

The University of Texas at San Antonio
UTSA Staff Council

Meeting Minutes

December 19, 2019

The fourth regular meeting of the UTSA Staff Council for fiscal year 2019-2020 was held at the Main Campus, MB 3.106. The meeting was called to order at 8:33 am, with John Shaffer, Chair, presiding.

Members Present: Daniel Arriaga, Courtney Baldera, Brandy Barksdale, Morgan Beard, Anna Boyer-Chadwick, Elizabeth Corrales, Wanda Guntz, Sabina Kapoor, Matt Keneson, Hillary Klingman, Leticia Longoria-Fisher, Paul Lozano, Jeff Miller, Mary Alice Morizen, Cindy Orth, Kristee Phelps, Judith Quiroz, Shannon Rios, Sarah Sanchez, John Shaffer, Jerry Smith, Suzanne Stokes, Jason Trevino, Brian Packer,

Members Absent (Excused): Joe Alderete, Rueben Aleman, Jamie Fernandez, Amy Fritz, Vincent Genco, Dominick Morales, Eric Weber, Venetta Williams

Members Absent (Unexcused): Edward Riojas, Elba Ramos

Presentation:

❖ Karen Collins, Compensation Analysts HR- Fair Labor Standard Act (FLSA) Changes
Effective Jan. 1, 2020, a final ruling has changed the weekly minimum salary threshold that determines if positions will be exempt or non-exempt from FLSA's overtime requirements. The minimum salary threshold has increased from \$455 per week (\$23,660 annually) to \$684 weekly (\$35,658 annually). Employees affected by this change were sent letters.

Minimum hourly wages were also raised to \$14 per hour back in September 2019. This compressed several salary grades into fewer levels. Funding to address the compression is being looked at, since the changes meant some newer employees are now making close to what longer-serving employees are making. For more information, visit <http://www.utsa.edu/hr/>.

❖ Danny Rubalcaba, UTSA Graduate, ALIO Fitness- The Triple E Effect: Exercise Equals Endorphins

Danny presented on the importance of self-care, especially stress relief.

University Service:

- ❖ Inclusive Excellence Advisory Board (Courtney Balderas-Jacob):
 - The campus climate survey is now scheduled for February 2020.
 - The Inclusive Excellence office will send our informational emails regarding the upcoming Inclusive Excellence Leadership Symposium. (Event date to be determined)

- Reminder email will be sent out regarding the Martin Luther King, Jr. march, scheduled for Jan. 20, 2020.
- A revised mission statement is being sent to the university president for review.
- ❖ University Parking & Traffic (Dominick Morales): no update
- ❖ Faculty Senate (Sabina Kapoor): no update

Chair Announcements:

- ❖ Questions/Issues/Concerns (QIC) (Chair is Jerry Smith): no updates
 - Discussion #1: Annual Evaluations (Sabina Kapoor) – Academic Advising is working with HR to create a custom made grading tools that reflect the importance scale for each essential job functions (i.e. *Critical, Very Important, Important*). Academic Advising working with HR to also create standardization for importance scaling for special projects and attributes.
- ❖ Health & Wellness (Chair is Kristee Phelps): There is a wellness challenge for employees to participate in, starting in January 2020. It is connected to Diploma Dash; participants who earn so many points will have their registration fee waived.
- ❖ Communications (Chair is Brian Packer): no updates
- ❖ Staff Appreciation & Scholarships (Chair is Sarah Sanchez & Amy Fritz): Mary Alice Morizen stepped down, so Sarah Sanchez and Amy Fritz are now co-chairs.
 - October recipient winner, Yu Ning from Research, Finance, and Operations Office, was awarded on Dec. 16, 2019.
 - November and December recipients have been selected and will be awarded in January 2020.
 - Awards have been ordered to present to recipient winners. Should be ready by January 2020.
- ❖ Community Outreach & Events Committee (Chair is Shannon Rios & Courtney Balderas-Jacob):
 - MLK March reminder
 - Great Staff Appreciation (GSA) – Venue has been set
- ❖ Elections (Chair is Cindy Orth):
 - Jeffrey Miller is now member of VPBA, so now Athletics will provide a new representative.
- ❖ Ad-Hoc Finance Committee (Chair is Daniel Arriaga): no updates

New Business:

- ❖ LT Robinson, Senior Vice Provost & Dean of Students, will conduct two professional development trainings for the spring semester.
- ❖ A vote to become involved in supporting the campus food pantry was motion, seconded, and voted on. All were in favor.

- ❖ SACCS Accreditation team will be on campus in March 2020.

Closing

- ❖ Meeting adjourned at 10:00AM.