



**THE UNIVERSITY OF TEXAS AT SAN ANTONIO**  
**SUMMARY MINUTES OF THE STAFF COUNCIL MEETING OF**  
**May 24, 2007**

The ninth regular meeting of the Staff Council for the 2006-2007 academic year was held in the Durango Building Southwest Room at the Downtown Campus at 8:30 a.m., with Patti Dunn, Chair, presiding.

**Call to Order**

Members present: Bradley Chandler, Veronica Cortez, Gwendolyn Drake, Patti Dunn, Sarah Gonzales, Sabina Kapoor, Belinda Munoz, Derrick Ozuna, Rachel Pullen, Shirley Rowe, Dee Russell-Terrell, Susan Sandoval Nina Sosa, Anne Speights, Melissa Tenberg, Cissy Thorpe, Maria Villarreal

Members absent: Stefanie Barlow (excused), Kim Brandt (excused), Carlita Contreras (excused), Sharon Cropper (excused), Maria Espericueta (excused), Janie Garcia (excused), Roy Garza (excused), Laurie Gay, Carol Gonzalez (excused), Minnie Martinez (excused), CeCe Ortegon (excused), Cindy Orth (excused), Amy Strong, Velma Tristan (excused), Todd Wollenzier (excused)

**Minutes of the April 26, 2007, Meeting Approved**

**Presentation: "UTSA Staff: Supporting the Success of the LGBT Community" by David Kessler, UTSA Ally Program**

Discussion of the following:

LGBT terminology, including sexual orientation and gender identity/expression.

LGBT identity development, including the "coming out" phase, sexual identity development models, gender identity development and multiple identity development.

The LGBT campus experience, including the national campus climate.

UTSA Campus Climate Study findings, including perceptions of the campus climate and perceptions of the administration.

UTSA campus facts, including our nondiscrimination policies, identifying those supporting student organizations, and discussing the roles of the Office of Institutional Diversity and the newly-created Office of Inclusion and Community Engagement. Also how the new Allies Program is making strides but needs more support.

Discussion of state and national campus comparisons, including how other institutions specifically state the need for nondiscrimination of one's sexual orientation, and how other institutions have professionally staffed resources centers on campus.

Presented a proposal for UTSA to have a professionally staffed resource center on campus.

Asked Staff Council for a resolution of support.

We discussed referring this proposal to our constituents to determine whether or not the Council should support the resolution.

### **New Business**

We will have an election by email, to fill the vacant position of Vice Chair.

### **Committee Reports**

Bylaws Committee, with Cindy Orth as Chair: Preparing for committee meetings.

Communications Committee: Working to find a new committee chair.

Elections/Membership Committee, with Dee Russell-Terrell as Chair: Preparing for the upcoming elections process.

Employee Benefits/Compensation Committee, with Veronica Cortez as Chair: The committee received additional feedback on the possibility of having an on-campus doctor or physician's assistant; planning to research the feasibility and procedures for conducting a broader survey to university staff.

Fundraising Committee, with Melissa Tenberg as Chair: Thanks to Staff Council assistance, along with the assistance of other UTSA staff and friends, we generated a profit of \$2,193.60 at the May commencement ceremony. Looking into obtaining discounts at local businesses for UTSA employees.

### **Issues Committee Report, with Shirley Rowe as Chair**

Regarding the fact that campus employees with disabilities are parking in areas designated for visitors with disabilities, the Parking office has informed us that State law does not allow us (UTSA) to restrict disabled parking to any class of individuals. If they have a valid disabled permit, they may park at any disabled-designated area on campus.

Regarding increasing the visibility of Staff Council, possibly by interacting with major UTSA websites, this has been referred to the Communications Committee.

Regarding how our website has phrased the details of Employee Educational Benefit Program – in particular, how our site does not specifically exclude faculty – this request will be researched further.

Regarding the details of the Employee Educational Benefit Program – in particular, how the information provided does not effectively delineate who is eligible for the benefit or whether the benefit can be applied for retroactively – this issue will be researched further since we govern the written policy and should be able to make the necessary changes in wording to reflect eligibility and timing of applications.

Regarding clarifying the mention of retirement benefits at the recent Employee Advisory Council meeting, the following was reported: The items from the EAC were part of a legislative update, so nothing definite has been determined. The following link explains the current post-retirement work restrictions:

[http://www.trs.state.tx.us/benefits/documents/employment\\_after\\_retirement.pdf](http://www.trs.state.tx.us/benefits/documents/employment_after_retirement.pdf).

The information from the EAC was provided as a notice of items the legislature is *considering*, and we do not have full details of the bills – only the summary that was provided. Staff members may always contact their legislative representative as a private citizen, or visit the Texas Legislature website at <http://www.capitol.state.tx.us/> to get more detailed information.

Regarding a concern that newly-appointed managers/supervisors often lack the appropriate management/supervision/leadership skills, and the notion of investigating the feasibility of mandating training in these areas for all administrative jobs (i.e., director or assistant/associate director positions), this is being referred to Human Resources for further research. This involves the question of how such a mandate might be implemented.

Regarding the possibility of a requirement of jobs being posted for internal UTSA employees first – and secondly to external candidates – this is being referred to Human Resources.

Regarding construction at the 1604 campus, and the fact that facilities services staff are frequently having to clean areas of campus where messes are left behind by the construction crews, this information will be researched further.

Regarding the feasibility of having individual photos included with the UTSA online directory listings, this will be researched further.

### **Next Meeting**

June 28, 2007, in the Recreation Center Studio Blue, at the 1604 Campus.

### **Meeting Adjourned**

*Minutes prepared by Derrick Ozuna, Secretary/Historian.*