The seventh regular meeting of the Staff Council for the 2014-2015 year was held at the UTSA main campus in the Mesquite Room (UC 2.01.24) and was called to order at 8:34am with Shannon Rios, Chair, presiding.

**Members Present:** Monica Bowden, Amy Dalrymple, Laura Earleywine, Virginia Galloway, Lisa Johns, Michael Logan, Amanda Marin, Annie Maynes, Diane Mazuca, Cyndi McCowen, Mitch Moore, Sarah Netterlund, Cindy Orth, Anne Peters, Shannon Rios, John Shaffer, Jerry Smith, Eric Weber, Venetta Williams, Alfredo Zavala, Monica Glover, Taniesa Williams

**Members absent (excused):** Christine Bodily, Kai Kamaka, Gidget Vasquez

**Members absent (unexcused):** Justin Bingham, Brittany Kyle, Irene Mireles, Alex Perez, Maranda Tupper

**Meeting Minutes:** February meeting minutes were approved by a majority vote via e-mail

**Guest Speaker/Q&A- Dr. John Frederick, Provost**
- Defining Tier One- yes, it is about more research, but the focus is really about getting better every day. What can we do better or differently? Think in terms of what we can do better. Recognizing and showing appreciation for doing a good job. Recommendations came from the Council floor:
  - Reconciliation of Accounts in PeopleSoft (Laura Earleywine); getting that fixed
  - Michael Logan stated the need for departmental flexibility in order for staff to be able to represent UTSA on and off campus
  - Laura Earleywine asked the Provost to carry the message to decision makers that parking permits not increase in price during the years employees do not get merit raises; Provost said he would pass on the message
- New VPBA has been announced and Kathy Funk-Baxter will begin April 27, 2015; she is an alum and a lifetime member of the UTSA Alumni Association
- Blueprint 2020 is in the assessment and benchmarking stage, looking at how did we do on the 2016 Plan; moving to a 5-year strategic plan instead of a 10-year plan as in the past
- Football was not even in the strategic plan 10 years ago, but it growing the university community- Spirit, Pride, Traditions
- We want to be listed on the “Best Places to Work” list
  - Annie Maynes commented on the difficulty of employees feeling valued when there is no merit; Dr. Frederick said he would give a complicated budget lesson and explained that budget reserves had been built up by the previous VPBA, which allowed UTSA to weather this year without great cuts but did not leave money for merit
- Jerry Smith commented on the need to acknowledge staff contributions in Blueprint 2020 because the university is losing “corporate knowledge”, that in the plan there is “a lot about faculty and Tier One, but not staff”
• Alfredo Zavala recommended that there be a communication plan to get messages-concerns-to CMO’s like the Provost because sometimes it appears that nothing goes higher than one to two supervisors above a staff person when concerns are brought up the chain of command.
• Discussion about the recent raise Advisors received. Lisa Johns asked if anyone was looking into the salary gap caused by this action; Provost said he hoped someone was but not at his level.
• Further discussion about low salaries at UTSA followed and the Provost referenced high risk positions such as the Head Football Coach and a University President getting paid higher because of the risk while lower risk jobs don’t pay as much because job security is a tradeoff for compensation.

Committee Updates
  ▪ Issues- Kai Kamaka (absent) Shannon Rios reporting
    ▪ No issues to report
  ▪ Health & Wellness- Diane Mazuca
    • Wants to meet with committee
    • Would like to focus on what EAP offers staff
  ▪ Parking- Jerry Smith
    • Reported that the cost of permits raise 1% each year
    • John Shaffer reported from the University Parking Committee that the university drives the need for a new garage, but Parking & Transportation then has to figure out how to fund it
    • Shannon Rios reported that Clay Haverland, P&T Director, has been asked for more transparency regarding funding
  ▪ Communications- Sarah Netterlund
    • See updated communication timeline
    • Anne Peters brings up 2 major events that are 10 days apart, with one being brand new
      ▪ Committee working on new graphic for staff event this is professional so it looks like a big deal; wants continuity in graphics for both events, so new graphics for Strikes for Scholarships as well as staff event
      ▪ Amy Dalrymple proposed that we call it a month of staff appreciation so both events go together
      ▪ Laura Earleywine pointed out that marketing both events together will help provide options for staff who are unable to attend both
  ▪ Scholarship- Alex Gonzalez (resigned)
    • Needs new chair
  ▪ Elections- Cindy Orth
    • Timeline for nominations process has been revised; dates not reported at this time
  ▪ Fundraising- Cindy Orth
    • Seven weeks to Bowling, May 18th, 6-8pm
    • Next week Save the Dates should go out
    • May 13th registration deadline
- 5-8 people per team, but recommend 5 to ensure everyone gets to complete the two games during the allotted time; shoe rental is included in registration fee
- $17 per person, cash or check made payable to UTSA
- Taking payments at DT Campus- Alfredo Zavala and Venetta Williams
- Taking payments at Main Campus- Cindy Orth and Virginia Galloway
- Cindy to re-send sponsorship letters to Council members; Anne Peters asked that members be directed to the Staff Council webpage for more information about the event so there are not dueling flyers distributed

**Staff Appreciation- Cyndi McCowen**
- Rollover nomination for Susan Lockett, award presentation set for April 2nd at 1:30pm in the Willow Room
- Remind constituents to nominate
- Shannon Rios asked Communication Committee to create a new flyer for the award and send out to Staff Council members
- Regarding the Great Staff Appreciation Event: (Shannon Rios reporting)
  - EMCS has created the layout for the event
  - Skycaps will be used and were less expensive than expected- $250 each
  - Because we’ve come in under budget, we’re looking at more food
  - Speaker agreement has been confirmed with President’s Office
  - VPBA speaker agreement still under negotiation because the event takes place on Kathy Funk-Baxter’s 7th day in office
  - Commemorative button planned for staff; Laura Earleywine suggested a window slick; Shannon Rios to price; perhaps 2 giveaways
  - Finalizing catering and facilities

**New Business**
- Employee Advisory Committee met and major topic of conversation was the new campus carry legislation and the letter from the Chancellor to the Governor
- Staff were not mentioned in the Chancellor’s letter so EAC wants to make a statement to support or oppose the Chancellor’s letter
- Discussion was presented by Michael Logan that there were 2 questions to be answered:
  - Do we (Staff Council) want to make a statement to EAC?
  - If we make a statement, what will the statement be?
- Michael Logan moved to support, oppose, or abstain from supporting the Chancellor’s letter
  - Among what appeared to be confusion and/or frustration from Council members regarding the motion without discussion, there was no second; therefore, the motion was not considered by the group
- Venetta Williams proposed having the Police Chief come to the next Staff Council meeting to talk about the new legislation
- Michael Logan recommended that this issue be ongoing through an Ad Hoc Committee
- Shannon Rios asked Venetta Williams to invite Police Chief Steve Barrera to the next Council meeting and the planned guest speaker will be moved to the following month

**Announcements**
- Welcome back Annie Maynes who has re-joined Staff Council
- Welcome Mitchell (Mitch) Moore who represents the VPR area
- Welcome Taniesa Williams who is with the University Police and represents VPBA
- Monica Glover, Director of Downtown Academic Advising, joins as an A&P replacement
- Amy Dalrymple with Institute for Economic Development joins to represent VP Community Services
- There is one more position in the VPBA area to replace

Closing
- The meeting was adjourned at 10:27am
- The next scheduled Staff Council meeting will take place on Thursday, April 23rd, at 8:30am at the Main Campus UC Mesquite Room (UC 2.01.24)
- March meeting minutes taken and submitted by Lisa Johns, Secretary