



## MINUTES

### Staff Council Meeting

November 13, 2012 | 3p-5p | Willis Library Forum

**Persons in attendance:** Jennifer Spillman, Ben Taylor, Indra Bhagat, Charles Andrews, Jordan Harmon, Rhonda Acker, Dilana King, Chris Foster, Becky Starr, Beth Kent, Chris Stoermer, Kerry Stanhope, Pamela Milner, Danielle Champagne, Anissa Breaux-Schropp, Adam Silva, Addie Jackson, Jackie Thames, Karen Knotts, Nathan Hansard, Mark Packer, Tracy Kaan.

**Guests in attendance:** Gail Marsden, Marci Bailey.

#### I. **Call to Order**

Meeting of the Staff Council (SC) was called to order by Chris Foster, Chair of the SC.

#### II. **Approval of Minutes**

The October 2, 2012 minutes were approved with no changes.

#### III. **Update from the Chair**

Chris Stoermer as Acting Parliamentarian briefly discussed with the SC parliamentary rules for the current meeting. SC members and guests were reminded to be respectful of the rules, invited guest speakers and the availability of question/answer cards.

#### IV. **Guest Presentations/Discussion**

- a. Lee Jackson, Chancellor, UNT System – He dispelled one of the greatest rumors in that he is not the one who took away Spring Break. He further discussed that it has always been up to the Presidents at each campus to decide how to distribute State established days for holidays.

The Chancellor indicated that the SC was very kind in expressing patience because the institution has been evaluating the HR organization for six months. He added that in developing the HR organization there is a need to have a customer service relational person as well as a person with technical skills; however, it may not be best to have both. So the Presidents have asked to have a “face” for HR on each campus.

The Merger of UNT/UNTHSC: Chancellor Jackson shared that research is driving a great deal of changes in Texas. UT Austin will soon be the first school in Texas to have a medical school as part of its University. Texas A&M observed what (UT) Austin is doing, and they now want to have a medical school as part of their

university. He noted that this is all cosmetic as monies look bigger with research. The Chancellor stressed that this is not what we want to do; however, there are multiple areas that contribute to research for which there is a cross of research and studies (i.e. Sociology and Public Health) . Chancellor Jackson indicated that the report is complete, but there are lots of concerns that must be taken into consideration.

The New Union: Chancellor Jackson indicated that although all State standards were met, the Coordinating Board applied more stringent standards; therefore requesting that UNT amend the project to be more inclusive of suggestions that were recommended.

The Law School: This has been an eight year project, but is coming to fruition. Chancellor Jackson noted that construction is underway to put in the Law Library, faculty offices, and student services. The School will begin accepting student applications in fall 2013, for which the selection process will be in spring 2014 with classes beginning fall 2014. He added that a Dean and Associate Dean have been selected for the Law School.

- b. Donna Shell, Director of Human Resources, UNT System Business Service Center- Ms. Shell provided a general overview to the difference of ERS and TRS noting that both are created by the State.

Ms. Shell noted that health insurance plans did not change and that there was only a switch in name (to United Healthcare).

Ms. Shell indicated that TexFlex Notice 2012-40 doesn't apply to ERS flexible accounts and it won't change until 2014 (with respect to retirement).

- c. Allen Clemson, Associate Vice Chancellor for Human Resources, UNT System – provided an overview on the consolidation of HR. Towers-Watson (a consulting firm) was brought on to assess the HR process. Consultants spoke with various leadership on the different campuses and heard their concerns. The consultants worked with a steering group and developed a concept that addresses multifaceted areas. These recommendations require strong HR and interfacing which focus on four areas: 1) total rewards (inclusion), 2) talent acquisition, 3) HR operations, 4) account management and training.

Mr. Clemson indicated that details of the plan will be shown to HR executives for each campus and governing body (including the Chancellor and Presidents).

Mr. Clemson was provided in advance with general HR questions. Shaurece Park and Marci Bailey were also available to address questions (which are briefly provided below):

1. Is HSC going through a reclassification process? Will UNT?

It was stated that the Chancellor will be provided a compensation plan for the System. The Presidents at each campus will be provided an opportunity to give input on future rollout plans on their campuses.

2. Does HR plan to discuss salary compression with UNT?

HR is developing a better idea to address it. It's a money issue.

Other comments related to the notion of managing expectations for which HR has to improve on communicating what is being done; Holiday Selection, Leave Requests, and Lapsed Vacation Leave.

It was mentioned that HR will report to the Chancellor and an HR Advisory group comprised of Andrew Harris (UNT), Wayne Usery (UNTD), and Jennifer Trevino (UNTHSC). This is a shared governance structure because HR is a part of Shared Services. Mr. Clemson indicated that his goal is to be a more customer-based service function.

**V. Announcements**

None.

**VI. Adjournment**

Meeting adjourned at 4:22 p.m.

DRAFT