Return to Campus Updates

- Continue to work remotely or as directed by your supervisor
- **Complete your daily health screening**
- Wear your mask
- Practice social distancing
- Wash your hands
- Actions for spring semester to be determined
Remote Work Location (RWL) guidelines for fall

• Still flexible for fall 2020 semester – but no guarantees starting Jan 2021.

• Current policy is under review with plans to have final guidelines by November.

• Applies to any RWL arrangement, even if within DFW area.

• Any RWL arrangement must be approved by unit leadership, and possibly Dean or VP.

• Supervisors/unit are not obligated to approve a RWL if they determine it is best for business needs to have person perform duties on campus. Unit leadership can determine what is permitted.
Where is the work performed?

- Payroll tax and employment laws – we must abide by the laws and regulations of the state in which the work is performed.
- FMLA, ACA, Sick Leave, Vacation requirements can change from state to state.
- Unemployment insurance – Any state that we have employees performing work for UTD, we must register with as an employer of that state.

Impact to employee’s benefit coverage

- UT Health Select insurance area is Texas.
- Out of Texas = out of area coverage; higher co-pays.
- Immigration status may be impacted if residing and working outside of the DFW area.

  - Dept. Homeland Security determines geographical area for residence if on an immigration visa.

Out of state restrictions do not apply to summer research projects, short term and temporary living arrangements or visits.
Reduction In Force Actions as of 9/8/2020

58 staff impacted

• 52 eliminated

• 2 reduced FTE level to .50

• 4 offered other positions within school/division – (3 accepted/1 declined)

• End dates range from 8/31/20 - 12/1/20

• Median age: Female - 43, Male – 48

<table>
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<tr>
<th>Gender/Race</th>
<th>Two or more</th>
<th>American Indian</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>Non-Disclose</th>
<th>White</th>
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<td>2</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>24</td>
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<tr>
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<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>2</td>
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<td>Development and Alumni Relations</td>
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<tr>
<td>SEEC</td>
<td>3</td>
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<tr>
<td>Provost Office/Programs</td>
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<td>OIT</td>
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<td>Internal Audit</td>
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<td>Office of Research</td>
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<td>Communications</td>
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<td>Library</td>
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<td>ATEC</td>
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<td>Budget and Finance</td>
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<td>Facilities &amp; Econ Dev</td>
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<td>Student Affairs</td>
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<td>International Center</td>
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<tr>
<td>Pending</td>
<td>?</td>
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<tr>
<td>Total</td>
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COUNSELING SERVICES

- Confidential access
- 24/7 access
- 7 free counseling visits per issue, per person
- Access to services via face-to-face, video, or telephonic
- Bilingual call center (English and Spanish)
- Tele-language Services
  - Ability to provide therapy in a language other than English if requested. Services are available for telephonic interpretation in over 190 of the most commonly spoken languages and dialects.

WORK-LIFE SERVICES

- Legal
- Financial
- Child / Elder Care Resources
- Daily Living Services (Concierge)
  - Daily living consultants assist individuals with finding resources such as care for their pets, travel, home improvement contractors, apartment locators, and more.
- Safe Ride
- Training
  - Unlimited on-line seminars
  - LIVE webinars offered during the Fall semester
24-Hour Program Access

- Helpline: (888) 993-7650
- iConnectYou App
  (call, instant message, video, SMS text with a counselor)
- LiveCONNECT Instant Messaging

Eligibility

- Employees
- Dependents
- Household members
- Coverage extends for 6 months post-employment

www.deeroakseap.com
Username / Password: utdallas/utdallas
Live webinars will be offered throughout the Fall semester:
- Employees can participate anonymously
- Employees can ask questions during live Q&A
- Sessions will be recorded and made available to all employees

Currently scheduled webinars: Look for listing in today’s InterCom

Registration information will be shared on the HR website.

- 9/10/2020 10:00 am How to Cope with Anxiety During Difficult Times
- 9/18/2020 1:00 pm Preventing Burnout
- 9/24/2020 1:00 pm How to Cope with Change and Uncertainty
- 10/1/2020 10:00 am Stress and Its Impact on Your Health

Additional dates/topics will be announced.
HELP FOR STUDENTS AND STUDENT WORKERS

• Student Counseling Center - [https://utdallas.edu/counseling/](https://utdallas.edu/counseling/)
• 24/7 Crisis Hotline - **972-UTD-TALK (972 – 883-8255**
• Appointments - Email - [counselingcenter@utdallas.edu](mailto:counselingcenter@utdallas.edu).

• Other Resources for Students
  
  • **North Texas Behavioral Health Authority** (Serving Dallas, Ellis, Hunt, Kaufman, Navarro and Rockwall Counties) -- [https://ntbha.org/](https://ntbha.org/)
    - Crisis Phone: 866-260-8000
    - Main Phone: 1-877-653-6363
  
  • **LifePath Systems** (Serving Collin County) -- [https://www.lifepathsystems.org/](https://www.lifepathsystems.org/)
    - Crisis Phone: 1-877-422-5939
    - Main Phone: 1-877-422-5939

• Faculty or Staff concerned about a student’s emotional or mental health should contact the Dean of Students at 972-883-6391 or complete the [BAIT Referral Form](mailto:).

Wellness Update

- **Save the Date: Flu Shot Clinics**
  - Monday, October 5

<table>
<thead>
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<th>Time</th>
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<tbody>
<tr>
<td>Office of Human Resources - Administration, Third Floor, Ste. 3.108</td>
<td>9:00 a.m. - 4:00 p.m.</td>
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<tr>
<td>Center for Vital Longevity - Break Room - 801</td>
<td>8:30 a.m. - 10:00 a.m.</td>
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<tr>
<td>Callier Center - Dallas Campus - Room B108</td>
<td>11:00 a.m. - 2:00 p.m.</td>
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<tr>
<td>Center For Brain Health - CBH Reception Hall - 1.104</td>
<td>3:00 p.m. - 4:30 p.m.</td>
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- Tuesday, October 6

<table>
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- Registration will be available soon. **Completion of DHS will be required** **prior** **to coming to campus.**

- [www.utdallas.edu/wellness](http://www.utdallas.edu/wellness)
Topics for Sept 11 at 10am:

• Dispositioning Applicants in PA7
  - Why
  - When
  - How

• Immigration Updates

• Handling Faculty Benefit Cancellations
Talent Development opportunities will resume on September 14, 2020

• Topics include:
  – Admin- U
  – Emotional Intelligence
  – Beat the ‘Tigue
  – Internal Audit
  – Procurement
  – and more

Be on the lookout for our September Talent Development Course Catalog in the September 9th edition of the Intercom and online at https://www.utdallas.edu/hr/training/.

If you would like to receive information about talent development opportunities directly to your email and currently do not, please email us at talentdevelopment@utdallas.edu to be added to our mailing list.
Questions?

Thank you!