Staff Council General Meeting
Agenda* – Feb 14, 2018
Room: JSOM 1.517
(*Topics and order are subject to change)

1) Call to Order

2) Roll Call

3) Guest Speakers: Annette Rogers and David Liner with Risk Management/EHS, and Serenity King with an update on SACHS

4) Colleen Dutton – AVP of Human Resources

5) Review of January 2018 Council Minutes

6) Committee Reports

7) University Committees

8) Continuing Business

9) Proposals:
   a. **2014-004p**: Executive Board is looking into an ombudsman for employees
   b. **2017-002p**: Centralized room reservation process. (Staff Development)
   a. **2017-006p**: Paper towel dispensers/Letter to facilities (Benefits)
   b. **2018-004p**: Vegan-friendly food options (Communications)

10) Suggestions:
   a. **2018-010s**: Faculty appointments stress teaching, research, and service. There should be a similar service component to staff positions. The University and its staff have tremendous talent and resources that we owe it to the community to share. Staff should be able to volunteer either through direct action or board membership for a limited number of hours without having to use vacation. It should be part of the University’s duty. Some examples: UCLA and UMSTL organize service projects for staff and faculty that occur on at least one day per year and bus their staff and faculty to community locations to perform community service. (Anon.)

   b. **2018-011s**: Can UTD implement a policy similar to UT System where employees can get 90 minutes a week for wellness time? Their policy states, As a result of the 2007, 80th Legislature, the State Employee Health and Fitness Act of 1983 was amended by House Bill 1297 to allow more flexibility to state agencies for administering their wellness program, including to allow employees 30 minutes during normal working hours for exercise three times each week. [https://www.utsystem.edu/board-of-regents/policylibrary/policies/int185-leave-policy](https://www.utsystem.edu/board-of-regents/policylibrary/policies/int185-leave-policy)

   c. **2018-012s**: Staff Council needs to take up the issue of green card status for employees. HR has stated that it is UT policy not to sponsor international employees. However, we do sponsor faculty. We (the university) send out emails that we believe in diversity and international students are welcome…but when it comes to our staff we are very content to have them leave after they reach their H1 visa expiration with us. We are losing valuable employees and information every time this happens. I would like Staff Council to look into if it is really policy of UT system to not sponsor employees. I would also ask that Dr. Benson be informed of this policy we currently have. Third, are we not sponsoring any staff? (Anon.)
d. **2018-013s:** The 'Mid-Year Merit Salary Adjustments and One-Time Merit Payments' memo sent from the President to his direct reports should be communicated to the staff. Many employees will not receive the increases they were promised due to this late and ill-informed memo. Staff Council needs to ensure all staff are aware of these new policies. This issue needs to be taken directly to the President as well. Staff already feel undervalued and this memo proves that is the case. *(Anon.)*

e. **2018-14s:** The ISO recently moved to the SPN2 building. The front doors to the building do NOT provide access for mobility-challenged individuals. As well, the first set of doors flap in the wind all day. There is no large button to press for entry and I believe this in violation of ADA requirements.

11) Old Business
12) New Business
13) Reminders:
   a. **Staff Scholarships:** Now accepting applications for Spring 2018
      i. Deadline: February 15th, 2018
   b. **CARE Awards:** Now accepting nominations for: Spring 2018.
      i. Deadline: March 31st, 2018

14) Adjournment

15) Next Meeting: 03/07/2018
   a. **Upcoming Guest Speakers:** N/A