

**THE UNIVERSITY OF TEXAS AT SAN ANTONIO**  
**SUMMARY MINUTES OF THE STAFF COUNCIL MEETING OF**  
**APRIL 22, 2004**

The eighth Regular Meeting of the Staff Council for the academic year 2003–2004 was held in the Assembly Room (JPL 4.03.08) at 8:30 a.m. with Daniel Kiley, presiding, William Hamilton, Secretary.

I. Call to order and taking of attendance.

**Present:** Lorie Bennett, Lisa Blancas-Olivares, Kim Brandt, Kathy Calucci, Linda Edmundson, Maria Espericueta, William Hamilton, Fred Hample, Pat Harborth, James Jinks, Misty Kelley, Elnora Kennedy, Daniel Kiley, Minnie Martinez, Cindy Orth, Ann Roberts, Sonia Saenz, Anne Speights, Mary Lou Spillers, Don Swinson, Velma Tristan, Venetta Williams

**Absent:** Rebecca Alvarez, Alka Bhavsar, James Cosgrove, Patricia Dunn, Suzy Gray, Dottie Kyle, Carolyn Motley, Rosalinda Stead

**Total members present: 22**

**Total members absent: 8**

II. Minutes of the March 25, 2004 meeting were corrected to change Charles Lampe to Dan Sibley in Item VI and to include the location of the UTSA rock arrangement in Item VII. Minutes were approved as corrected.

III. Opening Remarks

IV. Report of Executive Board Activities

No report

V. Committee Reports

A. Communications Committee – Patti Dunn, Chair

No report. Cindy Orth noted that the Staff Council Web site needs to be updated.

B. Elections/Membership Committee – Lisa Blancas-Olivares

The election of new Staff Council members for 2004–2005 will be conducted over the next several weeks. Several Council members volunteered to serve on the committee. The chair scheduled a meeting for the following Wednesday to initiate the election process.

C. Employee Benefits/Compensation Committee – Pat Harborth, Chair

No report

VI. Old Business

President Romo has commissioned creation of models for a roadrunner statue to be placed at the new Main Building entrance. Mr. Kiley will continue to research the possibility of a tile roadrunner in the Sombrilla fountain.

VII. New Business

UT System Employee Advisory Council Update – Dan Kiley

Report attached to and made a part of these minutes. Discussion was held in response to the information provided on health care. Misty Kelley stated that additional charges for doctor visits and examinations would deter preventative visits. Fred Hample asked if there was any discussion of compensation for employees who do not use sick leave? Ann Robert agreed there is currently no incentive to stay healthy. Mr. Kiley said he is only aware that UT System is considering ways to reward people who are not making medical claims. Cindy Orth noted that some type of conversion of sick leave hours would be a non-cost benefit and a tremendous morale booster. Mr. Kiley said he would contact Dan Stewart at UT System with this idea. A reward system for wellness activity, such as payment of health club membership fees, was also suggested as an additional employee benefit.

A **motion** was made to invite David Diaz, Human Resources, to speak at the next Staff Council meeting. **Motion approved**. Members should forward questions and discussion items to the Chair in advance of the next meeting.

VIII. Next Meeting – May 27, 2004, Assembly Room (JPL 4.03.08)

IX. Meeting Adjourned