

University Administrative Council Minutes Tuesday, December 10, 2019

3. University-wide Information, Part 1; Employee Climate Survey, Noel Landuyt from UT Austin, Institute for Organizations Excellence.

- Soft measures to hard numbers — how we think about things affects how we do things.
- Theoretical basis — Organizational Value Chain
- We want >50% engaged. Currently: 17% highly engaged and 27% engaged; 44% total.

• Next steps

- 25% of people who took survey believe nothing will happen with it. We need to prove them

wrong by:

- Engaging employees;
- Reviewing and looking at the data; ○ Sharing the data;
- Planning;
- Acting.

• Article about [Organizational Value Chain: People, Service, and Trust](#) • Discussion

- Benchmark data is important but more importantly is how we compare over time.
- Our best benchmark is improving the response rate. It is a measure of employees willing to

engage, but as some engage, the responses can go down.

- Full assessment every 2 years. Can do a pulse more often.
- nlanduyt@austin.utexas.edu

4. Minutes approved as corrected

- **Approved as corrected:** Description of RMP 2.80 was corrected from “this puts 3.80 back in the RPM” to “this revises RPM 3.80 to be consistent with the ARP”.

5. Old Business

- ARP 16.12 Clery Act Compliance
 - Divide Part 9 into two sections: Timely Warnings and Emergency Notifications.
 - Timely Warnings are broader and include details of incident, evasive measures, resources (not text-friendly). Emergency Notifications might apply to only a building.
 - Moved and seconded — recommended for approval, but will return with changes. • Naming Committee Actions
 - All Namings recommended approval.

6. New Business

- ARP 5.40 Access to Student Educational Records
 - Students FERPA rights begin on the first day of classes, consistent with practice.
 - The Student Code of Conduct addresses summer terms.
 - Move to waive first read and approve; Recommended for approval with edits

7. University-wide Information Part II

- University Boards
 - Notice of creation of new boards and sunseting of former boards
- First Amendment and Higher Education
 - Supreme Court has recognized academic freedom

- Discussion
 - Private speech that is brought into public workplace is covered in part 2.
 - Carrying the brand of your employer is a different situation.

8. Updates

- Faculty Senate: Will be looking at the Land Acknowledgment Statement.
- General Counsel: NMSU Sponsored Youth Programs.
- There will be information about this next month
 - Athletics: Baby Race and Teddy Bear Toss at upcoming basketball games.
 - Employee Council
- By-law change: allows chair to serve for 2 years; allows non-exempt employees to serve.

- Upcoming elections have been postponed • University Advancement
- Tina Byford is retiring. ○ Giving Tuesday
 - Raised \$3.7 million and added 42 new endowments. >\$16.7 million was raised in 5 years of GT's. 215 donors were students.
- Campaign
 - Ignite Aggie Discover Campaign completed!
- Master's and doctoral students will be graduating together on Friday, December 13.

9. Announcements

- Asbestos abatement in O'Laughlin House during the week of December 16.
- Spring CART exercise on April 14, 2020 after UAC.
- Alumni is hosting a welcome to new Aggie Alums on Thursday, December 12 at The Game on

University. All are invited to attend.

Attendees: Greg Fant, Presiding; Justin Bannister, Melissa Chavira, Ann Goodman, Roy Collins, mmm, Tina Byford, Henrietta Williams, Tony Garcia, Anthony Parra, Leslie Cervantes, Siiri Rogers, Andy Burke, Maura Gonsoir, Gena Jones, Scott Eschenbrenner, Alton Looney, Mario Moccia, Laura Castille, Steve Bettner, Rolando Flores, Enrico Pontelli, Dacia Sedillo, Luis Vazquez, Elizabeth Titus, Sonya Cooper, Carlos Lobato, Kim Rumford, Ermelinda Quintela, Katrina Doolittle, Ruth Johnston, Stephen Lopez, Sean Sellars, Shelly Stovall, Adam Cavotta, Sonia White, Becky Corran, Miriam Chaiken, Lisa Warren