

## STAFF ADVISORY COUNCIL ANNUAL STAFF FORUM

Hi, if everybody can have a seat please.

Good Morning.

For those of you who do not know me, my name is Tammy Montgomery and I am chairperson of the Staff Advisory Council. On behalf of the council, representatives and members and the University's Administration, I want to welcome you to the 2009 annual Staff Forum.

At this time I would like to introduce to you the administration that is present with us today. We have President Spaniolo; (if ya'll could waive or stand up) Dr. Donald Bobbitt, Provost and Vice President for Academic Affairs; Dr. Ronald Eslebmalmmer, Vice President for Research and Federal Relations; John Hall, Vice President for Administration and Campus Operations; Jean Hood, Vice President for Human Resources; Dr. Frank Lamas, Vice President for Student Affairs; Susanne Montegue, Vice president for Information Technology; Rusty Ward, Vice President for Business Affairs and Comptroller; and let's see, we have Jerry Lewis Vice President for Communications and Jim Lewis Vice President for Development and they are both out of town for today.

I wanted to make a brief statement regarding the parking issue on campus before we start. I know that parking is limited. But I also know that the University's Administration is working on a solution. Since arriving on our campus, President Spaniolo has been actively working on achieving the goals of the University's master plan. The MAC Center, the new Planetarium, the new engineering buildings, and the upcoming special event center are all examples of his continued perservience to improve our campus community. New parking garages are part of the master plan and I have full faith that this Administration will see to it that the parking issues continues to be a priority within that master plan.

Our parking problem did not happen overnight, and there is no overnight solution. However as employees, we can do our part by abiding by the University's Parking Rules and Regulations. I've been a member of the Maverick family going on 12 years now; not only as an employee, but as a student. And, I can honestly say that I have reviewed the campus parking policies each year and I have never received a citation. When you purchase your new decal in the next couple of months, I challenge each of you to review the new parking policies and regulations not only because they are the rules, because, but if we expect the students to follow the rules, then we must also. We must lead by example.

Last year we instituted a new policy during the forum, that no parking questions will be asked during the Question & Answering session and we will continue to do that policy for this year. If you have a parking question, please email the Parking Office at [mabry@uta.edu](mailto:mabry@uta.edu). And Mary Mabry will be able to answer those questions directly to you one on one rather than have them addressed at the forum.

At this time I would now turn the podium over to Mr. John Hall, who will provide us with a brief presentation on the new special events center. Oh, wait, I'm sorry... I jumped ahead of myself, President Spaniolo, did you want to make a few comments?

[President Spaniolo] I mean, you never turn down a choice to come to the microphone. Not if you're the President of the University at least. Well, I just wanna welcome all of you all here today and I wanna thank you for taking the time to be here. I thought last year we had a terrific forum and I think this year we'll have a great one today. I wanna thank Tammy and the Staff Advisory Council for organizing this

and all other things; they play such a positive role in making our university better and stronger and more engaged and reaching out to one another.

Let me just say for those of you who are interested in talking about parking. I wanna make sure we are always responsive to questions about parking and I think the suggestion about sending questions to Mary Mabry is very good. We think about parking a lot at this university. The administration thinks about it a lot. And we know that whatever we do is really going to be imperfect because we... In a perfect world, we would have an unlimited number of parking places and we could all park for free. That's what we'd like to do. But we know that isn't possible. And so we make decisions and try not to make parking the "tail wag the dog" in terms what this university does, what it is required to do, and what we aspire for it to do. We always wanna be open to your suggestions and your ideas and we are looking for ways to make this university better in every way. That will always be our mission. And we will always appreciate and be open to your suggestions. And I think that every question deserves an answer. That doesn't mean you'll necessarily agree; you might have a different point of view but we wanna be open and listening. But I also think that this is a, one of the reasons that having parking problems is a good thing. (If you can bear with me for a second) Is that it is an indication that things are changing. This university is never static but never has it been more true, I believe, certainly since I've been here over the last 5 ½ years, things are changing, their moving and their moving in a very positive direction. and we are going to have because of our new constructions with our engineering research building construction, research building, research complex. I don't know about you but I love the sight of cranes. Because it says progress , it says change. And it's a positive change. If everything falls into place over the few months we're going to see cranes on this campus for many years to come. At least the next three or four and probably more but it does require us all to be flexible and accommodating and we will do from the administration, we will do to everything we can to minimize, to understand, and try to create temporary solutions that make things tolerable until we get to that better day when we open the engineering research complex, when we open the special events center, when we open the parking structure that is going to be next to it, with the residence hall wrapped around it. All of these things are projects that are in progress and it takes time and I ask your patience. But we are all in this together and it takes all of you and all of us working all the time to make this university the kind of university to be way we want it to be. And I for one am very confident and encouraged about the path we are on and it's been because of all of you in this room, thousands who are not in this room, and all of our students too. So, thank you for coming today and we'll look forward to the conversation that we are gonna have this morning and this 'noon. Thank you.

[Tammy Montgomery] Mr. Hall are you ready now?

[John Hall] Well good morning or almost afternoon. We've got a very exciting presentation to share with you all on really what we're calling the Center Street development, really the redevelopment of the east side of the campus. Really from UTA boulevard along the western curb line of Center Street all the way down to Mitchell with the events center and the parking garages, the president mentioned and wrapped with the residential hall, here's an aerial shot of the site plan and along the bottom of the screen is Center Street, and you can see the special events center site there is labeled SEC it's basically between Center and Pecan and just south of Second Street. Second Street will become a very attractive outdoor plaza, and then the parking garage and resident's hall will be immediately to the north. We are working very closely with the City and with COG in extending the Center Street trail all the way down to Johnson Creek and I'm sure many of yall have seen the trail head up at Randol Mill. And then we are also planning a park which is labeled here as Center Street Green down at the corner of Mitchell and Center Street and this is another aerial shot to give you a better idea of the planned development for that side of the campus. We are currently working with HKS Architects over in Dallas. We're working

currently on the schematic design for the special events center. This is changing almost daily but wanted to show you all some of the most recent elevation renderings. This picture is as if you were standing at the corner of Pecan and Second Street, kinda over by Arlington Hall looking back towards the southeast and you can see that the archetual intent of the special events center is to include a lot of glass, a lot of metal, and some of the UTA blend brick, and also stone very similar to what we think has been very successful projects with the Chemistry and Physics Building, the MAC and the Engineering Research Building that is currently under construction. This is another elevation shot; this is as if you were coming out of the parking garage which, would be located immediatly to the north across what is currently Second Street. The intent is along with the Center Street Trail and the Center Street Green is to really create a park like setting. Now, this picture doesn't nececerily do that justice, architects like to put a lot of trees and so forth in these pictures, but then you really can't see what the building looks like so. We asked them for at least these drawings to remove a lot of the trees, but the intent is really to create a park like setting over there on the eastern edge of the campus and just set the special events center then down inside that park like setting.

This is another example of what the entrance could look like again from the central drawings and so we are looking to try and finalize the exterior elevations on the building and then move into the design development. I will say, as part of our sustainability initiatives our campus master plan the idea of going from grey to green on our campus with this project, it will be a "lead project" with the United States Green Building Counsel and right now it looks like we will be able to achieve "lead goal" which is one of the highest levels achievement within that classification. You may have heard previously that the Engineering Research Building will be a lead "Silver building." The project obviously very exciting and will transform the campus much like the housing has that we have added over the years and then for it to be a "lead" building is just additional excitement. Something that we all will be very proud of. We are challenging the project architect, obviously, to create an instant landmark to the campus and the location was really to create that stronger connection, if you will, between the campus and downtown Arlington and all the improvements that are occurring along Center Street, from the Center Street Bridge over I-30 all the way down through downtown with founders plaza, the Levitt Pavilion, and the likes. We think placing the building and the mixed use development of the lawn on Center Street will really improve the campus edge and create a stronger connection to the downtown Arlington area and the improvements that are scheduled there.

This is another elevation of the building; this is a little different from the others in that it creates this overhang. Again this is kinda the northwest corner of the building . Most of the folks who have seen the various elevation options tend to like this particular elevation the most with the overhang that will provide some attractive shading for events occurring before events in the SEC or possibly for events taking place outside after events in the special events center. This is an elevation here of the east side, facing Center Street you can see a proposed Marquee along Center Street to advertising, if you will, various events that are upcoming for the special events center. The project schedule you see there is currently in the design phase and we plan to take the project back to the Board of Regents at the November board meeting for Design development approval. We will be preparing construction documents in the spring and this time next year we will begin construction with completion in early Spring 2012.

Here is a conceptual drawing of the interior. 6500 fixed seats for basketball and other events we will also be able to put seating down around the court and then for convocation, concerts and the like obviously put seating down on the floor as well. The area that you see in the back that's labeled UT Arlington in the back is actually a hospitality or alumni suite and will look down on the event floor and be ideal for meetings such as this. It can be subdivided to have two meetings taking place. It will also have a very attractive outdoor space/porch area/balcony area looking over the park. Something that, I

think, will be very exciting and serve multiple uses for the campus. Here are some of the amenities that are programmed in the events center. The hospitality or alumni suite that I just mentioned, the student academic center for student athletes, medicine and sport medicine training facilities, Heritage Hall, which will be like a hall of fame will wrap the concourse level, athletic offices and two full sized practice courts for our student athletes.

Here is a site plan on the far right side is Center Street. North is up at the top and so you can see the beginning formation of the plaza is tree lined there which is currently Second Street and then you can see the Center Street Trail System coming down along the right side of the events center and then the park area on the corner of Cooper, uh, I'm sorry, Center and Mitchell. Here is the event level you can see the coaches suites, the offices, training facilities, you can see how at one end of the bowl the seats will retract for placing stages for concerts and graduations and commencement exercises. Of course the team locker rooms and we will also have several visiting team locker rooms for tournament play and the like. Student facilities or what's labeled there as student facilities and the practice courts area for the cheerleaders and the media area as well. Then on the main concourse is predominately the administrative offices, operations offices, athletic admin offices, some suites; the lower bowl will be capable of seating 4000, the balance of the main concourse will be concessions and restrooms. Here you see the hospitality level; about 3500/3600 sq. ft. capable of being subdivided. And then the patio/porch areas will be outside of that looking down onto the park. And finally the upper bowl will seating have about 2560 seats or so. So the total seating capacity will be about 6500 seats, fixed seats.

Then I also wanted to touch on very briefly, I think most of you are probably already familiar with the Center Street Trail. This happens to be the trail head up at Randol Mill. It is these amenities that will be extended upon the western curb line of Center Street. Here is the park area that will be under construction this coming fall. From there you see the various amenities. One thing I'd like to add on this project we've partnered again with the COG and the City of Arlington and we were able to obtain a sustainability grant of 2.8 million from COG. We have previously designed this park and it was going to run around 1.2 million -1.3 million. By partnering with the City and COG we've provided the matching funds a 20% match which is just over \$570 thousand so in essence we are getting an amenity on this campus about 1.2 million for approximately half that and in addition to that the Center Street Trail and the amenities add the other investments to the campus which overall will in all total 2.8 million. Again, this project, the trail portion has been awarded to a contractor, the park area is still being designed but all of that will be underway late summer or early fall to be completed before Christmas.

This is only a block diagram really to show you the scale to show you the parking garage that will be wrapped with residential units. This happens to be Pecan looking back to the south towards the events Center. First Street that does not currently cut through on between Center and Pecan will be cut through and in all likelihood that is where you will enter the garage, enter the ramps that enter the garage. The garage itself will have 1800 spaces. It will be used by the students that live in the residence hall but during regular campus operations it will also during the day be used by faculty, staff and students. And then in the evening and when we have events at the special events center it will be used for those events. We are working very closely with the City of Arlington to assist us with the project. And in all likelihood it will operate similar to the garages in downtown Fort Worth and the TIFF, if you're familiar with that around Sundance Square. We're to come to downtown events the Levett Pavilion for performances there at founders plaza the community will be able to come and be able to park in the garage for those types of events. The actual scale will look more like this and this happens to be the project out in Lubbock at Texas Tech. The design plans are to include retail on the ground floor and some office space. We are looking to move the Universities Welcome and Information Center over to

the ground floor of this project. The ground floor will also include some residence hall office space and then the floors two through four will be residential space. We have another elevation, this again is a conceptual idea of the type of design to include on the project, it will be, it will wrap the parking structure. Right now the program will include about 452 residence hall beds and you see the various other amenities. The RFQ Requests for Qualification is on the street now... We hope to get the project architect within the next 30 - 45 days and then go through the design and construction document phase on the project. The idea is to have the construction documents completed so we can have a construction project this time next year. The idea is to construct probably the north half first and then the south half second. The north half would open up in the fall of 2011 and then the entire project, to include the residence halls and retail would open in the fall of 2012.

Again this is just to give you an illustration as to the scale of the building. You will notice that the garage will go all the way up to UTA Boulevard. We think it is important, from the master planning perspective, to do that form of strong edge to the campus and to create that urban setting. We are working with the First Baptist Church on the land advance of about 6300 sq. ft. of a land advance to the University. And we will enter into a parking agreement with the church that will allow them to use the garage on Sunday mornings. This is an overview from the southwest, you can see how the, this is looking back towards downtown; you can see how the residence hall will wrap the garage. And that's it.

There were several questions that were asked about Cowboy Employee Parking and I've been asked to address those. We are in the process of negotiation a 5 year contract with the Cowboys that would allow them to park their employees on the campus. It will be an agreement whereby our faculty, staff and students will not be displaced. We had a few issues, I guess with the first concert, the George Strait concert. The Cowboys at the last minute indicated they needed many more parking spaces than what we had discussed previously. We did the best we could under the circumstances. I will say that if you saw the report on Fox News, it wasn't correct, no surprise about that, it reported that faculty, staff and students had to report a mile away. And this was on a Saturday and really we had one class of nursing students in Pickard Hall, there were like 30 students and they were directed to parking lot just east of the College of Business which was less than two blocks from Pickard Hall. Some of the student elected to park in the parking garage and offered to reimburse them for whatever charges they incurred in parking in the garage. The Jonas Brother event went much more smoothly. We received several remarks back from the campus community about how much better that event was than the George Strait event. The idea is that we will park their employees on the campus, beginning at the far south end of the campus. And we've also been encouraging their employees to carpool and many are doing that. Many are actually being brought up here and getting dropped off. So the actual amount of parking spaces needed is actually significantly less as well, but I will tell you it will not displace parking for faculty, staff and students. If they have an event on a weekday where they have to be parking their employees while the campus is still heavily populated and what we've told the Cowboys is that for those employees arriving that early they will have to park in the stadium they will not be able to park on campus. There were some questions with regards to them parking for free on the campus. They're not parking for free on the campus. We've negotiated, what I believe is a very good contract with the university, whereby the Cowboys will be providing in kind marketing and advertising services out at the stadium for the university. It has an annual value of about 300 thousand dollars parking revenue that we will receive for their employees parking on campus much less than that. I will say after year one is complete any additional non-Cowboy events at the stadium will also generate additional revenue back in addition to this marketing, promotional in-kind services that we've negotiated with the Cowboys for the university. I think that addresses most of the questions the university that came up in regards to the Cowboy employee parking, but if you have any others please feel free to call me or drop me an email or what have you and I'd be happy to answer any of the questions y'all might have. Thanks!

[Tammy Montgomery] Jean, do you wanna come on up here? Where we can do the question and answer session? Rusty you wanna join us too?

We're gonna use the same format that we used last year to answer the questions that were pre-submitted and then the administration that is up here, they primarily got most of the majority of the questions so they are going to respond to those.

First Question is:

**Is there any way to lower the cost of food on campus?**

[John Hall] We, put together some information to share with yall about the food cost and not knowing the specifically area within our dining services the question was directed towards. If was catering, our catering costs have remained fixed since 2006. so there has been no increases in the catering prices and we continue to work with Aramark in keeping those prices down. The university club opened in 2006 and there has been no pricing increases at the university club since it opened in 2006. This is all at the same time that the cost of labor in our dining services has increased at just under 24%. if the question relations to our licensed stores like Pizza Hut, Subway, Panda Express, Chick-Fil-A, Einstein's that Aramark has with these company stores requires that the company stores set the prices so generally prices at licensed stores are a little higher than those company stores. The product costs are a little bit higher for the licensed stores and the company stores do not have to pay fees for the licensed stores as well. So it's not necessarily an apples to apples comparison. For example Panda Express their licensed stores generally are 40 cents higher but our panda express here on campus are the same that you would find at Grapevine Mills Mall. So Starbucks is general about 25 cents higher licensed stores compared to company stores. Ours is prices are about 15 cents higher. Pizza Hut is generally 40 cents higher for licensed stores compared to company stores. Chick-Fil-A our prices are the same compared to retail mall prices. Einstein's is generally 50 cents more compared to company stores ours are generally 10 to 20 cents higher. Subway is generally 4 cents to 75 cents higher for licensed stores verses company stores. Ours are generally less than that and in fact in June we reduced our prices at Subway still further. And I just add that our contract with Aramark does require that Aramark provide insurance and performance bonds. So if you were to go out and compare prices to let's say a catering company the catering company does not have the same costs that Aramark does for the contract agreement that Aramark has with the university. We also receive a commission back from Aramark to help pay the electricity bill and to help cover the generally cost budget of about 250 thousand dollars a year for that's added costs that some of these other places may not incur. So it's not a true apples to apples comparison then on top of that, Aramark has invested more than 3 million dollars in our facilities over the a ten year period so we can offer stores like Starbucks, Panda Express, Chick-Fil-A and Einstein's. Hopefully that gives you a bit more information such that you better understand the landscape and also at the same time so that you can appreciate the fact that we are trying to keep the prices down for these licensed stores in comparison to the company stores and the pricing gaps that are set at most other places.

[Tammy Montgomery] Thank you. The next question is more of a statement.

**I would like to see some campus support for professional development expenses where departments don't have a budget for it. For example, professional conference fees, etc. Would this be possible?**

[Jean Hood] I'll take and answer this question. First I just want to say that there are many opportunities, as you know, for professional development that are offered here on campus. But secondly, if there are departments and I do not know which departments we are referring to that haven't budgeted for professional conference fees then I think that it is something that can be taken up within the department itself. They certainly could request that going forward in any budget request that they submit.

[Tammy Montgomery] Thank you, Jean.

**It seems long-term employees are not rewarded appropriately for their dedication and loyalty. Unless we request a job audit, there is no automatic position review that would reward someone who is in a position for multiple years and has had many additional responsibilities given to them. Is there any movement toward the university evaluating those positions for possible promotion? My supervisor and my dean do not seem interested in that type of acknowledgement. I am uncomfortable with making a request for a position audit, but feel rather unappreciated for my contributions.**

[Jean Hood] The other part of the question was that was here is that the individual submitted is that the individual really didn't feel comfortable in coming forward so, I did want to let you know the Human Resource Office over the next year is going to be look very closely at staff compensation with the department in updating job descriptions and getting everything updated. I think with that project that we will have and is a priority for us next year that should address the particular issue. But I also wanna say, that if this is the case for any of you in the room, please give us a call and give me a call directly cause I can help work with you to find a way to be able to approach your boss, or manager or department chair or dean so that we could move forward.

[Tammy Montgomery] Thank you.

**If the legislation is passed allowing guns on campus, what additional steps with the administration take to ensure that students, faculty and staff on campus are all kept safe in their daily work atmosphere?**

[John Hall] Fortunately the legislation did not pass and the legislation was pretty much opposed by the UT System and all higher education throughout the State. It's not to say the bill might be introduced again in the future legislative sessions. If so, then we will do what we can to defeat the bill again at such time.

[Tammy Montgomery] Thank you, John.

Our next question was asked came out before our memo was sent out to from the President's Office, but I will go ahead and ask it...

**Since UTA is making so much more money these days with the gas wells, etc., why aren't the staff getting merit raises and cost of living raises this year?**

[President Spaniolo] Well let me respond to that. I think all of you know we are going to have a merit raise this year. Earlier in year we certainly were not in a position to commit to that. We are going to have a 2% merit pool and I think in the current environment we are very fortunate to be able to do that. And I would just say though that the 2% does not apply to senior leadership here. I have put a freeze on all the senior leadership including Deans, Presidents and the President and I think it's appropriate for at least this next year. I would say that... let me address the gas revenue question. We have received some, we have six wells in production right now we receive a monthly royalty check and the price of natural gas right now is lower than it's been historically so we are not seeing much of a benefit or as much as we hope to or we hope in the future. But that money is not money that can be, we've decided not to use that money, the Board of Regents was briefed on this last November we're gonna try and use those natural gas revenues because we have approximately 2 – 3 million dollars in an account that is now that has not been touched. There are three basic areas that we are going to invest those funds in scholarships and financial aid financial assistance to make UT Arlington as affordable as possible and to attract the best students to come to our campus. We are also going to invest dollars into obtaining and recruiting the best faculty and staff that we can. And thirdly we are going to implement to the extent we can the campus master plan over the next few years now we are also going to try and create endowments for the long term strength of the university. We are not going to spend the money on operations but invest in the long terms growth and strength of the university. and we are also going to use the money to match private gifts. We have a program called the Maverick Match that we just published a new brochure on and basically that matching program is at a certain level, we will match private gifts on a dollar for dollar basis particularly those gifts that go into endowment. So, I'm, I'm when you think about the world around us with jobs being lost by private employers... I'm from Michigan I have family and many friend in Michigan and I go there frequently to visit them. The unemployment rate is over 10%, its 14% in Detroit, 15% General Motors, Chrysler Company are going through or are in bankruptcy. Sometimes those of us in Texas do not fully appreciate the good fortune to be where we are and the university this university this UTA we may have tough days ahead. Two years from now in the next legislative session maybe a tough one when no stimulus money will go into appropriation. But we are committed to doing the very best we can for the faculty, staff and students of this university. And I'm glad that we are here in Texas. And that we have an opportunity to grow and get stronger and do more to serve the people of Texas.

[Tammy Montgomery] Thank you.

**Why are years of service figured differently for faculty and staff? How does this affect staff longevity pay?**

[Jean Hood] Well, I'll answer the second part first. It doesn't affect staff longevity pay at all. They are figured differently for the following reasons: an academic year for a faculty member is really those 9 months of teaching and then the faculty might be doing what's called overload in the summer and for the staff positions, those are 12 month positions. So that's the difference between an academic year and the staff year for all of us who ar... also, it only has, it really doesn't have any effect on the service at all. If you are in TRS, and you have a specific question about that cause anyone who is in the pension plan or ORP or try to apply to it, please give myself a call and we can go into this a little bit further if you would like more information about this. But that is the reason they are figured differently. it doesn't have any effect on longevity pay, faculty do not get longevity pay.

[Tammy Montgomery] Thank you

**I want to reach my goal of 25 years in August of 2009 and probably retire. But want to be part of the 25 year ceremony with the president, I will have to work until May 2010. Why can I not retire with 25 years, but still be eligible for ceremony in the following spring?**

[Jean Hood] You will be eligible for the ceremony in the following spring. And we will look very carefully at individuals who might retire in a similar pattern to ensure that they are invited to the ceremony.

[Tammy Montgomery] Thank you.

**Can flex hours be permanent if Ok within the department?**

[Jean Hood] The Human Resource Department, my colleagues and I did an extensive review for what I will call life balances policies and I shared it with the President and the Cabinet, in August we will be rolling out a program a "work/life balance" program that would include flexible hours that is still a departmental manager or the Dean has to really look at what effect flex hours would have on the delivery of our excellent service to our students, our faculty and to each other. Because as the President said, we are all colleges and we make the university the great university that it is. So, this will be coming out, but it will be a department by department decision as to the availability of flex time and its dependent upon the services the department provides.

[Tammy Montgomery] Thank you.

**If the staff in the President's Office and other "high profile" offices are allowed to wear jeans on Fridays, why aren't all staff on campus allowed to do so - shouldn't this be campus wide?**

[Jean Hood] I do not know which department is not allowing this. I would say that I don't see any particular reason why it couldn't be campus wide but for whoever submitted this question I am happy to work with you in your particular area to determine if there is some business reason or two to work with you so we can have a more relaxed dress code in your area.

[Tammy Montgomery] Thank you.

**Will UTA being offering domestic partner benefits within the next 2 years...is this being fought for by the administration?**

This questions in particular was asked last year during this same, during the forum, instead of addressing this question again. We will be placing a statement of the SAC web site. So I'm going to ask that yall refer back to the SAC web page later on this week for that answer.

The next question is:

**UTA employees are not allowed to solicit donations for different organizations. For Example; American Heart Association, local schools, etc. How is this different when we are asked to donate things through the Staff Advisory Council for different organizations? And when they are asking for donations through the State Employee Charitable Campaign.**

[Jean Hood] The difference there is really is that the staff advisory council as well as the state charitable campaign are really sanctioned organizations to be able to go out and ask for donations. But the no solicitation policy is one that not only our university, but other universities and other corporate entities put into place so that you colleagues don't feel burdened or pressured that they have to give contributions to an organization that you might want to be supporting and then not perhaps, to the one who sits next to them. So, that's the reason non-solicitations policies have evolved over time, but again the answer to the specific question is both the Staff Advisory Council and the State Charitable Campaign are sanctioned to go ahead and do that.

[Tammy Montgomery] Thank you.

**Can the University look at setting up a childcare program? I have checked and KinderCare offers a neat program and we will just need to provide the space and them run it. This would be a great perk for the staff and the Education students could work with the children. It would be nice to move more in the direction of the Family Friendly work place. I know about the YWCA but that is not the same. I am speaking about our OWN facility for childcare on-campus which offers discounts to staff and students. Think how nice this would be for our staff.**

[John Hall] Well, we do have a childcare development center on the campus and it is the YWCA. I who this, part of the question having to do with, involving students within the College of Education and the YWCA over the years has worked very effectively with our School of Social Work, and those students as well as Education, as well as our School of Nursing and Kinesiology. When this question came up though I did go back and I was interested in seeing what percentage of the total, customers, if you will, at the YWCA are affiliated or associated with the university as far as faculty, staff and student. For the summer, its only about 50% and so I want to look into this a little bit further and see why more UT Arlington faculty, staff and students are not utilizing the daycare that we have here on campus. and see if there is anything there we need to resolve. I will say to that there is monies made available for scholarships or financial aid to cover the cost for those faculty, staff and students who qualify. I think we have a very high quality child development daycare center here on the campus and we need to make sure we are effectively communicating that with the and ensuring we have high utilization of the daycare center.

[Tammy Montgomery] Thank you.

**Can UT Arlington please put Letters in the parking lot to label the parking rows. For example like they do at Six Flags..? My car has stopped on me and it was hard for the UT Arlington Police to find me in our large parking-lot. Plus, when you leave out for lunch and have to park at another spot you can remember where you parked at from the letter or number of the row. Would that be possible?**

[John Hall] Yes.

[Tammy Montgomery]

**When the economy is better can HR start looking at the pay structure for staff. We have many educated, dedicated, and hard working people in these positions and it would be nice to pay them better. I know we can't compete with the Corporate World but an increase would be helpful.**

[Jean Hood] As I mentioned earlier over the next year we are going to be engaged in a project that will look at the staff pay structure as well as the job description.

[Tammy Montgomery]

**Some places I have worked in the past allowed employees with at least two weeks of vacation on the books cash out one week for pay instead of having to only keep so many hours of vacation on the books. Has UTA thought of this option for some workers? In other words, if I had three weeks of vacation on the books, I could receive a check for one week of vacation that I was not going to use to take off.**

[Jean Hood] We have looked at this and by state statute we are not able to do this.

[Tammy Montgomery]

**Why aren't the "employees of the year" nominations and recipients publicized more? Such as on the UTA website? Are students allowed to nominate someone?**

[Jean Hood] The students are allowed to nominate and in fact they have been nominating employees over the years. This year we did recognize, through MavWire, I believe the outstanding employees with their photos. Jerry Lewis isn't here today but I will explore with him the possibility of doing that in the future. And I will bring you an answer Tammy for you to put up on the web site.

[Tammy Montgomery]

**I would like to take computer classes nights and weekends with my spouse. Is it possible to get discounts? How would I go about this? Are continuing education classes discounted for employees?**

[Jean Hood] 1. The classes offered through Enterprise Development are discounted depending on the particular course. The individual who is interested should really speak with someone in Enterprise Development and find out the specific discount on the specific courses.

[Tammy Montgomery] Thank you, Jean.

[John Hall] I would just add that many of the courses are discounted up to 50% from the normal rates. We would encourage all of you all to enroll in classes in Enterprise Development does a great job for the campus.

[Tammy Montgomery] Thank you.

**Why can't the MAC dues be taken out monthly from paycheck like parking fee?**

[Jean Hood] They can be.

[Tammy Montgomery] Thank you. the next question was about giving an update about the gas drilling, but I believe the President has already addressed that.

**When will the University seriously consider telecommuting as an option for employees? Other Universities within the UT System already have policies in place. This would provide a great benefit to employees and may server and a recruitment and retention and benefit.**

[Jean Hood] Again, telecommuting will be part of the policies that will be put out in August on "work/life" balance. And any decision about telecommuting has to be based on the departmental needs.

[Tammy Montgomery]

**Air conditioning in areas of the 2nd floor at ARDC have not worked properly for more than 3 years now. It is cold and drafty nearly all year round. It is very uncomfortable when this happens and may**

**act up for months at a time and we have been told for years that there are plans to fix it but the problem persists. This needs to be escalated to someone who has the authority to get it fixed.**

[John Hall] Well, we have made several improvements to that system. If you are still encountering difficulty please contact facilities. We do have in our longer term capital plans to replace the system. I think the cost estimate over that is just about 500 thousand dollars. But if you are still experiencing problems over there please contact facilities and let them know.

[Tammy Montgomery] Thank you.

**The division of responsibility between MavExpress and the Police Dept. regarding the card swipe security locks makes no sense. We frequently have issues with these locks. MavExpress takes much longer to fix things than the Key Shop/Police Dept. do for traditional locks. If you have a key lock issue, you call the Key Shop. If you have a card swipe lock issue, you call MavExpress. Locks are locks. I believe responsibility for ALL university locks should be transferred to the Police/Key Shop. The Parking office can access our information with our MavExpress Card, so why not allow the Key Shop to do the same and eliminate the inefficiency caused by this unnecessary division of responsibility?**

[John Hall] We have actually looked at that as far as moving the card access system over to the police department and the key shop for the reasons cited that locks are locks, but as far as the timeliness of service. It is not an issue of whether it is located in MavExpress or the Police Department. There has been a significant growth in the number of offline card-readers or access on the campus. I believe we are well over one thousand now. Part of it is effective planning on the part of the departments. For online locks, generally, if you get your request into MavExpress before 10:00 am the program will be updated and the service request initiated before 5:00 pm that day. If it comes in after 10:00 am then generally those requests are handled before 5:00 pm the following day so within 24 hours. Now, if it's an offline we are asking departments to give us three days to go out into the field because we have to go physically out into the field where that device is located and changed the data chip in that reader. So, we are asking the departments three days notice. And we looked back and we looked at our records and in 99% of the cases we were able to adhere to that policy of online locks the same day and offline locks within three days.

We are looking into new technology and looking to implement that going forward; for example they now have wireless offline locks that actually act as online locks which would allow you to reprogram from remote locations. So, that is something that we are looking to do to try to service those requests more timely.

[Tammy Montgomery] Thank you.

**Will our parking fees increase again this year?**

[John Hall] No, and they didn't increase last year either. I've got parking data, if anyone would like to look at it. We're not going to address parking but we are well below what most other universities charge in the state for parking. Mary Mabry and our parking office updates that annually. She'll be happy to share that with you all. But our parking rates are well below what most other universities in the state charge.

[Tammy Montgomery] Thank you.

**I am concerned as to how UTA is helping employees get through the cost of living if there is no pay increase this year due to the economy. Prices are higher; gas is higher, etc., other than the merit.**

[Jean Hood] Our program is a merit program, and we want to be able to recognize performance. We do not have cost of living increases here at UTA.

[Tammy Montgomery] The next question is a several part question and I will summarize as much as I can. I believe some of them I have already asked.

**What are Spirit Fridays?**

I believe everybody knows what spirit Fridays are here on campus; we get to wear our university shirts on Fridays. The question comes about the lack of communication of information as far as when parking lots are closed and finding out through the Shorthorn rather than through their departments.

[John Hall] There is a fiscal policy and I believe it is referenced in procedures 6-10 which says signs need to be posted 72 hours in advance if a parking lot is going to be used at the entrance to those lots. We did have signs posted

**What about giving retirees similar perks or benefits that were listed in this survey for staff and/or faculty and their dependents, including grandchildren?**

29 The staff organization at DCCCD, my former employer, was highly visible, with monthly meetings open to anyone, many committees presenting events and activities, and the presidents of each location meeting with the Chancellor on a regular basis to discuss funding for amenities and payroll and vacation issues, etc. The SAC here appears to be invisible.

30 Could you host "get-to-know-the-campus" forums, like a sack lunch (no-cost) gathering focusing on different departments each month; a way to know more about the responsibilities of each area and meet the people that are only known to many of us by phone 31 The Parking Fee is considered a dedicated fee to create, maintain, and operate the parking facilities and related operations. On what basis is the UTA Parking Fund re-imbursed by the University to compensate for the projected lack of parking, loss of use by staff and students, additional personnel to handle issues during Cowboy days, and any needed signage to re-direct people on days that they are not allowed to use the lots? Related

Why do I have to find out from the Short Horn newspaper that parking lots are going to be closed?

Why did people have to find out that parking lots were going to be closed on June 6th when they arrived on campus for classes?

Why is Campus Operating Procedure number 6-10 about using campus parking for special events not being followed for these Cowboys events?

Where are signs at parking lots that tell people that Lots 47, 49, 50, 51, and 52 ARE lots 47, 49, 50, 51, and 52? Where are the signs that tell people that parking lots F-10 and F-13 ARE F-10 and F-13?

I do believe that President Spaniolo and a number of other administrative operating people do a very good job.

35 There have been a couple of employees that were denied hours from the sick leave pool. I know in the past some employees took advantage of the S.L. pool. I appreciate the tightening up on the use of hours. However, a current employee had hernia surgery and is fighting cancer; he was denied hours from the sick leave pool. Reason: "not catastrophic". This employee returned to work and was unable to complete a full day of work. His surgery may not have been catastrophic but consideration should be given; the combination of cancer treatments and recovering from surgery has been very hard on him. I would personally donate him sick leave hours if I could, but this is not allowed. Another employee had back surgery and was denied S.L. hours I believe the reason was the same. Thank you

36 The same question we all have every year...what will be done about the poor parking situation? How can you expect employees to get their jobs done if they cannot find parking? We pay too much for the parking decals not to be able to use them.

37 Will UTA accept weapons on campus?

38 Is there a committee that goes over sick pool requests? Is there a way to be more involved in making sure employees that need to use the sick pool are heard?

41 Is there some way we could have a desk chair replacement system, perhaps if the employee were willing to pay for part of it. A lot of us have miserable chairs that are at least 10 years old, broken and not adjustable.

42 When Students/customers are transferred from department to department without resolution to their issues until they get frustrated and give up. This happens every day, all day. How does the administration hold various departments accountable for assisting the customers and trying to get a first call resolution so the customers don't get discouraged and want to take their educational dollars elsewhere?

43 Will flex time ever become the right of the employee as opposed to a privilege that many managers deny their employees without consideration?

44 When the Cowboy Stadium has Open House for Arlington residents in August, would UTA be willing to provide shuttle bus transportation for UTA employees from a campus lot to the Stadium?

45 Why are we using so many contractors to do work that used to be done by UTA employees? Carpentry, electrical and network cable installation are three examples. Our departments are paying large amounts for services that used to be performed by UTA employees at better rates.

46 Will there ever be a policy mandating professional attire and conduct? I am shocked at the inappropriate dress and language that is allowed at this institution.