

THE UNIVERSITY OF TEXAS AT SAN ANTONIO

SUMMARY MINUTES OF THE STAFF COUNCIL SPECIAL MEETING OF MAY 29, 2001

The first Special Meeting of the Staff Council for the academic year 2000-2001 was held in room 4.03.08 of the John Peace Library Building on May 29, 2001 at 3:00 p.m. with John Poindexter, Chair, presiding, Janice Kramer, Secretary.

I. Call to order and taking of attendance

Present: Jane Armstrong, Brenda Barron, Patricia Dunn, Linda Edmundson, Joyce Fox, Ray Gonzales, Fred Hample, Pat Harborth, Misty Heath, Daniel Kiley, Janice Kramer, Javier Lara, Deryl Martin, Maria Martinez, Elaine M. Miller, Glenda Norton, Sharron Pacheco, Cristina Pena-Walls, Debbie Perez, Eyra Perez, John Poindexter, Terri Reynolds, Deborah Riley, Brenda Stevens, Alven Stewart, Ursula Wheeler

Absent: Craig Evans, Linda Mahoney, Rita Marquez, Diana Smith (all excused)

Total members present: 26

Total members absent: 4

II. Vice President for Business Affairs - Mr. David Larson

Mr. Larson distributed a document titled, Estimated Compensation, Fiscal Year 2001-02 (attached to and made a part of these minutes). He informed the Council that details on compensation issues had not been finalized and asked them to note the disclaimer on the bottom of the first page of the report. He went over the various components of the estimated compensation package, stating that UTSA administration is very much in support of the compression studies for faculty and staff. Mr. Larson noted that UTSA's pay package is more aggressive than the other UT System components.

Mr. Larson pointed out the changes in health plans for the University of Texas Employee Group Insurance Program. He reported that UTSA does not plan to discontinue the supplement for insurance, which was added to the salaries of some staff members at the beginning with the fiscal year. While the information related to insurance costs and plans has not been finalized, Mr. Larson said he expected to have final details available prior to the next meeting of the Staff Council.

Mr. Larson reported that the employee educational benefit package is expected to be in place for the Fall 2001 semester.

Question and Answer Period:

Q. Why is the UT System not more stable with insurance packages?

A. There is stability in that insurance costs are increasing for the UT System at the same rate that is happening across the country for all insurance plans.

Q. What are the plans for the next biennium for the funding of educational benefits?

A. It is estimated that staff taking courses at the undergraduate level would save approximately two-thirds of the cost. The Employee Educational Benefit Program will be a method of encouraging eligible employees to take advantage of educational programs at UTSA.

Q. Is there any indication that, in the future, staff will be able to waive their rights to educational benefits in order for their dependents to use the program?

A. The program is being viewed as an evolving process and will have a committee to review this type of issue.

Q. The manner in which performance appraisals are conducted remains an area of concern to the staff. Are there any plans to revisit the forms and the methods of appraisal, as well as hold administrators more accountable in the process?

A. UTSA agrees that employees need to have confidence in the appraisal process.

Q. What method will be used in the future to recognize staff members?

A. That issue is being reviewed by the President.

III. Meeting adjourned