STAFF COUNCIL GENERAL MEETING MINUTES
June 09, 2021 @9am


GUESTS: Colleen Dutton, Dr. Ravi Prakash, Ryan Short, Sandee Goertzen

CALL TO ORDER
Staff Council Vice President Debra Greszler called the meeting to order at 9:00 am.

GUEST SPEAKERS:

Shannon Patrick – Associate Vice President for Development – New Dimensions Campaign

- Comprehensive campaign – every gift that comes in the door counts
- Began in 2018 with planning, vision, feedback, feasibility study
- Now in the official launch with the public – until 2024
- Campaign wraps up in 2025
- 42% of the goal was met during the quiet phase
- Goal is $750 million
• Pillars: Attract Talent, Student Experience, Global Engagement, Enrich the Arts, Advance Research, Economic Engine for Region, Finance & Administration, Philanthropy, Sustainable Environment
• Three pillars focused on in the campaign: Attract the Best and Brightest Students, Transform the Arts on Campus, Enhance Lives Through Transformative Research
• Question was asked regarding the growth of staff as there is growth of faculty and researchers for this campaign – This is not built into the campaign and is up to each school.
• Annual Fund and Project bucket not represented in the presentation exists for other efforts (the fourth bucket) that do not directly align with the three focus pillars.

Colleen Dutton – Chief Human Resources Officer
• Return to Campus – in progress and up to the head of each unit at what it looks like in their area. Some units are already back at 100%, others are phasing in by August 1st.
• Child and elder care arrangements still needed even when working remotely. Still performing the same job duties, just in a different location.
• Honor and respect individual’s decision to be vaccinated.
• Thriving Through the Return – program to help us adjust to returning to campus and hybrid work arrangements. Registration is now open in LEO.
• Annual benefits enrollment coming up. No premium increases. Waiting period for disability waiting period changes from 14 days to 7 days. No evidence of insurability (EOI) required this year for disability coverage. Enrolment is July 15th through July 31st.
• Benefits fair is all virtual again this way. See www.utdallas.edu/benefitsfair . Three fun activities are “Got Talent”, “Show & Tell”, and “Karaoke” – volunteer by contacting Marita.Yancey@utdallas.edu.
• Summer trainings posted and can register now in LEO.
• “In the KNOW!” session coming up on July 21st. This course targets employees that have been at UTD 6 months to a year but anyone can attend.
• HR Office walk-in hours as of June 1st are 10am – 2pm. Time sensitive matters will be addressed regardless of the walk-in hours. Appointments can be made with HR Monday – Friday from 8am – 5pm.
• Staff positions that were vacant or become vacant may again be filled at the discretion of each unit and without executive review committee approval.
• Requests for staff promotions and reclassifications may resume. Since, the budget is not final approved requests may have delayed effective dates or be cancelled.
• FY22 holiday schedule is posted. Shorter winter break because five holidays land on the weekend during the year and cannot be applied to the winter break.
• Next HR Forum is July 7th.

ROLL CALL
A quorum was met.
APPROVAL OF PREVIOUS MEETING MINUTES
Motion to approve the May 2021 meeting minutes was made by Charles Vincent. The motion was seconded by Don Proeschel.

SPRING 2021 CARE AWARD WINNERS
- Dresden Goldberg – Director – Management
- Gary Cocke – Directory – Facilities Management
- Irene Marroquin – Asst. directory – ECS Student Services
- Mike Nehus – Technical Team Lead – OIT
- Monica Krause – Business Manager – Materials Science and Engineering
- Rocky Shen – IT Support Specialist IV – Behavioral and Brain Sciences

COMMITTEE REPORTS
- EXECUTIVE BOARD (Executive Board)
  Elections were a major topic. The parking proposal was discussed and Joey will provide an update.
- ATTENDANCE REPORT (Debbie Greszler)
  Attendance continues to be good. A few more absences but expected since it is summer.
- BENEFITS COMMITTEE (Aaron Simpson)
  Trying to expand knowledge and awareness of the Rick Dempsey Scholarship ($500) with a preference for Facilities and military service.
- COMMUNICATIONS COMMITTEE (Melanie O’Brien)
  SUN will be published by the end of this week or early next week. Check us out at Instagram (@utdstaffcouncil).
- STAFF DEVELOPMENT (Fatema Syeda)
  Professional development event was well attended (91 participated). Discussing ideas for staff development activities for the summer.
- FUNDRAISING COMMITTEE (Joey White-Swift)
  Have approximately 40 recipes for the Staff Council cookbook. Comets Giving Day – no report yet on what was raised.
STUDENT GOVERNMENT (Imaan Razak Macchiwalla)

Working on transition.
Looking for how to get students registered to vote.
Participating in the READY app use and review.
Esports had a commencement.
Social and safety platform being investigated and considered.

FACULTY SENATE (Dr. Richard Scotch)

May meeting held.
New senators will be seated this month. Leadership remains the same.
Echo360 is being phased out due to cost.
Addressing need for non-disclosures for students working on projects/research.
Expanded the list of countries that assume English proficiency.

RETIREE ASSOCIATION (Sandee Goertzen)

Will meet via zoom.
Discussing in-person meetings starting back up.
Looking to start up the monthly luncheons.
Four retirees volunteered to participate in the Benefits Fair on the topic of retirement.

UNIVERSITY WIDE COMMITTEES

- Police Oversight Committee – Michelle Rhinehart
  Lot of discussion about the new comet cards that will have more information on the backs such as crisis numbers. All new cards will have the new information but we will not re-card everyone.

    Hazing will now be treated as a crime, so the Police Department will now be involved in these incidents.

BUSINESS

Proposals:

- **2021-03p**: "Faculty are sent an Evaluation of Academic Administrators. Why is this not also sent to Staff for review? It seems that the all staff email list is not being included on pertinent email communications. “ (Executive Board)

    Dr. Raphael Martin – Working with Serenity King on the policy on Evaluation of Academic Administrators to include changes that will incorporate feedback from staff similar from faculty. Should see this come for review to Staff Council later this summer or Fall.
• **2021-05p**: The responses from the Parking and Transportation Office and its leaders at the HR Forum, Academic Senate meeting, Staff Council meeting, and other public forums have been disappointing and at times, dismissive. The excuse of "we have to pay for the debt and upkeep of the garages" is wearing thin and thanking those employees who elected/had to purchase a FY2020-21 permit is insulting. Once we pivoted to remote work, employees who were fortunate enough to be able to work remotely were NOT ALLOWED to be on campus so we COULD NOT use the parking permits that we purchased for the remainder of the academic year (March-August 2020). The institution decided to not refund the staff (and faculty) any portion of the parking permit price although they did refund the students. Now that employees are being told to begin transitioning back to campus, we have to purchase parking permits again. Though the permits are prorated, why do we have to buy new permits when we never got to utilize our permits from last year? Permits are not cheap and with ALL the challenges we all have had to face this past year, the least UTD could do is not make us pay for parking. Why is the burden being placed on employees (staff and faculty) to pay for the maintenance and debt for the parking lots and garages? How does this help boost the morale of employees who are all overworked and burned out mentally and physically? I strongly suggest Staff Council write a resolution about the parking permit issue so more attention can be given to this issue and the resolution can be escalated to university leadership. Staff Council should use its collective voice to make university leadership understand the concerns that staff has and not just brush aside our concerns. (Executive Board)

Joey has taken the point for this proposal. Discussed the composition of the ad hoc committee. Invite to Staff Council representatives to participate on this committee will be forthcoming. Parking is a complex topic and needs to be handled respectfully and consider of all positions. Send any comments, concerns, suggestions and input to Joey until the committee is formed.

**Suggestions:**

**2021-006s**: One of my constituents sent me the following article about the future of work-from-home at Duke University ([https://today.duke.edu/2021/04/remote-work-future-duke](https://today.duke.edu/2021/04/remote-work-future-duke)). I have heard a number of people express their desire to have this option and to have university leadership seriously consider this option. Over the past year, students and faculty have been asked for their thoughts/preferences on a wide range of topics but staff has not been asked for our thoughts about any topics. As this past year has amply proven that there are some offices/positions that can work remotely and be more productive, staff should be given an opportunity to let leadership know quantitatively and qualitatively if there is broad support for a more robust work-from-home program. As the representative body for staff, we should consider doing something similar to what Duke did, i.e. sending a survey to staff focusing on work-from-home questions. I realize that the university will conduct a climate survey but the survey will not occur for quite some time and it will not have a focus on this topic. This may open the conversation. I look forward to your thoughts.

Charles Vincent motioned to put this to the executive committee for further review. This motion was seconded by Aaron Simpson. The vote passed and this is now a proposal.

**CONTINUING BUSINESS**
Elections
Identified a few minor changes to be made to districts for this election cycle. New buildings need to be added: SCI (District 2) and HMF (District 6). Move West Tech to District 1 to balance the number of constituents per district. District 0 (staff with no mailstop) – four department codes to be placed into their relative district related to their building. This will get all current staff associated with a Staff Council District.

Status of Hiring an AA
Job description is out to the Executive Board to be reviewed.

NEW BUSINESS
None

REMINDERS
Next Staff Council meeting is July 14, 2021.
Thanks to those that donated to Comet Giving Day.
Staff Council nominations are open June 1st.
Meet Your Representatives session ongoing through June.
Staff Council CARE Award nominations for Fall 2021 are open.

ADJOURNMENT
Motion to adjourn was made by Charles Vincent and seconded with no opposition. The meeting was adjourned at 10:46 am.