



THE UNIVERSITY OF TEXAS AT SAN ANTONIO

SUMMARY MINUTES OF THE STAFF COUNCIL MEETING OF July 26, 2006

The 11th regular meeting of the Staff Council for the 2005-2006 academic year was held in the Durango Building Southwest Room (Downtown Campus) at 8:30 a.m., with Cindy Orth presiding.

I. Call to Order

Members present: Veronica Cortez, Lachelle Dixon, Maria Espericueta, Sabina Kapoor, Minnie Martinez, CeCe Ortegón, Cindy Orth, Derrick Ozuna, Rachel Pullen, Trish Roberts, Shirley Rowe, Dee Russell-Terrell, Corinne Sabo, Nina Sosa, Anne Speights, Rosalinda Stead, Melissa Tenberg, Velma Tristan, Maria Villarreal, Lori Zerr

Members absent: Stefanie Barlow (excused), Kim Brandt (excused), Chris Chipps (excused), Sharon Cropper (excused), Edna Dominguez, Patti Dunn (excused), Janie Garcia, Laurie Gay (excused), Blanca Muniz, Belinda Munoz (excused), Steve Wagner

II. Minutes of the June 22, 2006 Meeting Reviewed & Approved

III. Opening Remarks

Cindy Orth will represent Staff Council at the Employee Advisory Council (EAC) meeting this month, and she will share issues we have presented.

Next month's meeting will include all incoming members. At this meeting, there will be a light potluck breakfast, and later we will have a hot catered lunch. The Vice President for Business Affairs has been invited to attend; we can discuss our accomplishments and questions with the VPBA.

IV. Old Business

Recent Issues Committee questions are currently being reviewed. Adding to these questions is the issue of having shuttle service to/from University Heights and the Downtown Campus.

In May, the President hosted a two-day Strategic Planning workshop. The focus was to develop a strategic plan for UTSA to reach various goals by the year 2016. Surveys will be sent out soon to address the several themes that emerged from the workshop. Staff Council members Cindy Orth and Velma Tristan serve on this committee.

V. New Business

Issues to bring to the EAC meeting are: Why can't tuition assistance be increased? Can there be a standard across campus where, if an employee takes classes, this time off would not be at the supervisor's discretion to possibly have to be made up or applied to comp/vacation time? Can staff fill vacant student seats in classes and therefore not have to pay the tuition? Can the educational benefit be changed to be used after six months of employment, instead of the current one-year requirement? These educational benefits are important because they involve professional development and relate to the increasingly prevalent bachelor's degree requirement for on-campus jobs. Can the benefits package be reviewed on a regular basis so that it may evolve? Due to rising gas prices, is it possible to give staff four-day workweeks to decrease transportation? May UTSA have national associations on campus that may serve staff members? As insurance premiums and parking fees are rising, a cost-of-living increase has not been applied in recent years; can this be considered? Can pay rates for those positions requiring master's degrees be reviewed, as they may not be commensurate with their related educational requirements?

VI. Committee Reports

Employee Benefits/Compensation Committee, with Veronica Cortez as Chair: Committee members will correspond via the email system to discuss the issue of the reclassification process. In particular, the lack of any set procedures or defined timelines for the process. Most employees who have been informed of a reclassification want to know how they will be affected and how long they will have to wait until the reclass is finalized. Other issues of concern are increased opportunities for professional development, career ladders and training programs.

Communications Committee, with Rosalinda Stead as Chair: Currently reviewing possible stories to add to the website.

Elections/Membership Committee, with Dee Russell-Terrell as Chair: Worked on the election ballots process for incoming Staff Council members.

Fund Raising Committee, with Melissa Tenberg as Chair: Will review, at the August meeting, the possibilities of what Staff Council may do for the December commencement ceremony. Various sales options as well as commitments from volunteers will need to be reviewed.

Bylaws Committee, with Steve Wagner as Chair: Will continue reviewing bylaws and checking for needed updates.

VII. Next Meeting

August 10, 2006, in the Recreation Center Studio Orange, at the 1604 Campus.

VIII. Meeting Adjourned