Agenda

• Campus Update – Dr. Calvin Jamison
• Worker’s Comp – EH&S
• Consensual Relationship Annual Training
• Department Update
HR Forum Update

Dr. Calvin D. Jamison
Vice President for Administration
May 3, 2017
UT Dallas Fast Facts

- Estimated 26,500 students enrolled for fall 2016; 5,000 live on campus
- More than 3,500 faculty and staff members
- 137 academic programs across eight schools
- More than 300 clubs and student organizations
- More than 90,000 alumni
- 3.5 million sq. ft. in interior space & $1 billion in development since 2007
- Campus gross square footage (GSF): 5,936,620
- Campus acres: 479.3 (Collin: 263.9, Dallas: 215.44)
UT Dallas ranks 1st in the *Times Higher Education*'s 2017 survey of the world's top 100 universities under 50 years of age

UT Dallas ranks 34th among the top 100 "Best Value" public colleges in the U.S., according to *Kiplinger’s Personal Finance* in 2015
April 28, 2017

- Endowments valued at more than $520,000 before last week’s tournament
The Challenge begins August 2017

- Watch for registration information this summer!
- Helped raise $220,200 for Special Olympics of Texas in 2016
SPN Wellness Center

Faculty and Staff Hours:
Monday through Friday
5:30 AM to 7:30 AM
11:30 AM to 1:30 PM
5:00 PM to 8:00 PM
SPN Fitness Classes

Monday – Friday

Yoga Fusion Mondays

Strong by Zumba Tuesdays

Fusion Pilates/Cardio Dance Wednesdays

TKO Fight Class Thursdays

Kung Fu Fridays
Employee Appreciation Day

May 19, 12-2 p.m. at the Plinth
Dining Options

Spirit Fridays
Faculty/Staff Summer Meal Memberships
- $85.00 plus tax, loaded to your Comet Card
- Any 10 meals throughout the summer at Dining Hall West
- Valid May 25 – Aug. 8
- Price per meal is $8.50
- Visit utdallas.edu/dining to purchase
Transition in Progress:

- Task force in place
- Updating campus Tobacco-Free policy
- Updating campus signage
- Focus on Education, Cessation Resources
- Pilot Cessation Class in progress

Office of Administration

Breathe Easy
UT Dallas is Going Tobacco-Free

Great American Smoke-Out

Tobacco-Free Campus June 1
Davidson-Gundry Alumni Center Site
Davidson-Gundy Alumni Center Site

- Completion set for spring 2017
Brain Performance Institute Rendering

- Spring 2017 completion
Student Housing Phase VI Rendering

- Off Waterview, near south entrance to campus
- Will offer efficiencies, and one- and two-bedroom apartments
Student Housing Phase VI Site
Student Housing Phase VII Rendering

- Off Waterview, near south entrance to campus
- Will offer one-, two- and four-bedroom apartments
Student Housing Phase VII Site
Student Housing Phase VII Site
Engineering Building Rendering

- At the corner of Jenifer Drive & Rutford Avenue
- 200,000 square feet
On the Horizon

Cricket Field
• Completion spring 2017

Science Building
• In design and development phase

Additional Space in SPN
• Build out in progress
Northside

- Apartments and town homes opened in August 2016
Northside Amenities
Northside Retail

- Jimmy John’s and Delish Bubble Tea are open for business
- Chopped, American Tap Room, Northside Drafthouse and others are coming soon
- Northside Phase 1 is fully leased for fall 2017
Northside Phase II set for fall 2018

- Construction underway
- Adds 800-1,000 beds
- 6,600 square feet of retail space and 275 units with 900 beds
- The design will compliment Phase 1 and will extend the central spine further north to the future location of a DART station for the Cotton Belt rail line, currently slated for 2022.
Northside Phase II Site
Northside Phase II Site
Transit-Oriented Development

• Plan to create a vibrant, pedestrian friendly, transit-oriented development that promotes a university-oriented urban destination and community gathering place

• Northside represents phase 1

• Next phases to add:
  • 800-1,000 residential beds
  • More retail
  • Event center and hotel
  • DART rail station
  • Part of the Cotton Belt line, which may be moved up to 2022
  • Will offer park and ride area

• Richardson City Council and Planning Commission have approved zoning
Transit-Oriented Development

Cotton Belt Map

- Cotton Belt Line
- To Denton (A-train operated by DCTA)
- To Fort Worth (TEXRail to be operated by ThruT)
- Alternative Alignment

Legend:
- Cotton Belt
- DART Green Line
- DART Orange Line
- Trinity Rail Express
- Interface Station
- TexRail
- DART Red Line
- DART Blue Line
- Potential Station
Thank You

Questions?
administration@utdallas.edu
The University of Texas at Dallas is committed to maintaining learning and work environments as free as possible from conflicts of interest and favoritism. The University recognizes that two consenting adults should be free to conduct a personal relationship if they so wish when the relationship does not interfere with the goals and policies of the University; some romantic, dating and/or sexual relationships, although consensual, do create conflicts of interests.

This policy addresses those consensual relationships.

http://policy.utdallas.edu/utdbp3103
Persons Affected

- This policy applies to all University administrators, faculty, staff, and students.

- This policy is applicable regardless of the gender of the University employee with supervisory teaching, evaluation or advisory authority and/or the gender of the employee, student or student employee who is directly or indirectly supervised, taught, evaluated, or advised by the supervisory employee.
The following consensual relationships, even if a single event, are prohibited:

(a) A consensual relationship between a supervisor (as defined below and is defined as including faculty members) and supervisee regardless of whether the supervisory relationship is direct or indirect, unless the supervisor discloses the relationship in advance and a management plan is in effect;

(b) A consensual relationship between a coach or athletic staff and any student athlete or student assigned to or associated with the athletics department, such as interns and student employees, including any coach or student associated with an intellectual competition team, unless waived by the President or his or her designee for good cause. This prohibition does not apply to a student assistant coach who serves on a voluntary basis unless the student assistant coach has direct or indirect authority, including the appearance of such authority, over a student or student athlete assigned to or associated with the athletics department.

*If the prohibition is waived, a management plan must be completed.*
(a) The supervisor must report a consensual relationship as described in 3.1. to the Dean/Vice President/Executive-level administrator and the Associate Vice President for Human Resources (AVPHR). The supervisor must make the report prior to entering into the relationship or if the relationship exists, with as much advance notice as possible prior to the supervisor accepting supervisory authority.

(b) The individuals receiving the report must immediately collaborate to attempt to manage the conflict of interest. If management of the conflict is not possible, the relationship is prohibited.
A management plan will:

1. provide an alternative means for the supervision, teaching, advising, evaluation of the supervisee or otherwise mitigate the conflict;

2. give priority to the interest of the subordinate individual;

3. be written;

4. be acknowledged and signed by the parties to the relationship; and

5. be maintained by the Office of Human Resources and reviewed by the AVPHR on an annual or as needed basis.
(a) Violations of this policy should be reported to:

Colleen Dutton, Associate Vice President Human Resources:
phone: 972-883-2130
email: colleen.dutton@utdallas.edu

(b) An individual in a supervisory role over a supervisor who is notified of or becomes aware of an alleged violation of this policy must immediately report the information to the AVPHR.
a) The matter will be investigated and if a policy violation occurred, the University may take disciplinary action, which may include termination. If there is a complaint of sexual harassment about a relationship covered by Sec. 3.1, above, and the relationship has not been disclosed and a management plan implemented, the burden shall be on the supervisor to explain the failure to comply with this policy and such failure will be a factor in determining whether the relationship was consensual and free of sexual harassment. Allegations of sexual harassment or sexual misconduct (and any associated retaliation) may also be subject to investigation in accordance with applicable University policy.

b) Disciplinary action will be handled under the University’s policies for discipline and dismissal of faculty or employees depending on the supervisor’s status.
Retaliation is Prohibited!

Retaliation of any kind against anyone for reporting a consensual relationship or for participating in any proceeding pursuant to this Policy is prohibited.

Office of Institutional Equity and Compliance
https://www.utdallas.edu/oiec/equity/
**Employees:** Confidential counseling services are available to employees through the Employee Assistance Program provided by UT Southwestern and may be reached by calling 800-386-9156 or 214-648-5330 or by email at eap@utsouthwestern.edu.

**Students:** Counseling services are available to students through the Student Counseling Center located in the Student Services Building, suite 4.600. The 24 hour phone line is 972-883-2575 and the website is [http://www.utdallas.edu/counseling/](http://www.utdallas.edu/counseling/). Galerstein Women’s Center located in the Student Services Building, suite 4.300. The phone line is 972-883-6555 and the website is [http://www.utdallas.edu/womenscenter/](http://www.utdallas.edu/womenscenter/).
Additional Resources and Policies

- University of Texas System Systemwide Policy, UTS 184 Consensual Relationships
- University of Texas System Regents’ Rules and Regulations, Rule 30105
- UTDBP3103 – Consensual Relationships [link](http://policy.utdallas.edu/utdbp3103)
- UTDBP 3090 - Nondiscrimination Policy [link](http://policy.utdallas.edu/utdbp3090)
- UTDBP3102 - Prohibited Discrimination and Sexual Harassment Sexual Harassment Policy [link](http://policy.utdallas.edu/utdbp3102)
For questions or additional information contact:

Colleen Dutton, Associate Vice President Human Resources, Colleen.Dutton@utdallas.edu 972-883-2130  AD 2.208
Division Update

BENEFITS
• Reminder emails regarding excess vacation at 8/31/17 will be converted to sick leave were sent
• International Travel Wellness Lunch & Learn on May 19 at 12:00-1:00; SU 2.905 Dining Hall
• A Mindful Eating Exercise-Lunch & Learn
  May 25, 2017 at 12:00-1:00; Galaxy Rooms A&B
• Brain Health-Mind & Body Wellness Series 2
  May 31 at 12:00-1:00; Galaxy Rooms A&B
• Benefits and Wellness Fair – Monday, July 17 9:00-4:00 at the Galaxy Rooms A,B & C; Health Screenings at Phoenix and Gemini Rooms
UT Dallas Won!

WINNERS!

UT PERMIAN BASIN
SMALL INSTITUTION

UT DALLAS
MEDIUM INSTITUTION

UTHEALTH HOUSTON
LARGE INSTITUTION
Division Update

EMPLOYEE RELATIONS/
ORGANIZATIONAL DEVELOPMENT
In accordance with the Drug Free Schools and Communities Act, this serves as the annual notice to all employees that the unauthorized purchase, manufacture, distribution, possession, sale, storage or use of an illegal drug or controlled substance while on duty, while in or on premises or property owned or controlled by the University, or while in vehicles used for University business is prohibited.

For additional assistance or questions regarding the policies, please contact Employee Relations in the Office of Human Resources at 972.883.2224 / employeerelations@utdallas.edu.
Resources

- **Employee Assistance Program**
  - (214) 648-5330
  - (800) 386-9156

- **Alcoholics Anonymous**
  - (214) 887-6699

- **Dallas Council on Alcoholism & Drug Abuse**
  - (214) 522-8600

- **National Alcohol & Drug Abuse Hotline**
  - (800) 252-6465

**Students may contact the Student Wellness Center:**
(972) 883-4275
Division Update

EMPLOYMENT SERVICES
• Employment Express for summer will be coming to a school near you!!
• Your assigned Employment Specialist will schedule mini-express sessions at your school for summer RA/TA/GA.
• Complete spreadsheet for ePAR, CBC, I-9/paperwork purposes and send it to evelie.Giddings@utdallas.edu.
• Only provide information for new assistants (never held an assistantship).
• Select a date and send an invite via Outlook for two hour block (calendars are up to date in Outlook).
• Reserve a room large enough with access to a copier.
Visa Process

• Marvin and Ilyce are working through the visashr@utdallas.edu
• Please be patient...we are going as fast as we can!
• We are in the interview phase for this position.
• If you have an immediate need, please feel free to call us; however, please limit calls to true emergencies.