The University of Texas at San Antonio
Summary Minutes of the Staff Council Meeting
May 26, 2011

The ninth regular meeting of the Staff Council for the 2010-2011 academic year was held at the UTSA Main Campus in the Registrar’s Conference Room, and connected to the Downtown Campus and Institute of Texan Cultures by video, and was called to order at 8:30 a.m. with Chair Cié Gee presiding.

Members present:
Alegra Lozano, Amy Ramirez, Anne Jackson, Anne Macintosh Speights, Christi Fish, Cié Gee, Cynthia Orth, Diane Cordova, Eric Cooper, Gregory Frieden, Juan Noval, Laurie Long, Ray Gonzales, Rebecca Pendell Garza, Ruby Rodriguez (by video feed), Ruth Coates, Shannon Rios and Venetta Williams (by video feed)

Members absent (excused):
Annie Maynes, Blanch Torres, Bradley Jones, Carey Eagan, Christopher Goldsberry, Clay Haverland, Elba Ramos, Joleen Reynolds, Michael Witzel, Shirley Rowe and Tammy Fernandez

Members absent (unexcused):
Alfonzo Villarreal, Belinda Dovalina, Burt Reynolds, Gloria Harris, Henrietta Vasquez and Mark Munguia

Minutes from previous meeting:
Minutes were approved from the previous meeting

Old Business

Elections, Cindy Orth
Nominations ballots will be distributed to staff on Monday, June 6. Cindy is working from an employee list generated on May 24. The call for nominations will be coordinated through UTSA’s Survey Monkey account. An employee can only nominate someone in his or her vice presidential area. Once the nomination period is over, the Elections Committee and other Staff Council members who have volunteered to help the committee will validate the nominations. Nominees who decline the responsibility will have their names removed from the elections ballot. Last year, there were approximately 120 nominations. This year, we have 17 vacancies that need to be filled.

When the Elections Committee gets undeliverable notices from the distribution for nominations, the e-mail addresses are pulled from the master e-mail list for the elections ballots.
Cindy will add a statement to the elections ballots asking that recipients do not forward the e-mail to someone else. If they do, they give up their opportunity to vote.

We will send the e-mail about nominations to staff on June 6 and close nominations on June 15. A reminder will be sent on June 13. The elections ballot will be open for seven business days.

A UTSA Today story has been drafted and is with Tim Brownlee for posting. Christi Fish will coordinate photos to be used with the story from the Staff Council. The Communications Committee needs to work with Chris Koval to get the information on the campus digital signage. Shannon and Greg will work together on flyers.

**Staff Council Appreciation Award, Cié Gee**
Staff Council presented Graduation Coordination and the ITC Visitors Center with the award in May. Both were excited and overwhelmed.

We will present the award to Glynda Steele and Erin Cook in Housing in June. They were nominated by Christopher Goldsberry.

Also, Gregory Frieden has nominated Audrey Magnuson, Jennifer Bryce and their colleagues in the Career Center to receive the award. There are 23 full-time staff who would be included. It was voted and approved to present the award to them in July.

**New Business**

**Water Sales, Cié Gee**
Dr. Graham approached Cié to find out why the Staff Council did not sell water at the May commencement ceremonies. She has been approached by another group that wants to conduct water sales at Commencement. She asked Cié if Staff Council would be willing to give up the fundraiser to the other group. If so, Staff Council would not be able to sell water at any of the future ceremonies.

We will have more discussion about the issue at the next Staff Council meeting, when we have more Staff Council members present to discuss it. We have some time to decide.

**Fundraising Brainstorming: Cié Gee**
We discussed fundraising ideas that might be profitable in lieu of water sales. Suggestions include a craft show, a booth at Fiesta UTSA, bowling, something centered around football, the sale of UTSA-branded gear to parents at Freshman Orientation, a “Class of 20XX” T-shirt, a mini golf tournament and rubber ducky races in the Lazy River.
Merit Raises, Cié Gee
Carola Wenk, chair of the Faculty Senate, asked Cié to summarize the general sentiment of the staff about replacing merit raises with the lump-sum bonus like we were given last December.

Discussion:
- At this time, a lot of staff members are happy that they have jobs, because other universities are making cuts.
- The bonus was not supposed to be tapped by the government, but it was put in the 25 percent bracket. This dismayed a lot of staff.
- There are a lot of areas where staff do not have a career path. Employees would have to switch jobs or leave UTSA in order to increase their incomes.
- A lack of merit pay means our salaries stay the same. That impacts retirement dollars.
- If we cannot compete or retain people, we lose momentum in our efforts to become a Tier One institution.
- Parking costs are going up. Other costs are going up such as benefits. Keeping salaries the same does not work.
- It is easier and less expensive to keep an existing employee than to recruit a new employee.
- A lack of merit increases would affect the productivity of employees. If they are not paid according to merit, they may not want to work or stretch beyond their job descriptions.

August Meeting, Cié Gee
Staff Council’s August meeting is traditionally when we say goodbye to Staff Council members at the end of their terms and welcome new members. Where do we want to hold it? Classes begin August 24, so we’re looking at the first two weeks of August. Cié will contact Mimi’s, Golden Corral, Egg & I and Cracker Barrel to determine where we might be able to hold the meeting.

Staff Council Website, Gregory Frieden
We have a photo gallery on our Staff Council web page. Greg has organized the photos by topic. Take a look.

Reminders

June Meeting
Staff Council’s June 23 meeting will be held on the UTSA Main Campus in the Recreation Center Texas Room.

Meeting adjourned at 9:55 a.m.

Minutes submitted by Christi Fish, Staff Council Secretary