



Meeting Minutes

Wednesday, July 23, 2014

PRESENT: Philip Abraham, Tara Andrews, Paula Austell, Paula Austin, Ryan Baldwin, Jessica Brown, Julie Cantini, Dennie Clemons, Gerald Cleveland, Kimberly Coleman, Ronnie Garcia, Joleen Gould, Sasha Grissom, Susie Gutierrez, William Harris, Daniella Haynes, Leonora Martinez-Ortega, Elizabeth (Beth) Payne, Sarah Pekar, Rochelle Pena, JoAnn Rios, Louie Rodriguez, Liana Ryan, Gustavo San Miguel, Tania Secrest, Wendy Spencer, Dan Stewart, Laurie Thompson, Sally Thompson, Raquel Vasquez, Doc Weathers, Venetta Williams, and DelAnne Zeller.

3:00 PM Call to Order

Meeting is called to order by Chair, JoAnn Rios

3:05 PM Comments / Approval of Minutes

- February meeting minutes approved with requested changes. Motion to approve by Laurie Thompson, seconded by Ronnie Garcia.

3:15 PM Updates – Dan Stewart, Associate Vice Chancellor

- Legislature - purpose to sum the realities of what is going
- We are looking at an unprecedented time - with a budget surplus \$2.6B (conservative)
- There is a possibility that by next session may go up to \$5B - however, there is a lot of pressure for that money. Some of the pressure points are (where do we fall within the pressure points of that money):
 - Medicaid program
 - Public schools are growing
 - Transportation (TX DOT) - repairs and growth on our highways
 - Border security - with TX National Guards will cost \$12M/month with expectations to increase
 - Tax relief
 - Water - a precious commodity for places like Midland. It is like water may become a trading commodity
 - Texas Retirement System - premier retirement system - this system can support retirees, near retirement, etc. through the end of their lives. Not expected to be replaced or a discussion during the legislature session
 - Higher education - depend on in some form tax dollars
- The upcoming session will be more conservative than it has ever been, and it is already pretty conservative. Next legislature session will begin January 13, 2015 through June 15, 2015.
- There will be a 6% premium increase - still lowest among other employers



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4:00 PM Officer Elections – Gerald Cleveland

- The following were elected from amongst the council to serve as officers during the 2014-2015:
 - Chair: Kimberly Coleman (UT Southwestern Medical Center)
 - Vice Chair: Ryan Baldwin (UT Austin)
 - Secretary: Liana Ryan (UT Pan American)
 - Historian: Philip Abraham (MD Anderson)

5:30 PM Meeting Adjourned

Thursday, July 24, 2014

PRESENT: Philip Abraham, Tara Andrews, Paula Austell, Paula Austin, Ryan Baldwin, Jessica Brown, Julie Cantini, Dennie Clemons, Gerald Cleveland, Kimberly Coleman, Ronnie Garcia, Joleen Gould, Sasha Grissom, Susie Gutierrez, William Harris, Daniella Haynes, Leonora Martinez-Ortega, Elizabeth (Beth) Payne, Sarah Pekar, Rochelle Pena, JoAnn Rios, Louie Rodriguez, Liana Ryan, Gustavo San Miguel, Tania Secrest, Wendy Spencer, Dan Stewart, Laurie Thompson, Sally Thompson, Raquel Vasquez, Doc Weathers, Venetta Williams, and DelAnne Zeller.

8:00 AM –

11:00 PM Meet for University Land Tour

The council participated in a very interesting and educational University Land tour. This tour included a visit to the following sites: Apache Drilling Rig, Santa Rita #1 Well, wind farm, vineyard and winery.

Acting as tour guide, Doc Weathers, explained to and helped the council to appreciate the important role royalties generated from these sites have played, and play, in making it possible for the growth/expansion of the UT System and its components.



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Friday, July 25, 2014

PRESENT: Philip Abraham, Tara Andrews, Paula Austell, Paula Austin, Ryan Baldwin, Jessica Brown, Julie Cantini, Dennie Clemons, Gerald Cleveland, Kimberly Coleman, Ronnie Garcia, Joleen Gould, Sasha Grissom, Susie Gutierrez, William Harris, Daniella Haynes, Leonora Martinez-Ortega, Elizabeth (Beth) Payne, Sarah Pekar, Rochelle Pena, JoAnn Rios, Louie Rodriguez, Liana Ryan, Gustavo San Miguel, Tania Secrest, Wendy Spencer, Dan Stewart, Laurie Thompson, Sally Thompson, Raquel Vasquez, Doc Weathers, Venetta Williams, and DelAnne Zeller.

9:15 AM Call to Order

- Meeting called to order by JoAnn Rios.
- As a reminder, JoAnn asked the council to complete a form to obtain their suggestions for things the council should start, change, or stop doing.

10:45 AM Committee Reports

- **Workforce Satisfaction** - Kimberly Coleman
Objective: Employees should be able to empower and enrich themselves by taking advantage of the resources compiled in the career development toolkit.

Ask the BOR to approve the career development toolkit.

Per Gerald, the survey revealed a lot of valuable information. This project has the potential to grow and move forward with future committees.

Will also include facilities management personnel - currently, the setup leans more towards the administrative personnel.

Per JoAnn, it is critical that we communicate what we are doing and what the EAC is.

The career development toolkit will be placed on the UT System EAC website. Additionally, we will be looking at collecting stats for visits to the website.

We are asking each president to take to their leadership to have their buy-in on the career development toolkit.

- **P.R.I.D.E. M.D.** - Ryan Baldwin
Distributed a final draft copy of the Standards of Conduct
 - motion to adopt and approve (w/recommended changes) by Dennie Clemons
 - motion seconded by Rochelle Pena
 - council agreed
 - motion approved declared by JoAnn Rios



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Distributed a draft copy of "Management Training Recommendations Based on UT Best Practices"
- committee is still working on the verbiage

Asking each president to consider including such a program in their structured budget. If there is a budget a part of your training, we would like for this to be included.

The rubric includes an assessment to determine the level of training among managers.

Per Dan, recalling the discussion about pressure points: "We realize there are new capital improvement projects, but none of that matters if we don't have the staff."

Ask the presidents to ensure that these staffing issues are as much a priority as the other critical concerns. Let's invest in our employees who are here to deliver.

JoAnn suggested that maybe the rubric can be used similarly as a 360.

- **Best Practices for Lessons Learned** - Rochelle Pena

Any time there is a new initiative, it is vital to have communication between the implementers and users.

It is important that there is inclusiveness, communication, training, and cost when implementing new initiatives.

Recommendation is that these four things are looked at all levels.

- **Team Unity** – Beth Payne

The goal of this committee was to connect the culture of all UT institutions.

Would like for this committee to continue in some form or another

Will provide a checklist of things that we can do at each of our campuses to celebrate

12:15 PM Meeting Adjourned