“Staff Council is constituted by the President with the goal of continually improving University operations and the well-being of all UT Dallas employees.”
1) Call to Order
2) Roll Call
3) Colleen Dutton – Human Resources
4) Dr. Calvin Jamison – VP Facilities and Economic Development
5) Lori Matthews – Director of Purchasing, Procurement Management
6) CARE Award Winners: Spring 2020
   a. Andrew Bittner
   b. Pulin Bhatt
   c. Jennifer Klunk
   d. Beverly Reed
   e. Melani Sherbet
   f. Sylvia Smiley
7) Review of June 2020 Council Minutes
8) Committee Reports
   a. Executive Board (Brooke Schafer)
   b. Attendance Report (Debbie Greszler)
   c. Student Government (Ayoub Mohammed and Hope Cory)
   d. Benefits Committee (Jennifer Klunk)
   e. Communications Committee (Carrilaine Schneckner)
   f. Fundraising Committee (Adrienne Wilson)
   g. Staff Development Committee (Andy Helgeson)
   h. Secretary and Treasurer’s Report (Pax Abrams)
   i. Faculty Senate (Dr. Ravi Prakash)
   j. Retiree Association (Sandee Goertzen)
9) University Committees
   a. Parking and Transportation (Felicia Rivers and David Richardson)
   b. Campus Facilities (Janice Gebhard)
   c. University Safety and Security (Naomi Emmett)
   d. eForms (Michele Brown, Shelly Dawn Turner, DeAnn Hegi)
   e. IT Planning, and Policy (Dennis Guten)
   f. Auxiliary Services Advisory (Fatema Syeda)
   g. HOP Committee (Brooke Schafer)
   h. Student Fee Advisory Committee (David Richardson and Debra Greszler)
   i. Committee for Support of Diversity and Equity (Carrilaine Schneckner, Daniel Hernandez, Alice Presti, Nora Hernandez, Melanie O’Brien, Aisha Evans, Molly Dickinson, Adrienne Wilson)
   j. Intellectual Property Advisory Committee (Melani Sherbet)
   k. Academic Calendar Committee (Megan Gray-Hering)
and Sheila Rollerson)
l. Information Security Advisory Committee (Daniel Calhoun)
m. University Sustainability Committee (Craig Lewis)
n. Wellness Committee (Elena Galli, Marie Schier, and Pinky Reyes)
o. Accessibility Committee (Dr. Richard Scotch and Pax Abrams)

10) Continuing Business

11) Proposals:
   a. 2014-004p: Executive Board is looking into an ombudsman for employees
   b. 2020-007p: Suggest that Staff Council look into ways to improve processes that enhance customer service and data or form submissions. (Executive Board)

12) Suggestions
   a. 2020-022s: Is there a dress code being put in place for virtual meetings?

13) Unfinished Business

14) New Business

15) Misc.

16) Reminders:
   a. Staff Council Scholarships
      i. Deadline: October 1, 2020
   b. CARE Awards
      i. Next Deadline: October 31, 2020

17) Adjournment

18) Next Meeting: 08/12/2020

19) Upcoming Guest Speakers:
   a. August: Rafael Martin, Chief of Staff
STAFF COUNCIL
UNAPPROVED MEETING MINUTES

These minutes are disseminated to provide information to the UTD Staff Council. They have not been approved by the body in question and, therefore; they are not official minutes.

June 10, 2020 9:00 AM – 11:00 AM

1. Roll Call


Absent: Bryan Black, Julian Murillo, Rolando Medrano, Mara Jackson,

Guests: Dr. Richard Scotch, Dr. Ravi Prakash, Colleen Dutton, Pulin Bhatt, Amanda Pritchard, Dr. Tres Thompson, Brian Dourty, Ayoub Mohammed, and several others via Microsoft Teams.

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

2. Moment of silence held in remembrance for the passing of: Alejandro Acero.

3. Guest Speaker: Amanda Pritchard – Event and Outreach Specialist for OIT.
   a. Spoke on:
      i. Updates to Microsoft Teams
      ii. Please see: Appendix A for slides

4. Guest Speaker: Dr. Tres Thompson – Accessibility Committee
   a. Spoke on:
      i. Committee Charge Updates
         i. Changes were discussed in Accessibility committee and passed.
ii. Was passed to Academic Senate in mid-Feb, and is in the HOP.

iii. Changes included: Wanted to be sure that the listing regarding Facilities was more inclusive. Including roads, parking lots, etc….anything that is property owned by UT Dallas.

iv. Changed ‘suggestions’ to ‘recommendations.

v. Officially appointed others from relevant departments who started out as guests initially. Meetings were typically around 30 individuals.

ii. Per Dr. Scotch – There is a Universal Access ERG, by Christy Glaze available to Staff/Faculty on campus. [https://www.utdallas.edu/uaerg/](https://www.utdallas.edu/uaerg/)

i. Per Debbie Greszler: With working remotely have you been very involved in both faculty and students with disability access issues at this time?

ii. Per Dr. Tres Thompson: Yes, have communicated several times with Keri Tate the head of OSA (Office of Student Accessibility) have had 2 users of accommodations in classes this spring, and discussed issues at the last meeting. Looks like it’s going smoothly, except everyone being on their own for their technology needs.

iii. Per Michelle Rinehart: Our new Occupational Health/Industrial Health Manager (Renee Witherspoon) is wanting very much to assist with accessibility concerns

5. **Guest Speaker: Colleen Dutton** – Chief Human Resources Officer

   a. Spoke on:
      
i. HR Forums
         
i. HR Forums have been very successful and will stay virtual moving forward, even when back on campus.
         
ii. Can use the same link to view HR Forum recordings
         
ii. Next HR Forum is Wednesday July 01, 2020
      
ii. Return to Campus
         
i. Holding on return to campus information for now. Will be done in phases when it does happen.
         
ii. Per Rafael Martin: Comets Return to Campus guide was published last week. Will be our guiding document for returning people to campus.
ii. Date for return of administrative personnel has not been set yet.
iv. We will continue to monitor the situation and keep everyone updated. When we do return, a week notice will be provided. Return will happen in phases.
v. Per Dr. Tres Thompson: Can you speak to what the plan is if campus repopulates and we have positive cases?
vi. Per Rafael Martin: Positive cases will be isolated, if there is an increase of cases or a cluster, we may have to return to work remotely again as in March 2020.
vii. Per Dr. Tres Thompson: So contingency plans are in place.
viii. Per Rafael Martin: There are plans. We would go back to the way we are doing things now. Faculty would teach exclusively online environment.

6. Staff Scholarship Winners: Spring 2020
   a. Lisa Adams
   b. Brandon Brown
   c. DeAnn Hegi
   d. Jasmine Johnson
   e. Victoria Morales
   f. Klarissa Perez
   g. Melanie Racenstein
   h. Julie Rooney
   i. Tonya Smith
   j. Shawn Stewart

7. Review of May Minutes
   a. Motion to accept: Lynne Perler
   b. Motion 2nd: Jackie Schmitz and Jennifer
      i. Passed

8. Staff Council Executive Board (Brooke Schafer)
   a. Executive Board met last week.
      i. Had discussions with Pulin Bhatt and Amanda Pritchard
      ii. Adrienne Wilson has left UTD. She will be missed.

9. Attendance (Debbie Greszler)
   a. Additions to Staff Council Aaron Simpson (Dist. 3, Benefits) and Charles Vincent (Dist. 6, Communications)
i. 2 remaining for District 6, waiting on responses.
  i. All 4 are until August 2021

10. Discussion regarding COVID-19 Camus Response
   a. Per Dennis Guten: Do we have any stats on the numbers of infected campus individuals?
      i. Per Rafael Martin: No positive confirmed cases on campus at this time.
   b. Per Michelle Brown: Will staff on campus without offices be required to wear masks the entire time they are working on campus?
      i. Per Colleen Dutton: Yes, a mask will be required any time an employee will be engaging with others and not able to practice social distancing practices. Please refer to the return to campus guide for more information.
   c. Per Debbie Greszler: Out in public and in stores, there are less and less abiding by the rules. If we return to campus and they are not following those guidelines, what recourse do we have? What can we do?
      i. Per Rafael Martin: These will be a requirement. IF you are not sitting at a proper social distance, you need to have a face covering while on campus. If you don’t feel comfortable bringing it up to a person not following the guidelines, you can report it and we will address it. Individuals who ignore the guidelines will be subject to the same disciplinary process as if they were ignoring any other policy on campus.
      ii. Per Colleen Dutton: We have members on campus who are hearing impaired or rely on reading lips, HR, the Heath Center, and the Student Accessibility Center will have masks with clear panels available.
         i. Per Rafael Martin: You bring up an important point. We want to make the appropriate accommodations for those folks. Even if on campus, we encourage you to continue to use Teams and virtual communications as much as possible to maintain health and safety.
   d. Per Pinky Reyes: What about those who don’t use masks properly? How are we enforcing proper usage of the masks?
      i. Per Rafael Martin: If there are people who are unable to wear face coverings? They should work with their supervisor to see if
they can work remotely or we will work to find a suitable alternative that allows them to work comfortably and remain protected.

e. Per Vy Trang: **If students aren’t wearing masks, who do we report it to?**
   i. Per Rafael Martin: I would encourage people to ask if they have one. We will be ordering masks for the campus. Available in the bookstore. If there is pushback and you have the students name? Report them to the Student Affairs office and the Dean of Students for the appropriate action. We do not want a confrontational atmosphere around this.

f. Per Michele Brown: **If a vaccine is announcing in Fall, does this change return to campus?**
   i. Per Rafael Martin: Will not change without comprehensive coverage with the vaccine. Best case is a vaccine in Fall, and then possibly change protocols in Spring, but that is the best-case scenario.

Per Andy Helgeson: **What about furniture removal for social distancing?**
   i. Per Rafael Martin: Facilities have been removing/taping off areas to support proper social distancing. Will also be set up in classrooms. It is well under way.
   ii. Ben Piper: There is a new Town Hall scheduled, a lot of these questions can be asked to Dr. Benson.

11. **Benefits Committee (Jennifer Klunk)**
   a. Scholarships
      i. Congratulations to the Spring 2020 recipients.
   b. Rick Dempsey Scholarship
      i. Are still working on the plans for the Rick Dempsey Scholarship.
   c. Going forward, the amount of the Staff Council Scholarships will be raised to $300, starting in Fall 2020
      i. Which should cover 2 Undergraduate course, or 1 Graduate course.

12. **Communications Committee (Carrilaine Schneckner)**
   a. Flare will be out at the end of the month.
   b. Send anything uplifting/entertaining for the Facebook page to Carrilaine.
13. **Fundraising Committee (Adrienne Wilson)**
   a. Nothing to report

14. **Staff Development (Andy Helgeson)**
   a. Nothing to report

15. **Retiree Association (Sandee Goertzen)**
   a. Per email: They are not meeting and have no plans to meet.

16. **Faculty Senate – Dr. Ravi Prakash**
   a. Academic Council met this month.
      i. Last Senate meeting was an important one for the Academic Senate. Was Murray Leaf’s last meeting as a senator, he is retiring in August. Remarks were made by: Dr. Benson, Dr. Hobson Wildenthal, our President Emeritus Dr. David Daniel, and our former speaker who when on to UTRGV and is now the president at Cal State, Sacramento, Robert Nelson.
      ii. Also had discussion with the Provost about Ad Hoc committees for faculty tenure and promotion decisions. Often guidelines and recommendations by the Provost Office are interpreted as requirements.
      iii. Terry Pankratz made a presentation about the UTD Budget situation in light of COVID-19 and the state of Texas budget.
      iv. Matt Proud gave a presentation on a signature drive to request that Universities ensure that non-tenured faculty jobs are protected and that Universities would be boycotted if they were not
      v. Dr. Scotch to the Academic Council, suggested an alternative calendar that is under review, for classes up to the Wednesday before Thanksgiving. As of now it is approved, and is now being reviewed by the Academic Council and will be taken up by the Academic Senate next week. Will also result in 1 class being removed from the regular schedule.

17. **Student Government (Ayoub Mohammed and Hope Corey)**
   a. No report made

18. **Campus Facilities (Janice Gebhard)**
   a. No report made
19. University Safety and Security (Naomi Emmett)  
a. No report made

20. IT Planning and Policy (Dennis Guten)  
a. No report made

21. Auxiliary Committee  
a. No report made

22. HOP Committee (Brooke Schafer)  
a. Reviewing Accessibility policy changes, as well as some operational policies for shipping and receiving.

b. Campus Readiness Committee: Regarding COVID  
i. If you have questions/concerns for that committee, please contact Brooke Schafer  
ii. Facilities is working on distancing furniture and getting plexiglass barriers for high-traffic areas.  
iii. If your office needs barriers installed, please submit a work order.

23. Student Fee Advisory Committee (David Richardson and Debra Greszler)  
a. No report made

a. No report made

25. Intellectual Property Advisory Committee (Melani Sherbet)  
a. No report made

26. University Sustainability Committee (Craig Lewis)  
a. No report made

27. Accessibility Committee (Pax Abrams)  
a. Report made by Dr. Tres Thompson

28. Wellness Committee (Marie Schier)  
a. No report made
29. Proposals:
   a. **2014-004p**: Executive Board is looking into an ombudsman for employees
      i. *In process*
   
   b. **2019-46p**: Research the evolution of the SPN wellness center and what is to come; how it will affect Staff. (Staff Development)
      i. Per Ben Piper: Motion to retire this proposal. With the current climate, this is null/void with the current situation.
         a. Motion 2\textsuperscript{nd} by: Frankie Branham
         b. Proposal Retired
   
   c. **2020-007p**: suggest that Staff Council look into ways to improve processes that enhance customer service and data or form submissions. (Executive Board)
      ii. In process. If you see where when can improve? Please email StaffCouncil@utdallas.edu.

30. Suggestions:
31. Misc
32. Unfinished Business:
   a. CARE Review
      i. Per Debbie Greszler: Have had quite a bit of discussion and changes made from the feedback given, would like to finish any remaining discussion and finalize the form and rubric.
      ii. Per Lynne Perler: (Referencing the scoring rubric) The verbiage seems that the criteria for scoring is more reliant on the nominator than the quality of the nominee and what they have done. You are judging if they had enough examples, but not what the examples are.
      iii. Per Debbie Greszler: Would you like to see that the focus be more on the nominee than the nominator in the verbiage?
      iv. Per Lynne Perler: The CARE Award winner is the nominee, not the nominator.
      v. Per Debbie Greszler: If we change it to where the focus is ‘evidence of the nominees’ excellence’? I understand that you’re saying the focus needs to be the nominee, and not the nominator.
      vi. Per Helen Roth: Would like to see something about how the employees encompasses the UTD ideal customer service aspect. Less department oriented and more University-wide.
vii. Per Brooke Schafer: We could change the verbiage of that question to: How has the nominee enabled the department and/or campus community to operate more efficiently or deliver customer service more effectively?

viii. Per Helen Roth: Yes
   i. Per Debbie Greszler: Motion to approve with the adjustments
   ii. Motion moved by: Lynne Perler

ix. Per Helen Roth: Not sure why the length of time in the Department is as important as the length of time at the University.

x. Per Debbie Greszler: I think it has to do with the being nominated. If you have only been there 2 months, has there really been enough time to see the level of performance and dedication to the University.
   i. Per Helen Roth: Also assumes that the nomination comes from the department
   ii. Per Debbie Greszler: That is true, an adjustment could be made to the first question to ask both
   iii. Per Brooke Schafer: Yes, from Ben Piper and Helen Roth, both. Asking both.
      1. Per Debbie Greszler: Motion to include all three?
   iv. Per Lynne Perler and Helen Roth: Motion to include all 3
   v. Motion 2nd by: Andy Helgeson and Frankie Branham
      1. Roll call vote taken
      2. Passed

33. Staff Council Survey Results
   a. See, Appendix B
   i. Per Andy Helgeson: We’re new in our roles and I think we had a lot to learn. We may have had an idea of behind the scenes, thinking it would be nice to surprise the staff Council with the breakfast with the President, but in reality, we realized that we didn’t give people a chance to come prepared with questions. We realized that we need to work on being more transparent, and to take feedback and suggestions when given, and just make sure that we are doing a better job representing Staff Council as a whole
ii. Per Carrilaine Schneckner: I want to thank you Jennifer, for all your hard work on this. You took on this hard work that not everybody wanted, and you did a wonderful job.

i. Per Jennifer Klunk: Thank you. I appreciate being on Staff Council. It has made a huge difference in my time here at UTD and I appreciate the opportunity to do that.

iii. Per Dennis Guten: Will Survey results be shared so we can share the feedback?

i. Per Jennifer Klunk: This is the formal review, we want to keep the survey content as geared toward positive change as possible. Not saying that people cannot express their negative voice, but we want to focus on the positive.

iv. Per Beverly Reed: I think they do not feel they can ask the questions directly.

i. Per Jennifer Klunk: That is a valid concern. If people feel they can’t come forward, they could share it with another Staff Council member who can bring it up anonymously.

1. Per Alice Presti: I know that there are some Staff who have sent concerns via the online portal who have requested being anon. that is an option, and the survey was released in a way to preserve anonymity. Releasing the survey information would go against that. I think it is a balance and you are addressing the results in a way that is useful and it’s going to be taken into account.

34. Reminders: Election Nominations
   a. Please encourage nominations, or nominate those you think would be good representatives.

35. Coffee with the President:
   a. Discussing the possibility of a virtual coffee, but might be postponed for now. Will update when further info is available

36. Per Andy Helgeson: Juneteenth will be held virtually, would love for people to join us!https://www.utdallas.edu/multicultural/programs-and-services/cultural-celebrations/juneteenth-celebration/
37. Per Frankie Branham: Next week is sunrise Pride Yoga, links will be on the U-Rec website soon.

38. **Motion to adjourn**
   a. Motion made by: Lynne Perler
   b. Motion 2nd by: Pinky Reyes
      i. Adjourn 10:48am

Respectfully recorded and submitted,
Pax Abrams
Staff Council Admin. Assistant
Appendix A
Reach a larger audience than Teams

Share one presenter and slides at a time

Clear analytics for event engagement

**TEAMS LIVE KEY FEATURES**

Teams Live Events are a form of Teams Meeting that's more structured than the regular gathering.

A Teams Live Event is designed to host multiple presenters sharing information with a larger audience in a lecture based format.
RECORDING
Live Events are automatically recorded, with the option to allow attendees to access the recording

Q&A
Allows for interaction from audience in chat, and the option of what comments to publish or dismiss

ATTENDEE ENGAGEMENT
Provides details on who attended and how long they were in the meeting

CLOSED CAPTIONING
Available in English, German, and Chinese with translation of up to six preset languages
TEAMS HOW-TO GUIDES

This series of one sheet guides helps users understand and set up Teams, Teams Live Events and host secure online meetings. All guides are available for download.

utdallas.edu/oit/o365/
TEAMS TIPS AND TRICKS

Teams Telephony Migration
June 12 | 1-1:30 pm

Preparing Teams Live Event
June 19 | 2-2:30 pm

Using Apps in Teams
June 26 | 2-2:30 pm

Scheduling Teams Live
Training recorded, link available

Demos are listed in Leo or on the OIT Facebook page at @UTDInfoTech
QUESTIONS? CLARIFICATIONS?

We'd love to help!
assist@utdallas.edu
Appendix B
New Business: Staff Council Survey Results Overview
I am a new representative on staff council

I have been a representative on staff council before the 2019-2020 academic year
As a new representative on staff council (my term started September 1, 2019 or later), I chose to participate in staff council because:

- I am interested in getting more involved in the staff community of UT Dallas
- I was asked to serve as an alternate
- A colleague encouraged me to run for election
**What is your biggest accomplishment as a Staff Council Representative?**

<table>
<thead>
<tr>
<th>Accomplishment</th>
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</thead>
<tbody>
<tr>
<td>Serving on standing committees, accomplishments there.</td>
</tr>
<tr>
<td>I was not able to accomplish anything substantial. Mostly I think Staff Council is a powerless body with restricted voice on campus.</td>
</tr>
<tr>
<td>Helping initiate a more customer service-oriented communications process with staff council.</td>
</tr>
<tr>
<td>Making sure my colleagues are informed of what's going on around campus.</td>
</tr>
<tr>
<td>Putting out the newsletters, The Sun and The Solar Flare and updating the Staff Council website, improvement in communication.</td>
</tr>
<tr>
<td>Increasing staff scholarship fund.</td>
</tr>
<tr>
<td>What is a new event or initiative you wish Staff Council could look into?</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>Info sessions for Staff</td>
</tr>
<tr>
<td>Relaxation based events for staff twice a semester</td>
</tr>
<tr>
<td>Remote working</td>
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<tr>
<td>Connecting staff who are enrolled at UTD with others/staff who are former students for mentorship</td>
</tr>
<tr>
<td>Ombudsman</td>
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<tr>
<td>More visible and promoted election process to recruit new representatives</td>
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<tr>
<td>More wellness activities</td>
</tr>
<tr>
<td>Grants or scholarships to support travel (in the future) for staff training</td>
</tr>
</tbody>
</table>
2019-2020 Accomplishments

~Inaugural Breakfast & Casual Conversation with Dr. Benson (December 2019)

~Ad Hoc Committee for new Staff Award (support from Dr. Benson and Rafael Martin)

~Ad Hoc Committee for Staff Ombudsman (support from Dr. Benson and Rafael Martin)
2019-2020 Accomplishments

~Most successful winter plant sale to date
~Updated scholarship information and procedure
~Updates to Staff Council website (FAQ and Suggestions Log) and increased visibility through social media
~District email distribution lists created to improve communications with constituents
~Upcoming: participation in Virtual Benefits Fair in July
2019-2020 Accomplishments

Updated CARE nomination form and rubric

Operational Handbook created for Executive Board to streamline procedures

Bylaws Revision: Update on hold pending update from President’s Office regarding EAC (Employee Advisory Council) guidelines
What challenges have you faced regarding your involvement in Staff Council?

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concerns about executive committee and transparency of activities</td>
<td>(breakfast with the president).</td>
</tr>
<tr>
<td>Management approval for participation, peer support for participation</td>
<td></td>
</tr>
<tr>
<td>Time management for committees and meetings – using time in</td>
<td>meetings wisely, times of meetings, location of meetings.</td>
</tr>
<tr>
<td>Negative attitude among staff council members</td>
<td></td>
</tr>
<tr>
<td>Flow of responsibilities – should start in committee and move up and</td>
<td>out to leadership, rather than trickle down approach.</td>
</tr>
<tr>
<td>Staff Council doesn’t have an effective voice on campus, regarding</td>
<td>campus vision and mission.</td>
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<td></td>
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</tbody>
</table>
Executive Committee Takeaway

~Emphasize Staff Council is a team and we as a whole must work together

~Be open to constructive feedback; ask for feedback regularly

~Keep lines of communication clear and transparent between staff council meetings (committee, executive, general)
Executive Committee Takeaway

~Be more organized; follow meeting agenda, avoid getting off topic

~Emphasize staff council meetings are open to all

~Be clear on communications and events planned
<table>
<thead>
<tr>
<th>Hours Per Month</th>
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<tr>
<td>8-10</td>
<td>4-5</td>
<td>8</td>
<td>4-5</td>
<td>4-6</td>
<td>1</td>
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<tr>
<td>7-10</td>
<td>2</td>
<td>5</td>
<td>4</td>
<td>5</td>
<td>10+</td>
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<td>5-6</td>
<td>6</td>
<td>8</td>
<td>~5</td>
<td>10</td>
<td>7</td>
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</table>
Are you visible to your district constituents? How do you connect with them?

<table>
<thead>
<tr>
<th>Method</th>
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<tbody>
<tr>
<td>Mostly Face to face/some emails</td>
</tr>
<tr>
<td>Emails forwarded, either to district email list or office/unit</td>
</tr>
<tr>
<td>Signage by my office</td>
</tr>
<tr>
<td>Email Only to my office/unit</td>
</tr>
<tr>
<td>Signage around building</td>
</tr>
<tr>
<td>Share information on office/unit meetings</td>
</tr>
<tr>
<td>How do you contribute to the campus climate?</td>
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<tr>
<td>---------------------------------------------</td>
</tr>
<tr>
<td>I help promote everyone's initiatives, especially wellness.</td>
</tr>
<tr>
<td>Staying informed of new information on campus, assisting with training others, sharing views</td>
</tr>
<tr>
<td>Contribute to flow of information on campus.</td>
</tr>
<tr>
<td>Collaborative across departments on campus, serving on committees or as advisor</td>
</tr>
<tr>
<td>A good ambassador for UTD, on campus to students and guests as well as off campus to friends and family</td>
</tr>
<tr>
<td>Encourage the involvement of others – trainings, events, sharing knowledge, celebrating achievements</td>
</tr>
<tr>
<td>Take responsibility for actions, accepts constructive criticism</td>
</tr>
</tbody>
</table>
What are some areas of Staff Council involvement you would like to know more about (Scholarships, CARE Awards)?

<table>
<thead>
<tr>
<th>More reminders for deadlines</th>
</tr>
</thead>
<tbody>
<tr>
<td>CARE Awards selection</td>
</tr>
<tr>
<td>Knowing who to ask to catch up on details missed</td>
</tr>
</tbody>
</table>
Feedback?

- Email committee chair
- Email staffcouncil@utdallas.edu
- Keep the conversation going!
In Memory of
Alejandro Acero Murillo

Alejandro Acero was born in the city of Santa Marta, Colombia. Growing up he was raised in Arizona, Colombia, and Mexico until attending high school in the Rio Grande Valley of South Texas. He completed his undergraduate education at Brown University where he double concentrated in Public Health and Economics, completing a capstone project that explored the health effects of incarceration based on data from the Behavioral Risk Factors Surveillance Systems (BRFSS). He joined the Institute for Urban Policy Research in 2015, and his research interests include public health and economic equity for marginalized groups, particularly sexual and gender minorities, sex workers, substance users, and the formerly incarcerated.

(https://urbanpolicyresearch.org/team_member/alejandro/, 2020)