me directly or Benefits@utdallas.edu. What worked for you or what we can work on.
         b) We were able to reach so many people, we were thinking of keeping it virtual moving forward.
      2) Masks
         a) We have ordered some clear masks (500) and have partnered with the Office of Student Accessibility so those who are hearing impaired can communicate better. OSA is handling the student side of it as well as the Health Center. HR is handling the Staff side. If you need them, let Colleen know.
         b) Email went out on the 7th on telecommuting guidelines. The future is uncertain right now, and a lot of folk are moving out-of-state, assuming they can continue to telecommute. That may be the case for some, but it may not for others. There are a lot of things in regards to state employment laws and tax laws that UTD has to abide by. We are not
set up to manage people on a bigger scale, telecommuting from out-of-state. More information about this will be coming out.

3) Paws Fill Plates
   i) A big thank you to everyone who contributed to the ‘Paws Fill Plates’ to benefit the Comet Cupboard. The $500 goal was raised (and matched) within a couple hours. $1000 was able to be given to the Comet Cupboard.

4) Reduction in Force
   i) Still some that are pending. Some notifications have not gone out yet and we still have some requests that are under review.
   ii) Regarding 2020-027s: No exact number at the moment, but between 50-60 individuals from a variety of areas on campus. Will have more specific information at the next meeting. Everyone should be notified by the end of this month, or Mid-September.

Will HR update the job application to be notified that an employee who was affected by a RIF will get an advantage on their application?
Per Colleen Dutton: That is the current policy and practice. Within a year from the RIF date, if they apply for a position, it gets flagged and the Hiring Manager is notified that the applicant was subject to a RIF and they should be given special consideration.
Any jobs that are from a RIF, cannot be posted for at least year. If it is found that we can post the job or afford to fund the job that was RIF’ed? We go back to the individual that was let go.

5) COVID-19 Training
   i) Return to campus COVID-19 Training is available. The information is on the HR website.

4) Guest Speaker: Rafael Martin – Chief of Staff
   i) Questions submitted:
      1) **What has surprised you about the Chief of Staff position since taking on the duties?**
         What has made me feel really good about taking the position, and about our University community in general, since this COVID crisis hit? It has really shown the character of our Institution and the people that make it up. I’ve always known that we have a very collaborative environment where the Staff, Faculty, and
Students all work together to help lead the University and to progress toward mutual goals.

What has been really heartening and essential since COVID-19 hit, that I have not heard of someone who was being asked to do something outside the scope of their normal duties... not one person has said ‘that is not my job’. That attitude has been crucial to our success in how we’re managing this crisis and (in speaking with colleagues at other institutions) I feel we are doing as good, or better than other institutions around the country in managing through this crisis. It gives me hope that when we come out of this, and we will be in a very good position to continue the progress that we were making.

Part of the reason I took this job, was that I knew the culture that we had, and the people we have at this institution were extremely collaborative and that we are all focused on the same goals. The crisis of this pandemic has really shown a spotlight on that character, and that has been really satisfying to see on a daily basis as we respond.

2) Since you chair the UT Dallas COVID Taskforce, what have you learned that you will take forward to improve UTD?

The goal of the Taskforce and the way we have organized our response is the communication between different units of the University. What has made our response successful is that we have communicated that we have cross-functional teams and all those areas are constantly talking to one another and making sure we are communicating the same message.

One of them that has been a key player in this, and I want to give them a Shout Out, is the Communications Team under John Walls. They have done a great job with the Comets United campaign and we have a proliferation of signage on campus now; reminding people to wear masks and social distance.

The Facilities team has gone above and beyond to social distance. Cleaning all of the classrooms, taping off chairs, and removing furniture. Just a tremendous amount of work that's going on that required collaboration across units and really open and free communication. I think that's the biggest lesson I've learned and hopefully something that will continue to go forward.
3) In regards to your specific role as Chief of Staff, can you describe what it looks like outside of COVID? How do you see your role in relation to Staff on campus?

As my role relates to Staff on campus, I am your Chief of Staff. I am here to advocate for the Staff to make sure that the Staff are considered colleagues and professionals by the other members of the University community. The Faculty, I think have a tremendous amount of respect for the Staff. I know that the students appreciate all of the work that the staff does to support them. Making sure that staff have the resources they need, making sure that staff have professional development opportunities. All of those are things that I see as my role as Chief of Staff in relation to you all.

As far as the role of Chief of staff is concerned, I have administrative responsibility for several units: Human Resources, the Police Department, Legal Affairs, and so I have some responsibilities in terms of oversight and supervision. In all of those administrative functions, at a more at a higher level, I think the role of Chief of Staff is to execute the priorities of the President, and of the institution, and to make sure that all of the units that make up the University are pulling in the same direction and not working against one another. To facilitate communication between those units.

4) Are we still on target with the phase return to campus? Are we still in the expanded essential phase?

I can confirm that yes, we are still in the expanded essential personnel phase. I would venture that we will remain that way for the duration of the fall semester. Unless we see some significant decline in new case counts in community spread of COVID-19. I don't think the additional risks of increasing density on campus warrant the benefits at this time. Dr. Benson is fully on board with that as a plan. We will only bring back to campus those individuals that are needed to operate campus; that are involved with public safety, or that are needed to directly support the students. Now that we will have students back on campus on a day-to-day basis, and everybody else will to the maximum extent possible, continue to work remotely.
5) Is it assumed Staff will work from home after Thanksgiving since students will be home at that point?
   Yes, that is correct except for essential personnel (Facilities and Public Safety).

6) Faculty and Students were able to complete a survey in which they could voice their perspectives and feelings about returning to campus. Why were Staff members not afforded the same opportunity?

   Some staff members are Facilities folks and our Public Safety folks. I would like to express my appreciation for all of those staff members who work in Facilities, who work for the Police Department, who work for other safety functions on campus that never left campus and continued to operate essentially as normal during this. During this crisis, our appreciation to you all as a community is extreme, because obviously without you all we would not have had a campus to come back to. Or to open up to students this Fall semester.

7) If an office can provide 100% of services to students remotely, shouldn't we remain off campus to reduce the risk of spread of COVID? How do we inform Upper Administration that this is the best course of action for staff and students? What, if any, are potential repercussions if all staff members in a Department do not feel comfortable and choose not to return to work in person, however, still can provide 100% of the services?

   I think the short answer to that question is that if 100% of the services can be fully provided remotely then they should be provided remotely. It is obviously up to each unit and supervisory personnel within those units to determine what can or cannot be done remotely, and those are discussions that those units need to have that leadership within their units to make those determinations.

   I would say that if there are staff members that feel like they're being asked to return to campus, even though they don't necessarily need to be on campus and don't want to be on campus? They can contact me. I will have a discussion with the appropriate unit head about why this individual is being asked to return to campus, if there are alternatives.
Our leadership understands that our goal right now is to reduce density on campus. That is the number one thing that we can do to help contain and limit spread of COVID-19 in our community.

8) In terms of COVID-19, what constitutes a significant breakout?
   Based on the current data, the number of positive cases continue to escalate. The current Federal Administration has directed all medical reporting of COVID-19 be funneled through HHS and not the CDC which does not allow for full transparency.

9) What is the University relying on to make the best determination?
   First and foremost, the public health authorities in Dallas and Collin counties where the campus resides are in touch with the folks at UT Southwestern. We are monitoring case levels and hospitalization data. Although the hospitalization data has been a bit delayed (by 2 weeks) because of how they changed reporting methodologies.

   Dr. Tim Bray has a dashboard that he has created for COVID-19 statistics in the North Texas region. The Institute for Urban Policy Research is his institute out of EPPS, and that is a tool that we (and local governments) have been relying on heavily to track the spread or decline of the virus in the North Texas region.

   Currently unsure that there is a consensus amongst the scientific community about what constitutes a significant outbreak, and so we're trying to rely on the public health authorities, and trying to rely on our own interpretation of the statistics in the North Texas region; and are working on some guidelines based on what UT Austin put out a couple of weeks ago.

   To help us in terms of ‘if we see this then will try to pull back’. The difference being that UT Austin has come back to campus in a much more aggressive way than UT Dallas has. At last count, Dr. Mussellman told me that we will have only about 33% of our students coming to campus for in-person or hybrid classes.

   The number of students that are actually registered in sections that are in person or have a hybrid format? That does not mean that all of those students will necessarily come to campus.
Every student will have the opportunity to take any class offered at UT Dallas in the Fall semester, remotely.

If we start to see outbreaks in student housing or elsewhere on campus we want to continue with the plan that we have put in place for the Fall semester.

I think that we have done everything that we can. We have set up the Fall semester as such, that if you follow the guidelines that we have published; and students, staff, and faculty abide by all of those guidelines (mask wearing and social distancing)? Anytime you were on campus, you should not have close contact with any other individual. If you are sitting in a classroom, you will always be masked and you will always be 6 feet away from another individual faculty or student.

If you are in line in the cafeteria? You will always be masked and you will always be 6 feet away from another individual. You should obviously be washing your hands frequently. Only one person in an elevator at a time, where there is not enough space for six feet distance.

10) As far as cases go, how soon will we be notified of an assumed case? How can we make sure that if it is a student, staff, or faculty member; that the private health information is protected in relating to contact tracing/sharing cases?

I may defer to Colleen on the second part of that question. She is working with Karlynda Pogue, who is our contact/campus tracing person going forward. The answer to the first part of the question is: As soon as possible we will notify people. I would like to stress that, just because someone who worked in your area or even in the same office, becomes symptomatic or tests positive? If you are following the guidelines put in place? You should not have had close contact with that individual. Separation social distancing is the number one thing that we can do to protect ourselves right now. That does not mean that we won't notify people in that area that there's a potentially positive case or a positive case. We will, and we are going to notify the campus community. Please follow the guidelines. That's the number one thing you can do to protect yourself and hopefully we won't have to do too many notifications.
Per Colleen Dutton, regarding protecting private health information in regards to contract tracing:

We only reveal the name of the individual to those on a need to know basis. You'll never ever see it mentioned in a public announcement. It's only revealed to those who absolutely need to know, the information is not under HIPPA. It’s due to this being a public health issue, but we are protecting the names of the of the individuals as much as possible.

Obviously if we have to notify a supervisor, we're going to have to tell them the name of the employee and so that anybody else that may have been in contact with that person can be notified. As part of the process when we reach out to the individual who is who is exhibiting symptoms and that we have to do the contact tracing for. We ask them for the names of the individuals that they may have come in contact with. You will not see any public information, and it's only revealed to those on a need to know basis.

11) **Weeks ago, HR started discussing a ‘Reduction in Force’ which have made Staff very anxious. Assuming Fall enrollment is estimated, when should Staff expect to receive notice of being furloughed, should they be chosen?**

Colleen mentioned that Staff have already started to be notified in some units, but not all of those notifications have been made. Some of the approvals took longer to process and some of the personnel are needed to finish out projects that are going to overlap into the fall semester. All in all, as Colleen mentioned, we have about 50-60 individuals that will be subject to a RIF. We’ve really tried to minimize the number of RIFs that are happening across the University. I’m hopeful that if enrollment numbers stay what they are, that we won’t have to go through any further RIFs in this Fiscal Year.
5) **Guest Speaker: Sheila Elliott - UMER**

   i) Spoke on:
      1) Video shared:
         a) [https://youtu.be/3OpoSCZGFTw](https://youtu.be/3OpoSCZGFTw)

   b) We are a first responder agency with the state.
      i. We serve BLS we do basic life support and come here in the next few months we've been approved to go to advanced life support. We have four paramedics with me included and will have three more paramedics from the agency. We are doing 12-hour service from 8am-8pm, but as of August 15 it will go back to 24/7.
      ii. We run the 911 calls, and call in directly when you call 911. On campus, we show up. We do all the medical care, trauma care, and any kind of medical emergency. We also have an EMT program that we just got approved from the State. Our first class finished with 35 students. The class was in-person on campus, and had no issues with COVID-19. We practiced all of the CDC guidelines that are recommended.
      iii. We've had 28 take the exams, and have had a 93% pass rate. It’s a really successful program and we will have another EMT class in the fall. There are 32 people in that class and we also have a partnership with another class with Garland Fire Department and Irving Fire Department.

   c) CPR classes.
      i. We have a hybrid option through the American Red Cross, where we can send you a link, you can do an online portion for the class; and then we can schedule a one-on-one skill check off or we can do a small group so we will be continuing to conduct those classes as well.

   d) If you have any questions, please reach out.
      - E-mail: uemr@utdallas.edu
      - Website: [https://www.universityemr.com/](https://www.universityemr.com/)
6) **Review of July Minutes**
   a) Motion to accept: Charles Vincent
   b) Motion 2nd: Richy Innis  
      i) Passed

7) **Committee Reports**
   a) **Staff Council Executive Board (Brooke Schafer)**  
      i. Met last week  
      ii. A lot on the agenda today to discuss. A few proposals to go over.
   
   b) **Attendance (Debbie Greszler)**  
      i. Virtual attendance has been awesome.
   
   c) **Benefits Committee (Jennifer Klunk)**  
      i. Met last week. Rick Dempsey guidelines have been finalized. Looking at how to put it on the website and how to get the information out. Will be open to apply for in October.
   
   d) **Communications Committee (Carrilaine Schneckner)**  
      i. Out of 52 posts on July, we had an average of 68 who viewed them. The Facebook traffic is good. The communications committee is fantastic and has worked very hard.  
         1. Brooke Schafer: If anyone has anything to share, please send them to the Communications Committee.
   
   e) **Fundraising Committee (--)**  
      i. Per Richy Innis: Nothing to report
   
   f) **Staff Development (Andy Helgeson)**  
      i. Met last week.
      ii. Cahoot will be on Aug 28, 2020
   
   g) **Treasury Report (Pax Abrams)**  
      i. Last scholarship has hit our accounts
   
   h) **Retiree Association (Sandee Goertzen)**  
      i. Had tech issues, will email anything to report
Faculty Senate – Dr. Ravi Prakash

i. Met on July 15\textsuperscript{th}, approved the Committee Assignments for the Faculty from the Committee on Committees.

1. Debra Greszler: How is the Faculty doing and feeling about this upcoming semester, being virtual?
   a. Dr. Scotch: We are in a much better place for Fall. Things have worked fairly well so far. Many preferred online. Only 18\% of Fall classes will be in-person. Many are choosing to do virtual or asynchronous teaching. Even those who are doing in-person will be offering online. We have done the best we could, considering the complexity of the situation. We are about as prepared as we could be.
      i. Debra Greszler: Have all the classrooms that will be used for in-person classes been selected and decided? If so, is there a list that can be viewed?
      ii. Dr. Scotch: The Registrar assigned Faculty to classrooms after they had been made sure that social distancing could be maintained with fixed seating and annexing. It has been a massive undertaking. All the students have the choice of participating remotely if they do not feel comfortable for whatever reason to attend in person.
   b. Debra Greszler: Another question has come in for you. Have there been any RIFs of Faculty?
      i. Dr. Scotch: I am not aware of any. I don’t think there have been any Faculty who have been laid off. We just haven’t been able to make as many new appointments as we typically would.
      ii. Rafael Martin: I do know that the Provost asked the Deans that when they were re-appointing the instructional faculty, some with multi-year contracts have had the number of years reduced. In order to maintain flexibility going forward
1. Dr. Scotch: So, people that were on a 2-year contracts, are now on one. Those who had 3-year contracts are now on 2. There is some apprehension on the part of our non-tenured track faculty. I think that the Provost and the President felt that in light of the possible very serious budget situation, we're going to be in not just this year, but perhaps next year as well, because of the Legislature. I think they felt they had to have some flexibility. That has been the main effect on the Faculty.

j) Student Government (Ayoub Mohammed and Hope Corey)
   i. Nothing to report

8) University Wide Committees
   a. Campus Facilities (Janice Gebhard)
      i. No report made

   b. University Safety and Security (Naomi Emmett)
      i. No report made

   c. IT Planning and Policy (Dennis Guten)
      i. No report made

   d. Calendar Committee (Dr. Richard Scotch)
      i. Per Dr. Scotch: No decision has been made for Spring 2021, but may not start Spring classes till after MLK Jr Day after winter break. Still discussing whether or not to have a Spring Break.
      ii. Per Rafael Martin: No decisions have been made about the campus reopening.

   e. Auxiliary Committee
      i. No report made.
f. **HOP Committee (Brooke Schafer)**
   i. Currently reviewing the naming of buildings.
   
   ii. Regarding Staff Member being a co-chair suggestion: The executive board will be meeting with Dr. Prakash, Dr. Scotch and possibly Dr. Hefley to discuss this.
      1. Alice Presti: Do we want to add Living Our Values Committee to this?
      2. Brooke Schafer: I think that is an excellent idea.
         a. Jennifer Klunk: As far as the classrooms, they are not being assigned back-to-back so they can be cleaned? Can that be confirmed?
         b. Rafael Martin: They will be cleaned once a day, but there is time between classes to minimize the passing. As far as the Living Our Values Taskforce? That is an Ad Hoc, not a committee. However, we are looking at passing off the duties of the taskforce on a current committee, or a new one.

g. **Student Fee Advisory Committee (David Richardson and Debra Greszler)**
   i. No report made

h. **Committee for Support of Diversity and Equity (Carrilaine Schneckner, Daniel Hernandez, Alice Presti, Nora Hernandez, Melanie O’Brien, Aisha Evans, Molly Dickinson)**
   i. No report made

i. **Intellectual Property Advisory Committee (Melani Sherbet)**
   i. No report made

j. **University Sustainability Committee (Craig Lewis)**
   i. No report made

k. **Accessibility Committee (Pax Abrams)**
   i. No report made

l. **Wellness Committee (Pinky Reyes)**
   i. Mammography on Sept 11 on campus, information was sent out, but will also send it to Pax
ii. Watercooler Wednesdays are still going at 10am and 3pm, the link is on our website.

9. Proposals:
   a. **2014-004p**: Executive Board is looking into an ombudsman for employees
      i. Brooke Schafer: Would like to discuss and approve the proposal written to retire this. It includes the background, the reasoning the benchmark universities include: University of Texas at Austin, University of Texas, MD Anderson Cancer Center, Boston University, and University of Michigan. In this document is also resource requirements. So just general baseline requirements: completion of a Masters’ degree program, be certified working in higher education or a similar setting, and be able to provide proof of having attended basic mediation and training, and at least 100 hours of mediation experience. The proposal also includes that it could be housed in the Office of the President, potentially reporting to the Chief of Staff.

   1. Web Pierce: Is this not Rafael’s duty right now? This sounds a lot like what this position would do?
   2. Rafael Martin: That is part of the responsibility, yes; but if there are some that do not fall under my duties that would fall under this? I am willing to discuss.
   3. Colleen Dutton: The Employee Relations team does a large chunk of this already.
      i. Brooke Schafer: The Employee Relations team is a fantastic resource. This position would partner with Human Resources to help and assist as a partnership. To work with and de-escalate before it goes to HR.
         1. Colleen Dutton: Our Employee Relations Team really does function more in an ombudsman role than an investigator role. We do a lot of de-escalating. This is fine if you want to go forward with this, but a lot of these resources are already available.
         2. Charles Vincent: It seems like a lot of these functions are being handled, but it seems odd to suggest a new position when others are being laid off.
      ii. Brooke Schafer: This has been on the docket for over a decade. This is a formal response to show that we are doing our due diligence that we are following up on adopted suggestions.
          1. Charles Vincent: Moves to adopt
          2. Carrilaine Schneckner: 2nd
3. Jennifer Klunk: Can we clarify what we are moving to adopt?
   a. Brooke Schafer: We are moving to adopt this formal response to go forward to the President’s Office, then we will move to retire the proposal.
   b. Debra Greszler: Yes, that is correct.
   c. Lynne Perler: I question the need for this with all the other resources we have. If this is to remove it, that is different.
   d. Brooke Schafer: This is a response to the ombudsman suggestion that was approved and adopted
   e. Debra Schafer: This is to open the dialogue to start these conversations
   f. Lynne Perler: So, what are you putting on the table to be voted on right now?
   g. Charles Vincent: The motion is that this document be sent to the President’s Office.
      i. Alice Presti: Can we add something to the bottom that states: we understand that this is a difficult time. This is in response to a 10-year request from staff and that this is unprecedented. We are still trying to fulfill the needs of our constituents.
      ii. Lynne Perler: I wonder if that more the issue, that it’s been there for so long; but not relevant.
      iii. Carrilaine Schneckner: This is relevant. This is not just an issue of something having been on the table and we want to move it forward. We do want to move it forward, we need an ombudsman. We’ve needed one for over ten years.
      iv. Andy Helgeson: This comes back on an annual basis. It needs to be moved on.
   h. Charles Vincent: We have a motion and a 2nd can we take a roll call vote?
      i. Roll call vote taken
      ii. Motion to move forward approved.
   i. Brooke Schafer: Motion to retire?
   j. Sandee Goertzen: Can’t retire it until it’s been approved by the President’s Office and have a meeting with them.
      i. Naomi Emmett: Yes, I agree.
ii. Andy Helgeson: I feel as if we have followed through with what we have done.

iii. David Richardson: I agree as well, that once we have submitted this; it should be removed.

   1. Brooke Schafer: Do we have a motion?
      a. David Richardson: I motion to remove it.
      b. Andy Helgeson: I second the motion.

   2. Brooke Schafer: Do we need a roll call vote?
      a. Debra Greszler: With the amount of discussion, we should take a roll call vote, yes.
      b. Pinky Reyes: My understanding is that based on the proposal? We have done our part. Our role is to support the staff.

iv. Brooke Schafer: We do have the motion and 2nd on the floor to retire.

   1. Jennifer Klunk: My feeling is that there is the potential for the President’s Office to come back and require more action from us. If we keep it, we can have a better follow-up.

   2. Andy Helgeson: If we complete the task as it was submitted or do we keep it and continue till we get what the submitter wanted out of it?

   3. Charles Vincent: There is nothing more we can do with this as an Action Item. Any response that comes back should be brought back to the Council from the Executive Board.

   4. Brooke Schafer: I understand both sides, but let’s takes a roll call for removing this from the docket.

   5. Roll call vote taken
      a. Vote results: Proposal to be removed, motion passed
k. Vote to extend the meeting.
   i. Andy Helgeson: Motion to extend 15min
   ii. Richy Innis: Motion 2nd.

b. 2020-007p: Suggest that Staff Council look into ways to improve processes that enhance customer service and data or form submissions. (Executive Board)
   i. Response has been drafted by the Executive board:

   This proposal was taken on by the Executive Board, along with concerns regarding the process of the CARE Awards, as well as our other events. In an effort to improve some of the things we have done include:

   • Have reviewed and revised many procedure documents, including the CARE Awards, for clarity.
   • Implemented Standard Operating Procedures for all Staff Council events and processes throughout the year.
   • Created tracking documents for all received suggestions, as well as documenting all responses and forwarding information.
   • Ensured that all emails received to staff council general email get a timely reply.
   • Followed-up with updates to all non-anonymous suggestions submitted through the staff council webpage.
   • Set procedures in place to make sure the meeting minutes go out for review in a timely fashion.

   We recognize that improvement is a continual process, and will always be striving to make things better. The Executive Board is always open to suggestions. If you have a suggestion for us? Please let us know and send it to: Staffcouncil@utdallas.edu.

   ii. Jennifer Klunk: Motion to retire
   iii. Charles Vincent: 2nd
      a. Jennifer Klunk: Might be a roll-call vote to retire?
      b. Roll call vote taken
         i. Passed
10. Suggestions

a) **2020-26s:** Has Staff Council considered rebranding to become Staff Senate?  
   (Anon.)
   
   i. Charles Vincent: Motion: not to adopt  
   ii. David Richardson: Motion 2nd  
       1. Not adopted

b) **2020-27s:** Are we able to find out further information regarding RIFs at UTD?  
   UT San Antonio has laid off 69 adjunct faculty members and 243 other staff members. (Anon.)
   
   i. Colleen Dutton: As I said earlier, it is somewhere between 50-60; will have more info next meeting.  
   ii. Charles Vincent: This is not a suggestion. It’s good to have the numbers.  
       1. Vy Trang: Motion not to adopt  
       2. Charles Vincent: 2\textsuperscript{nd}  
          a. No adopted

c) **2020-28s:** I placed myself for election for District 1 and when the ballot came out, it said that the positions were filled but to elect an alternate. It would seem to me that terms should be staggered so that there could be continuity in representation of the District. If there are no positions open, then the same people will go off and the next round could feasibly be all new people! With a bit of research, it was found that there are 6 representatives from District 1 and ALL of them will be replaced in the 2021 election. It can be noted that this is almost the case in District 4 as well: in the 2021 election, 6 of 7 representatives will be replaced. Of course, no one cannot stop Staff Council reps from changing jobs (thus Districts) or leaving UTD for other career opportunities, but I feel that this needs to be monitored closely each year and staggering terms should be rebalanced as needed.
   
   i. Debra Greszler: Would like to adopt this and look into how to balance this out. This came about from redistricting.  
      a. Richy Innis – 2\textsuperscript{nd}  
      b. Lynne Perler: This is not about re-districting. It’s an issue of representation. The continuity needs to be there so that there are staggered terms.
c. Debra Greszler: This came about from the redistricting, they are tied in. We need to look at all of it, and how not to have this happen again in the future
   i. Assigned to: Executive Board

d) 2020-29s: There is talk of a UTD Police oversight committee. Is this a University Committee? How can a staff member or faculty member join?
   (Anon)
   i. Brooke Schafer: There is a working group in place by Rafael to work with our Police Department and our community members.
      1. Debra Greszler: This was anon, maybe we can add this to our communications?
      2. Mara Jackson: The working group is working on sending a suggestion to the President to form such a group, but it has not been sent.
      3. Charles Vincent: Motion to adopt, and assign to Communications
         a. Aaron Simpson: 2nd
            Assigned to: Communications

11) New Business
a) Living our Values Statement
   i. Per Brooke Schafer: Living our Values Taskforce reached out that we create a response for the removal of any reference to Confederate Heroes Day on the University website. This is what myself and Dr. Prakash had drafted. Academic Senate had passed this unanimously:

   “The University of Texas at Dallas Staff Council strongly condemns the observance of Confederate Heroes Day. We support the steps being taken by our university to eliminate any unnecessary reference to this day from our campus website as well as other university publications where it may be referenced. In addition, we call for the repeal and replacement of this holiday with a holiday commemorating Texans deserving of the honor. “

   That has happened, all references have been removed. We want to support the Taskforce and the repeal of the holiday.

   ii. Much discussion was held regarding the verbiage.
a. Pinky Reyes: Richy and I are on the taskforce. The suggestion from Lynne may show a negative image of the Council. ‘Recommends’ comes across as if we are alright if it stays. That’s why the Senate said ‘condemn’.
   i. Lynne Perler: What about ‘supports’ instead of recommends?
   ii. Pinky Reyes: We want it fully removed. We don’t want this because we are supporting the black community.

b. Brooke Schafer: it is 11:16
   i. Charles Vincent: I motion to table the remainder and adjourn
   ii. Frankie: I second.
   iii. Richy Innis: I would like to extend by 5 min to wrap this up.
   iv. Charles Vincent: Rescind my motion and 2nd the motion to wrap up this.

c. Pinky Reyes: Per Colleen: It cannot be pulled from the UT System Calendar.
   i. Richy Innis: Would like to amend this wording.
   ii. Charles Vincent: It says ‘call for the repeal’. The academic senate has already accepted this and we should stand with them.
   iii. Charles Vincent: I move to adopt the first statement
      1. Richy Innis: 2nd
      2. Roll call vote taken
      3. Motion passes

   a. Charles Vincent: Motions to table remaining and adjourn
   b. Alice Presti: 2nd
      i. Adjourned
      ii. 11:27am

Respectfully recorded and submitted,
Pax Abrams
Admin Assistant, Staff Council