1. Roll Call

Present: Pax (Jamie) Abrams, Alejandro Acero, Vanessa Balderrama, Bryan Black Frankie Branham, Michele Brown, Joy Camp, Naomi Emmett, Shahrukh Farooq, Karen Garcia, Jan Gebhard, Dennis Guten, Andy Helgeson, Elizabeth Hernandez, Richy Innis, Mara Jackson, Heidi Kessell, Jennifer Klunk, Melanie O'Brien, Ben Piper, Sadhona Pulukuri, Beverly Reed, Pinky Reyes, April Rice, Michelle Rinehart, Helen Roth, Brooke Schafer, Marie Schier, Carrilaine Schneckner, Melani Sherbet, Sally Skow, Fatema Syeda, Vy Trang, Adrienne Wilson

Absent: Debbie Greszler, Julian Murillo, David Richardson, Katie Robinson, Lynne Perler, Alice Presti, Jackie Schmitz Hieu (Heather) Ton, Shelly Turner

Guests: Dr. Richard Scotch, Dr. Ravi Prakash, Colleen Dutton, Ayoub Mohammad, Hope Cory, Sandee Goertzen, Amanda Smith, Dan Goodwin, Terry Cartwright, Rafael Martin

1. Call to Order: Meeting called to order by Staff Council President, Brooke Schafer at 9:06am

2. Guest Speaker: Dan Goodwin - Director, Student Union & Student Life Programs
   a. Spoke on:
      i. Speech Expression and Assembly UTDSP5001
         a. For presentation slides, please see: Appendix A

3. Guest Speaker: Colleen Dutton – Chief Human Resources Officer
   a. Spoke on:
      i. 1095C Forms
         a. You need to sign up if you want them electronically.
         b. Email will go out in the next week or 2.
            i. Question: Is it a once and done, or need to be done every year?
               1. You only need to sign up once.
            ii. Question: Are Retirees included?
1. Will find out for you. Probably, since you are still getting the email.
   a. Retirees will get the paper 1095-C Form.

2. Employee Comp Team
   a. Working on getting I9 process setup. New hires will use the electronic process. All electronic starting in Dec.

3. Comet Cupboard
   a. Collecting food items through November 30th, 2019

4. Website Updates
   a. Meeting on November 20 with the Office of Communications. Hoping to have it ready by Spring.

5. BRIGHT Leaders
   a. Bold Responsible Inclusive Growing High Performing and Transformative
   b. Roll out in Spring, will have different levels.
      i. Level 1 – For those who aspire to be supervisory 6-9 months
      ii. Level 2 – Managers/Supervisory 3-5 years, 9-12m
      iii. Level 3 – Senior Director and above 9-12m
   c. Strongly Recommend: Crucial Conversations – pilot in Dec-Jan
   d. Will keep you posted on updates
   e. Level 2 cohort – will you be accepting applicants?
   f. They work on nominations process. Mix of academic and administration. Want everyone to have an opportunity to come. Will be about 80hr class and up to 20hr outside of class. A very intense program.

4. Guest Speaker: Terry Cartwright – HR Talent Development
   a. For presentation slides, please see: Appendix B

5. Roll call

6. Review of October 2019 Minutes
   a. Motion to accept, made by: Carrilaine Schneckner
      i. Motion 2nd by: Frankie Branham
         1. Minutes Accepted

7. Committee Reports
   a. Executive Board (Brooke Schafer)
      i. Staff Council relies on all of us. Committee chairs are in charge of delegating. Please support your committees and do tasks when asked.
      ii. Discussed CARE Awards process – verifying nominees eligibility
a. Winter reception: January 14, 2019

a. **Attendance Report** (Debbie Greszler)
   i. Debbie Greszler is absent, report given by: Jennifer Klunk
   1. Quorum for today!
   ii. **Staff Council Distribution Lists**
   1. Per Brooke Schafer - Please use them to help keep your constituents informed!

b. **Benefits Committee** (Jennifer Klunk)
   1. Scholarships
      a. Reviewing the Fall 2019 Applications
      b. Discussed the suggestion that came to committee about the timeline (2020-005)
         i. Working on a formal response draft

c. **Communications Committee** (Carrilaine Schneckner)
   1. Solar Flare
      a. Going out this week.
   2. Homecoming Parade is this Friday, please come watch!
      a. Starts at noon at the Res Hall and will end at the Activities Center.
   3. Fashion Show is today!
      a. 2:00-3:00pm
      b. Hot chocolate and donuts will be available.

a. **Fundraising Committee** (Adrienne Wilson)
   1. Holiday plant sale
      a. Currently going on.
      b. Deadline: November 20, 2019
         i. Delivery: December 02, 2019
         ii. Pick-up: December 03, 2019
            1. Location for pick-up: TBD

a. **Staff Development Committee** (Andy Helgeson)
   1. Staff Appreciation
      a. Working on the event for Callier
      b. January 8, 2020
         i. 11:00am – 1:00pm
            1. Departure from Main Campus: 9:00am
      c. Volunteers needed!

b. **Secretary and Treasurer's Report** (Pax (Jamie) Abrams)
   i. **Staff Council Operating Account**
      Beginning Balance: New Cost Center
Net Revenue - Fiscal Year 2020
Net Expenses – Fiscal Year 2020 $2,919.40
FY20P2 – Recognition USA (Name badge x1) $19.75
Net Transfers $31,310.00
Encumbrances – SC AA Payroll No changes

Current Available Balance: October 31, 2019 $17,423.96

ii. Staff Council Fundraising Account

Beginning Balance: $12,062.98
Net Revenue – Fiscal Year 2020
Net Expenses – Fiscal Year 2020
Net Transfers
Encumbrances

Current Available Balance: October 31, 2019 $12,062.98

iii. Staff Council Endowed Scholarship

Beginning Balance: $1,477.67
Net Revenue – Fiscal Year 2020
Net Expenses – Fiscal Year 2020
Net Transfers
Encumbrances

Current Available Balance: October 31, 2019 $1,477.67
Endowment Market Value: $54,289.82

iv. Jody Nelsen Scholarship

Beginning Balance: $892.40
Net Revenue – Fiscal Year 2020
Net Expenses – Fiscal Year 2020
Net Transfers
Encumbrances

Current Available Balance: October 31, 2019 $892.40
Endowment Market Value: $42,363.47

v. Staff Scholarship

Beginning Balance: $231.97
Net Revenue – Fiscal Year 2020
Net Expenses – Fiscal Year 2020
Net Transfers
Encumbrances

Current Available Balance: October 31, 2019 $231.97

c. Faculty Senate (Dr. Ravi Prakash)
   i. Met in October.
      a. Discussed OPT Training filing. UT System and multiple joined. Still being litigated.
ii. **Presentation on Faculty Salary Inversion/Compression** – Some schools had a bias on Gender, duration of service. Not all schools had the Inversion/Compression. Some schools had discrepancy and will be an ongoing discussion.

iii. **Meeting in Austin**
   a. **Discussed the retention of Faculty**
      i. UTD is doing quite well
   b. **Keynote speaker: Theresa Sullivan**
      i. **Topic:** Scandals will happen, how do you prepare?

II. University needs to be proactive. Responding only after the fact, will not have good traction. It’s better to communicate/keep everyone informed at all times of Policy.

4. **Approved Policy on Titles**
5. **Approved Survey on Campus Climate (per Dr. Benson)**
   i. Faculty Senate will nominate 2 people to be on the committee.

d. **Student Government** (Ayoub Mohammad and Hope Cory)
   i. **Homecoming**
      a. Will be this week! As mentioned before, please come watch the parade.
      b. Student Government has a float, the theme is Area 51.
      c. **Tailgate Party:** Saturday from 10:00am – 2:00pm
   ii. **Chalk Art Contest**
      a. **Today at Chess Plaza** – judging at 2:00
   iii. **Voting**
      a. Training Senators to be able to register voters in Dallas and Collin.
      b. Bussed to Collin County for voting on amendments, registered 50 people.
      c. Looking at other options for small local elections.
   iv. **Comet cupboard**
      a. Drive is currently going on, and expanding to take school supply donations.
      b. Nov 18, 2019-Dec 6, 2019
      c. Boxes at SU, can also drop at the SG office.
   v. **Hackathon**
      a. Won 1st place for SG portion is ready to be rolled out.
vi. Accessibility Survey results
   a. 120 submissions came in. 91% did not know how to report a barrier.
   b. Will be addressing this concern. UTD mobile app has an accessibility icon.

b. EAC (Naomi Emmett)
   i. Meeting in Jan, and will be presenting at Board of Regents today around 2:30.
   ii. The Board of Regents do post recordings of their meetings.
   iii. Board of Regents is meeting today and tomorrow.

c. Retiree Association (Sandee Goertzen)
   i. We have been going out for meals, and everyone enjoys that. Also saw the Love Field Aviation museum. Meeting on the 25th for a Christmas lunch, and on Dec 12 at Rockfish.

University Committees
a. Parking and Transportation (David Richardson Felicia Rivers)
   i. No report made

b. Campus Facilities (Janice Gebhard)
   i. Met yesterday
   ii. New science building will be open next fall, plans for arts and performance complex, will be choosing architect next year.
   iii. Feasibility study for renovations for SU was discussed.
   iv. Rutford to be no vehicles at ALL – pedestrians only, mall will not allow golf carts, dismount zones for bicycles/skateboards,
   v. Testing driverless shuttles
   vi. Robot food delivery study has started.
   vii. DART Silver Line
      a. Should have 250 parking spaces available
   viii. SPN fumes from 3D printer
       a. Working on putting a filter.
       b. Per Rafael Martin – A filter has been installed and complaints have stopped.
   ix. Planned Outage
       a. December 1, 7am-5pm for generators
       b. December 19 – 27, full campus shut down
          a. No heat or air
   x. Question: What will happen to the Rutford handicap spaces?
      a. They will be moved, place is unknown at this time.

   c. University Safety and Security (Naomi Emmett)
      i. No report made
d. **eForms** (Michele Brown, Debbie Buckner, DeAnn Hegi, Kelly Hanford)
i. No report made

e. **IT Planning, and Policy** (Dennis Guten)
i. Met last month.
  ii. Frank Feagans went over his 5yr plan.
    a. Focused on replacement of the Avaya desktop phones. The Avaya phones are not supported anymore.
    b. Discussed what to do with power outages, no cell reception, computer problems not allowing use of Microsoft Teams, etc… Also discussed the cell coverage issues on campus.

f. **Auxiliary Services Advisory** (Fatema Syeda)
i. No report made

g. **HOP Committee** (Brooke Schafer)
i. HOP Committee met
  a. Marco Mendoza clarified language in Title IX.
  b. Per Rafael Martin – Title IX/Institutional Equity Office will come to Staff Council to clarify the changes. Structurally not much different but the language has changed.

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

i. **Committee for Support of Diversity and Equity** (Carrilaine Schneckner, Daniel Hernandez, Alice Presti, Daniel Cordova, Lynn Butler)
i. No report made

j. **Intellectual Property Advisory Committee** (Jay Silber)
i. No report made

k. **Academic Calendar Committee** (Megan Gray-Hering and Sheila Rollerson)
i. No report made

l. **Information Security Advisory Committee** (Daniel Calhoun)
i. No report made

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

n. **Wellness Committee** (Pinky Reyes, Elena Galli, Marie Schier)
i. Report given by: Pinky Reyes
  1. An e-mail went out this morning, please share the information with your constituents.
  2. Lunch and Learn
    a. Building relationship with your child
      i. December 10, 2019
      ii. 12:00-1:00pm, lunch included.
      • McDermott Auditorium
o. **Accessibility Committee** (Dr. Richard Scotch and Pax Abrams)
   i. No report made

6. **Continuing Business**
   a. **Proposals**
      i. **2014-004p**: Executive Board is looking into an ombudsman for employees (Executive Board)
         1. Brooke Schafer - In process, but the executive Board would like to create an Ad Hoc Committee to help look into this (what has been done in the past, etc)
            a. Motion to accept, made by: Jennifer Klunk
            i. Motion 2nd by: Andy Helgeson
               1. Roll call vote taken: Passed
      ii. **2019-46p**: Research the evolution of the SPN wellness center and what is to come; how it will affect Staff. (Staff Development)
          1. Alice Presti was finalizing the info before Maternity Leave, on hold till she returns. Andy Helgeson will reach out in email to see what she has.
      iii. **2020-005**: What is the timeline to receive a scholarship such as the Staff Council scholarship? (Benefits)
          1. In process
      iv. **2020-007**: suggest that Staff Council look into ways to improve processes that enhance customer service and data or form submissions. (Executive Board)
          1. Brooke Schafer - In process, this will be an ongoing thing. We are responding to all non-anon suggestions. They (the suggestions) are being tracked and helping us respond/tracking what kinds of suggestions come in. Continuing to look at ways we can streamline all the processes.
   
   b. **Suggestions**
      i. **2020-009s**: I suggest we have designated staff and faculty parking or not allow students to park in orange. We, as staff, are competing with students who may be on campus for one or two classes, and then they leave for the day. That parking spot is then taken by yet another student, and this goes on all day. Staff has to be here all day, and when we do have to leave for an appointment, we cannot locate a parking space upon our return. Purple is the only parking that is available outside of the standard arrival at 8:00 am and a 5:00 pm departure schedule. Most of us simply cannot afford a purple parking pass. Most staff choose to not ever leave campus because of the parking situation. One other suggestion is a parking supplement to staff and faculty so the staff and faculty can actually pay for an annual purple parking pass. UNT does this. This issue isn’t going away ... Thank you for your consideration. (Anon.)
1. Motion to not adopt, and forward to Parking made by: Andy Helgeson
   a. Motion 2nd by: Helen Roth
      i. Will forward fwd to Parking and Cris Aquino

ii. 2020-010s: I would like to see the mid year promotions and reclassifications reinstated. I believe it is totally unfair to have exceptional people that desire a raise because of increased job responsibilities to have to wait an entire year to be rewarded. Also jobs change and evolve all the time. People who take on additional responsibilities or higher level responsibilities should not have to wait to be rewarded. This does not help with the retention of our outstanding employees. They feel like they are working harder and not being rewarded for their extra incentives. I have seen several of our $40,000 - $55,000 positions becoming a revolving door as they are asked to perform higher level duties without being promoted or promised a reclassification and have to wait to see if it is approved. We have had baseline 2% increases (once one time and once a merit across the board) in the past 2 years. Every time we get a raise either insurance or parking goes up and wipes out most of the raise. At least give us the opportunity to ask for a mid year promotion or reclassification. I would appreciate Staff Council looking into the possibility of reinstating the March 1 promotions and reclasses. Thank you. (Anon.)

1. Motion to not adopt, and to forward to HR made by: Carrilaine Schneckner
   a. Motion 2nd By: Fatema Syeda
      i. Will forward to HR

iii. 2020-011s: It would be cool and ultimately save a lot of man-hours if one person created the “newsletter” for each district to customize if needed. What do you think? Maybe a communications committee person?

1. Per Brooke, districts need to delegate who will send out things to the constituents. Motion?
   a. Andy Helgeson – Constituents need to let us know what they want sent out. Each committee should send out. Link submission on the website.
   b. Jennifer Klunk – if we are talking about the standing committee, that is not what those are for.
   c. Sylvia Smiley – What about a section on the website for updates that can have that on the website?
      i. Naomi Emmett – Phase 2 part of the website updates, discuss with Chase.
   d. Jennifer Klunk - Would like the Office of Communications to come present to us (Staff Council).
   e. Pinky Reyes – Alice sent out a newsletter to our district and it was decided that she would do that. The idea is waiting for the minutes. Anything pertinent that comes out of the meeting; it’s also showing your District that we are doing
what we need to do and getting information out. Highlights of what are discussed at the Staff Council meetings. Looks like a newsletter, has nice graphic layouts and is easy to read.

i. Carrilaine Schneckner – This was discussed in the Communications Committee; we will have a rep from the UTD Communications Office to come speak to standing committee.

2. Frankie Branham - I sent this suggestion in, when we were asked to reach out to our constituents. If this is the direction, we want to go will we have templates?

3. Brooke Schafer – We definitely want to update the website. There is also value to Pinky’s point about sending updates to districts right after the meetings, with district Rep contact info. We do need to make a decision.
   a. Motion to table suggestion from: Pinky Reyes. Have simple template layouts submitted for consideration.
   b. Motion 2nd by: Andy Helgeson
      i. Frankie Branham – Communications committee could take this on?
      1. Carrilaine Schneckner – Is it the Flare/Sun newsletters, or this?
      2. Dennis Guten – Building a template for the newsletters in what program?
         a. Brooke Schafer – Perhaps a Staff Council delegate per district could send the Flare out again?
         b. Dennis Guten – It’s not formatted or meant to do that, might not look as nice. If made it in word and sent as an attachment that could be done.
            i. Ben Piper – Should work on the website first, and then focus on this later.
            ii. Motion to table, 2nd By: Melanie O’Brien
            iii. Suggestion tabled for now till website updates are finished.

7. Misc.

8. Unfinished Business
   a. **Bylaws** – Proposing additional hours for SC beyond 6. Not much feedback, but got a range of numbers. Then send to HOP for submitting for an update.
      i. Per Carrilaine – SC General meeting + committee = 3 hours, leaving 3 for the rest of duties per month.
      ii. Brooke – Would like an hour amount that we can submit.
1. Helen – a lot of requests for time off, we need to be very careful/specify that how much time each committee needs. Worried about getting pushback
   a. Motion to extend the meeting, made by: Jennifer Klunk.
      i. Motion 2nd by: Pinky Reyes
   iii. Andy Helgeson – I feel 10 hours is good for everyone, and 12 for Executive Board, as their meetings are 2-hours long as well.
      1. Pinky Reyes – Does it have to be a flat amount of time? Month to month, we don’t always need 6 hours.
   iv. Jennifer Klunk – Per the current Bylaws:
      “Representatives shall be excused from their regular working hours up to six (6) hours per month to devote to Staff Council work, inclusive of time spent at Staff Council meetings. Additional time for Staff Council officers’ work or assignments may be negotiated with each officer's supervisor. No other form of compensation shall be received by any member for their service on the Staff Council.”
      1. Jennifer Klunk – The proposed change is not saying you have to use all 6 hours, it’s just increasing the ceiling so people don’t feel rushed. 10 hours sounds good.
   v. 2nd of motion made by: Carrilaine Schneckner
      1. Roll call vote taken by: Jennifer Klunk
         a. Not 2/3 majority, will table and revisit next month

9. **New Business**
   a. OPT Resolutions (Academic Senate and SGA)
      i. Brooke Schafer - Academic Senate and SGA backed this resolution. Email was to Staff Council for review. Would like to know if SC is open to endorsing these resolutions. Standing in unity with Academic Senate and SG; showing that Staff, Faculty, and Students all stand in unity.
      1. Motion made by: Beverly Reed
         a. Motion 2nd by: April Rice
            i. Motion Passed. Staff Council will endorse the resolutions as well.

10. **Reminders**
   a. Staff Council Scholarships
      i. Deadline: September 15, 2019
   b. CARE Awards
      i. Next Deadline: October 31, 2019
11. **Upcoming Guest Speakers:**
   a. Dr. Richard Benson, December 2019 (tentative)
   b. Terry Pankratz, January 2020

12. **Adjournment**
   a. Motion to Adjourn
      i. Motion: Jennifer Klunk
      ii. 2\textsuperscript{nd} By: Vy Trang
           a. Meeting Adjourned at: 11:05am

Respectfully submitted by:
Pax Abrams

Staff Council Secretary/Treasurer
# STAFF COUNCIL TREASURER REPORT – November 30, 2019

SUBJECT TO END OF MONTH CLOSING ENTRIES

## STAFF COUNCIL OPERATING ACCOUNT – 10451002

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Balance: New Cost Center</td>
<td></td>
</tr>
<tr>
<td>Net Revenue - Fiscal Year 2020</td>
<td></td>
</tr>
<tr>
<td>Net Expenses – Fiscal Year 2020</td>
<td>$4,013.69</td>
</tr>
<tr>
<td>Net Transfers</td>
<td>$31,310.00</td>
</tr>
<tr>
<td>Encumbrances – SC AA Payroll</td>
<td>No changes</td>
</tr>
<tr>
<td><strong>Current Available Balance: November 30, 2019</strong></td>
<td><strong>$17,424.32</strong></td>
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## STAFF COUNCIL FUNDRAISING – 10435000

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<th>Description</th>
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<td>Beginning Balance</td>
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<tr>
<td>Net Revenue – Fiscal Year 2020</td>
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</tr>
<tr>
<td>Net Expenses – Fiscal Year 2020</td>
<td>$1,517.50</td>
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<tr>
<td>FY20P4 – Garden Acre Growers (Holiday Plants)</td>
<td>$1,517.50</td>
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<tr>
<td>Net Transfers</td>
<td>-$6,000.00</td>
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<tr>
<td>Encumbrances</td>
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<tr>
<td><strong>Current Available Balance: November 30, 2019</strong></td>
<td><strong>$4,545.48</strong></td>
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## STAFF COUNCIL ENDOWED SCHOLARSHIP – 10451000

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<td>$1,477.67</td>
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<tr>
<td>Net Revenue – Fiscal Year 2020</td>
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</tr>
<tr>
<td>FY20P3 – Quarterly Distribution</td>
<td>$627.59</td>
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<td>Net Expenses – Fiscal Year 2020</td>
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<td>Net Transfers</td>
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<tr>
<td>Encumbrances</td>
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<tr>
<td><strong>Current Available Balance: November 30, 2019</strong></td>
<td><strong>$2,105.26</strong></td>
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<tr>
<td>Endowment Market Value</td>
<td>$54,289.82</td>
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## JODY NEILSEN SCHOLARSHIP – 10451001

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<td>Net Revenue – Fiscal Year 2020</td>
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<td>Net Expenses – Fiscal Year 2020</td>
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<tr>
<td>Net Transfers</td>
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<tr>
<td>Encumbrances</td>
<td></td>
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<tr>
<td><strong>Current Available Balance: November 30, 2019</strong></td>
<td><strong>$1,382.12</strong></td>
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<td>Endowment Market Value</td>
<td>$42,363.47</td>
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## STAFF SCHOLARSHIP – 10450000

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<tr>
<td>Net Revenue – Fiscal Year 2020</td>
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<td>Net Expenses – Fiscal Year 2020</td>
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<tr>
<td>Net Transfers</td>
<td>$25.00</td>
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<td>$25.00 – currently investigating, source unknown</td>
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<tr>
<td>Encumbrances</td>
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<tr>
<td><strong>Current Available Balance: November 30, 2019</strong></td>
<td><strong>$256.97</strong></td>
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Staff Council general meeting videos
Statistics analysis: 2017-2019
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<th>Video</th>
<th>Watch time (hours)</th>
<th>Views</th>
<th>Average view duration</th>
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</thead>
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<tr>
<td>Total</td>
<td>16.1</td>
<td>173</td>
<td>5:34</td>
</tr>
<tr>
<td>UTD Staff Council General Meeting April 2019</td>
<td>6.3</td>
<td>29</td>
<td>13:05</td>
</tr>
<tr>
<td>Staff Council General Meeting May 2017</td>
<td>4.7</td>
<td>81</td>
<td>3:30</td>
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<tr>
<td>Staff Council General Meeting March 2019</td>
<td>3.9</td>
<td>18</td>
<td>13:00</td>
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<td>Staff Council General Meeting: October 2018</td>
<td>0.4</td>
<td>3</td>
<td>8:24</td>
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<td>Staff Council general meeting: December 2018</td>
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<td>4</td>
<td>4:49</td>
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<td>UTD Staff Council general meeting, November 2019.</td>
<td>0.2</td>
<td>2</td>
<td>5:23</td>
</tr>
<tr>
<td>Staff Council general meeting: August 2018</td>
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<td>1:09</td>
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<td>UTD Staff Council General Meeting: June 2019</td>
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<td>1:18</td>
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<td>Staff Council general meeting: November 2018</td>
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<td>3</td>
<td>0:29</td>
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<td>Staff Council General Meeting: January 2018</td>
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<td>0:14</td>
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Appendix: A
Speech Expression and Assembly UTD SP5001
Policy UTDSP5001 - Speech Expression and Assembly

Update from Dr. Amanda Smith & Dan Goodwin
UTDSP5001

- Prior to September 1, 2019 – UT Dallas was a limited public forum campus.

- After September 1, 2019, we became a traditional public forum campus, meaning members of the public can come to campus and exercise free speech in common outdoor areas.

- University Programs (administrative or academic) are considered priority.
  - Can occupy large and non-reservable spaces (ex: Cometville on the entire Mall)

Not Changing:

- Inside of buildings – still a limited public forum
  - Faculty/Staff/Student organizations still cannot co-sponsor events.

- Prohibited Expression:
  - Obscenity
  - Defamation
  - Incitement to Imminent Violations of the Law
  - Harassment

- Solicitation
- Tabling (booth space)
  - Faculty/Staff/Student organizations can still table and tables will still be provided.

- Reservation process for indoor events and outdoor reservable space will remain the same.
Different:

- Common outdoor areas are open to all for free speech
- Anyone can co-sponsor an "event" in the common outdoor areas
- "Limited public forum" means University property, both indoors and outdoors, that is not part of the common outdoor area. This includes the outside surfaces of a University building, surfaces associated with or connected to a University building, a University structure, spaces dedicated to temporary outdoor banners, spaces dedicated to temporary outdoor exhibits, residential outdoor spaces managed by University Housing (including the grounds around University Village), the Student Union Dining Hall Patio, the Student Union east awning, Dining Hall West outdoor area, Davison Gundy Alumni Center green space, and the courtyards of all academic buildings.

Different:

Prohibited Items or Actions:
1. A mask, facial covering, or disguise that conceals the identity of the wearer that is calculated to obstruct the enforcement of these rules or the law, or to intimidate, hinder or interrupt a University official, UTDPD officer, or other person in the lawful performance of their duty.
2. The possession, use, or display of firearms, facsimile firearms, ammunition, explosives, or other items that could be used as weapons, including but not limited to sticks, poles, clubs, swords, shields, or rigid signs that can be used as a shield, without written permission from the Dean of Students, unless authorized by federal, State or local laws.
3. Body-armor or make shift body-armor, helmets and other garments, such as sporting protective gear, that alone or in combination could be reasonably construed as weapons or body-armor, without written permission from the Dean of Students.
4. Open flame, unless approved in advance by The University of Texas at Dallas Fire & Life Safety Manager.
5. No person or organization may engage in expressive activity within a ten-foot clearance around points of entry and the perimeter of all University buildings.
Different:

- Literature can be distributed by members of the public.
  - Cannot be solicitative.
- Bulletin boards may become more restrictive depending on who “owns” them
- Affixed banners, Exhibits, and A-Frame signs are only permitted to be displayed by campus community members.
- Amplified Sound:
  - Designated areas include the Mall, The PUB patio, the Pub Green Space
  - Allowed time frame — 8:00am to 5:00pm
  - Proposed that faculty/staff/student organizations can extend the hours to 1:00am
  - Advanced permission is required to use amplified sound.

Violations

- Faculty/Staff who violate this policy will be referred to Human Resources.
- Student who violate this policy will be referred to the Dean of Students.
- Members of the public who violate this policy will be asked to leave by university administrators and police will be involved.
- There is an appeal process in place for individuals/groups who comply with administrative requests, but feel they were unjust.
UTDSP5001

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Response Team

- Volunteer group of Student Affairs staff
- Attend events to assist students with navigating the Student Code of Conduct and UTDSP5001
Appendix: B
Talent Development
OFFICE OF HUMAN RESOURCES
TALENT DEVELOPMENT

WHO AM I?

• Complete the Assessment
• Count the Number of “O’s”, “D’s”, “T’s” and “P’s” You Circled
• Read the Description on the Back Page that Matches Your Highest Letter
• Share with Your Neighbor if How You Think Your “Strength” Helps You in Your Role at UTD
• After Listening to Your Neighbor Tell Them How Much You Appreciate Their “Strengths” and Why They Are Valued at UTD!
Training and Professional Development

We support the mission of UT Dallas by providing a variety of training and educational activities, classes, and seminars for University faculty and staff in both a general UTD forum as well as developing special training activities for individual departments.

**Group Facilitations**
- Facilitating Group Planning and Staff Retreats
- Team development
- Customer service
- Customized Training

**Surveying and Assessing**
We can also provide surveys and an assortment of assessments to help tailor talent development for specific groups and departments.

**Coaching / Mentoring**

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**BRIGHT Leaders Program**

- Bold
- Responsible
- Inclusive
- Growing
- High performing
- Transformative

Goal: To enable and empower employees at all levels to lead from where they are to advance the mission of UTD

- BRIGHT Leaders is a 10-month leadership development program targeting aspiring, new or first-line supervisors, mid-level managers/directors, and senior level leaders
- Look for revised programs and new initiatives starting Spring 2020
- Office of Human Resources...Enabling the Success of Others
LinkedIn Learning & Skillsoft

UT Dallas has partnered with Skillsoft to bring our staff a diverse library of online courses, videos, books, simulations, and job aids. All you need is your UTD NetID and password to begin your training.

QUESTIONS?
THANK YOU

VERY MUCH