



## Staff Council General Meeting minutes for June 15, 2022

### Zoom Meeting 10AM-11:01AM

Minutes recorded by Edith Arredondo, Staff Council Secretary

- Board:** Caroline Smith, Tremaine Kwasikpui, Krysti Turnquest, Edith Arredondo, Sandra Jacobson
- Panelist:** Caroline Smith, Staff Council President, Associate Director, Center for Community Engagement & Service Learning; Tremaine Kwasikpui, Staff Council President-Elect, Director of Student Activities; Krysti Turnquest, Staff Council Communications Officer, Director, Accelerated Transfer Academy; Rhonda Scherer, Associate Director, Sports & Fitness; John Hudson, Director, Center for Diversity and Inclusion
- Call to Order:** The Staff Council general meeting was call to order by Staff Council President, Caroline Smith at about 10:02 a.m.
- Attachments:** Meeting PPT with presentations incorporated

#### Reports:

Ms. Smith greets and welcomes attendees to the Staff Council General Meeting for the month of June 2022 and reviews the agenda for the meeting.

#### APPROVAL OF MEETING MINUTES:

Ms. Smith asks if anybody has any revisions to the minutes from previous meeting. There are no revisions and Ms. Smith ask for a motion to accept the minutes. Ms. Jacobson makes the first motion to accept the minutes and Ms. Turnquest seconds the motion. Ms. Smith recognizes the acceptance and reminds staff that the minutes are posted on the SC website.

#### STAFF COUNCIL BYLAW REVISION

Ms. Smith reads over Staff Council Bylaw 5.3 and the proposed change. The change is being proposed in response to the changes in divisions in the university to insure proper representation.

Current Language:

*“The Division Ambassadors shall be made up of ten (10) members: three (3) from Academic and Student Affairs, three (3) from Administration and Finance, two (2) from Employment Services and Operations, and two (2) from the President's Office and Advancement and University Relations.”*

Proposed Language:

*“The Division Ambassadors shall be made up of ten (10) members: two (2) from Academic Affairs, two (2) from Student Success and Student Life, two (2) from Enrollment Management, two (2) from Administration and Finance, one (1) from Employment Services and Operations, and one (1) from the President's Office and Advancement and University Relations.”*

After reviewing the bylaw and the changes, Ms. Smith opens a poll so that attendees can vote on the changes. The choices in the poll were as follows: a) In favor of the revision, b) Oppose the revision, and c) Abstain from voting.

While staff was voting, Ms. Smith asks if there are any questions about this revision to write them on the Q&A. After a couple of minutes that attendees had the opportunity to vote, Ms. Smith closes the poll and the motion to accept the changes passes with 88% approval.

Q: Why have a spot for ESO and Presidents office? I thought Staff Council is a representation of the staff in front of ESO and President's Office. Why include them in Ambassadors seats.

A: Because there are staff members who work in those offices, and it would be unfair for them not to have representation.

Q: Should this poll be sent to all staff, not only the staff who is in this meeting?

A: No. In accordance with the Bylaws, proposed amendments are discussed at the next Staff Council meeting after the written proposal has been shared. The proposal was shared with DT Staff via email on June 10<sup>th</sup>.

## **WELCOME NEWS GATORS**

Ms. Smith moves forward by welcoming to the university the new UHD Gators/employees.

- Arthell Woods, Manager, Budget, Budget Office
- Victor Henson, Manager, Digital Communication, College of Business
- Ruby Robinson, Electronic Resource Librarian, Library
- Lisette Perez, Office Assistant, Student Affairs (*UHD Alum*)
- Adrienne Shanklin-Miles, Equal Opportunity Specialist, Office of the President
- Marie Williams, Coordinator, Student Loans, Financial Aid (*UHD Alum*)

## **STAFF GOOD NEWS**

Ms. Smith continues to share Staff Good News of the month.

**\*Chelsea Koutroulis**, Coordinator, International Admissions, graduated from Lamar University in May 2022 with her M.Ed. In Clinical Mental Health Counseling  
Congratulations on a job well done, Chelsea!

**\*Shandra Robertson**, CHSS Director of College Business Administration & Operations, receives a shout out as an awesome coworker. Her CHSS Family wants to recognize her for the excellent work she has done with the University and for being such a great individual. With great sorrow and pride, they will send her off to her next adventure. Please joins us in thanking Miss Robertson for her long-standing service to CHSS and UHD.

*Submitted by Joselin Escobar, Administrative Assistant, III, Humanities & Social Sciences*

## **New Wellness Center Update**

Ms. Smith introduces Dr. Rhonda Scherer, Associate Director in Sports & Fitness to present an update on the New Wellness Center currently in construction.

Dr. Scherer is excited to attend the meeting to offer staff an update on the New Wellness Center. She brought some renderings provided by the architects to share. There have been a few changes, but these renderings are relatively up to date.

The front of the building facing the Science and Technology building with the bayou on the left is shown, then another angle of the building. Dr. Scherer expresses how proud everyone is to see the building coming to fruition. She points out how one can see a deck area to exercise in this rendering. It is going to be a highlight building on campus.

Dr. Scherer continues to describe what attendees are seeing in the pictures. She explains it is a 3-story building; roughly 70,000 square feet. First is the entry and a membership desk area. The second floor will have some fitness equipment and workout areas and the third floor is for group fitness. The main entrance is seen in the first and second renderings. To the left is a demonstration kitchen where how to cook healthy meals will be demonstrated. It is also an area where club teams can meet. Over 150 students are involved in our club sports. This area will provide a much needed meeting space.

Another angle of that entrance is shown with seating areas where people can relax, eat, and socialize. Dr. Scherer explains that many of these areas have been lacking so it is exciting to have them in the building. There will be microwaves and healthy vending machines, as well. To the right there will be a Success and Wellness Suite. This is a study and meeting space and aligns with efforts to support students' academic success. It will be another space where our students can meet, study, socialize, network and, more importantly, bond with our campus and eventually graduate with us. The current hours of operation are 7:00 AM to 9:00 PM but they may be expanded, possibly to 10:00 PM.

Q: Is that a café?

A: It is not a café. It is just a place to eat. The hope is that students will take advantage of the café on the first floor of the Science and Technology building since it is so close, then go to the wellness center to eat before their workout.

Dr. Scherer continues with her description of the facility. Walking all the way to the end from the front entrance, a large workout space can be found – about three times larger than what is in the current building. All the weight room equipment can be seen. To the right hand, bottom corner is a bouldering wall that is about 12 feet high that will allow students to bring some of the outdoor indoor and experience some climbing exercises. The hope is to bring some climbers and maybe sponsor some climbing outside once people get some climbing experience. The basketball courts can be seen to the right. There will be three basketball courts as opposed to the two UHD currently has. This is important because basketball is the number one sport on campus.

Q: Will there be charging stations for students to power their tech, if needed?

A: Yes, absolutely. In the seating area shown earlier, you will be able to plug into the chair or the table.

Dr. Scherer continues to point out that this is a nice view of downtown. As you may have noticed, windows are all over this new building so people can see others getting healthy and want to join.

Next, we'll review a breakdown of the building by floors. To the left on the first floor, there are the three basketball courts. To the right of the basketball courts is long fitness area. In the center of the building in bright yellow hallway is the bouldering wall. Walking toward the front of the building are locker room showers. There will be gender-neutral showers and the big locker room showers where people can

come, take advantage, and work out before going to work. In the front of the building, in purple, is what is being referred to as the community kitchen. This is the area where people can come heat up their food and visit the healthy vending machines. It also includes the demonstration kitchen where events will be hosted. An objective is to serve some free meals out of that kitchen to our community, as needed. Sports and Fitness will collaborate with Student Activities and possibly work with the food bank to see what can be done to demonstrate how to cook and provide healthy meals.

Q: Will there also be a gender-neutral changing area or single restrooms available to use?

A: There will be both. We have gender-neutral restrooms as well a shower area where people can take care of everything in their own privacy.

Dr. Scherer continues to describe the deck area not shown in these pictures and explains that some cool equipment will be placed outside since the importance of outdoor space was learned during the pandemic. There will also be a study area, a lactation room, and another restroom. The intention is to accommodate for all the needs that UHD students might have.

Next is the second level is depicted next. Dr. Scherer points out another new feature – the indoor running track that oversees the three basketball courts. There is also fitness equipment. Fitness equipment is placed throughout the facility that visitors can find a spot that works best for them. The first level is the strength equipment. The second is where the bulk of the cardio equipment will be. The darker yellow area is where the cardio equipment is and to the front of the building is a functional training space that is ADA compliant. Most of the equipment is ADA compliant. In the blue area is the administrative suites with offices, conference area, breakout space, and a big student worker bullpen area. On the top, right hand corner is the personal training and massage therapy suites.

The third floor houses the group studio area. It is a small portion of the floor because there are a lot of mechanics needed to maintain the facility. There are three studio classrooms – a large group, a medium and a small. In the small studio there could be a cycle setup to possibly have some cycling classes.

Q: Is the image accurate as far as how many bikes can fit in the small room?

A: Yes. Normally in cycling studios the bikes are very close to each other so you can fit many cycles in a small space.

Dr. Scherer informs that the large studio will fit about 40 to 50 people and that it is where the more popular classes will be held, like Zumba. The smaller rooms are great for yoga or cycling classes.

Q: Are the walls indicated on the image windows?

A: Yes, they are windows. There are windows throughout the building. The goal is that people see other people exercising and get motivated to exercise.

Q: Regarding the three-court gym, will have those giant dividers between the courts?

A: Absolutely. There will be some netting and some space dividers that can be removed to open up for some big tournament competitions that we plan to have.

Q: When do we get to start using the new center?

A: January 2023. It is right around the corner!

Dr. Scherer explains about the current facility. The Jesse H. Jones Student Life Center was completed thanks to a \$3 million dollar grant from the Jesse H. Jones Foundation in March 1997. It is a 30,000

square foot facility compared to the new facility which is closer to 70,000 square feet. There are two basketball/volleyball courts equipped for 6 badminton court, one group exercise studio, and one cardio/strength area.

The Student Life Center serves a large number of UHD community members. In FY20 there were 43,347 visits – 3,440 students, 296 unique employees, 61 unique alumni. In FY19 numbers there were 69,257 visits – 11,638 users.

It is important to know that 88% of high school students are involved in athletics during their high school years and we want to be able to provide them with the opportunity to do the same here on campus. I am sure that many will concur that when you are involved in athletics, your teammates become your family. So, we want to create a family environment for our students. We might not have athletics at the collegiate level, but we have some form athletics and we want to recognize and celebrate their talents.

Q: Does the original grant also funds the new building?

A: No, the \$3 million grant built the existing three story/30, 000 SF building. The new building will cost \$29 million dollars. The new building is being funded by a referendum that was written and approved by our student population a few years back to fund the new Success and Wellness Center. It was agreed that a new building was needed and that it could not be paid with tuition dollars since they are earmarked solely for student's academics. It was agreed that the UHD community should charge ourselves a fee that will help pay for a new building.

Next Dr. Scherer provides information about changes to sports and fitness programming. Many have asked what will be done differently. Many additional services will be provided that have been in the past 25 years. Below is what is currently offered and will be expanded upon in the new facility.

- 30-40 different group classes per week at a variety of times including online (Zumba, Yoga, Step, Boot Camp etc.)
- 3-4 monthly healthy workshops (physical, mental and nutrition)
  - Sports & Fitness partners with counseling services and student activities. These will be held in the new community kitchen demonstration space.
- Personal training and massage therapy are offered at discounted rates because we train them.
- Trainings and certifications (personal training and CPR/First Aid/AED)
  - We help students, faculty, and staff become trainers. We cannot promote CPR/First Aid/AED training enough. Dr. Scherer advises to have these skills as they save lives. CPR training is offered monthly during the long semesters and is free of charge if you do not need the American Red Cross certification. Remember that it is more likely that you will need these skills with a loved one than we a stranger. Our students are not strangers, and we need to be prepared to help them in an emergency.
- 10+ Club Sports (men and women soccer, baseball, women volleyball, wrestling, men and women basketball, cheer, dance, K-Pop, runners)
  - There are plenty of club sports. Club sports are our more elite sports where we go and compete against other universities. It is a lot of fun.
- 10+ Intramural Sports (basketball, soccer, tennis, kickball, dodgeball, bowling, badminton, cornhole, flag football, volleyball, online sports)
  - There is a sport for everyone. If you love a sport, get involved. We have great time and socialize.

- Open Recreation (basketball, volleyball, fitness center)
  - People can come in and drop in for a basketball game, volleyball, fitness etc. There are tons of activities to get involved. Our motto is do not leave exercise out of your education.

Q: Do we know what the plan is for the old building?

A: Dean Tamez is currently look at some options to make the most of this facility. Dr. Blanchard has been over talking to facilities management to sift through the options. We know it is prime, beautiful, pristine, real estate, especially being downtown. Although we know there are big plans for it, we just do not know what they are yet.

Q: Will there be any charge for staff to use the new facility?

A: We know we need to share that expense with other users. It cannot be just the students. We must charge faculty and staff. We have always charged alumni. Currently faculty and staff can use the facilities without a fee, but this will change. The fee will be probably about what the students pay in the range of \$20 to \$30 per month rate. We will let everybody know once this has been decided.

Q: Can you all share a cost breakdown for the fees, i.e., anticipated cost vs. projected?

A: That is a great question. We have not been able to do that yet since we are doubling our size. We are anticipating our expenses to increase. We must put together budgets for staffing, for example. We are going by the expenses of our current building and then we will have to see how much is brought in based on enrollment. We are working with our finance team to figure it out.

Q: Any thoughts on annual membership fees being deducted from pay kind of like the parking office do for staff?

A: We are looking into that. We do want that feature for our employees to be able to have the payroll deduction. Once we figure out the rate, secure it, and approve it we can find the easiest way for employees to take advantage of it.

Q: How long will the current fitness center stay open.

A: We are hoping to stay open all the way through December or at least half of December. The new facility will be complete at the end of November. Then all of December will be spent on the punch list where we go through and figure out what needs to be corrected. We are hoping to start moving equipment by the end of December to have it ready when school begins in January.

Q: Will there be like a walk through before it officially opens?

A: Right now, people are only able to go over only by appointment. There is no AC so you do not want to go until there is. They are not letting us bring many people over before November 30 because it is not technically our facility until it is turned over. We are not being granted much access at this point.

Dr. Scherer leaves us with one tip: a tip relevant to the environment we are living in. It is very hot outside and so many of us have surpassed our thirst indicator. We get thirsty and think we are hungry, and we go to the fridge and eat or go to bed or go work out. We start skipping our thirst indicator. I want you to pay attention to your sweat indicator. If you sweat, you need to drink. If you see sweat droplets on your arms, get something to drink. We are walking around highly dehydrated.

Drink some water. A good rule of thumb is eight by eight. Eight servings of eight ounces of water throughout the day. Drink lots of water in these hot, hot Houston days.

Ms. Smith thanks Dr. Scherer for sharing all this great information.

## **PRIDE MONTH CELEBRATIONS & MORE**

Ms. Smith introduces Dr. John Hudson, Director for the Center for Diversity and Inclusion, to speak about Pride Month and all that the center has to offer.

Dr. Hudson comments on the new Wellness facility. Dr. Hudson to Dr. Scherer – Rhonda, I have to say it is incredible. I think over the past 15 years that I have been here and all the things that our club sports and individual athletes have accomplished at the regional, national, and world stage with the facilities that we have now. Just image what our students can do with what you are about to open. It is something to see.

Dr. Hudson starts his presentation by greeting everyone and wishing everyone a happy Pride Month. Dr. Hudson will be releasing the first newsletter from the Center for Diversity and Inclusion. Most of the work of the Center is done online. They started programming online back on March 23, 2020 when the pandemic hit. It was the first day they managed programming online. The participation in events increased by 300% by the end of June of 2020. So many new participants were gained, especially students who had not been able to come to our events on campus in person. Therefore, it was decided not to give that up and Zoom is still heavily relied on for events.

Dr. Hudson speaks to whether UHD will be included in the Pride Parade this year, especially since it has moved to downtown. This has been a persistent question for years. As some of you might know, we have a very particular contracting process that we must follow. One of the sticking points is getting Pride 365 to sign the contract addendum. They have not been willing to bend on this until this year. About a month ago Pride 365 offered UHD a participation grant, which is worth well over \$1000. They wanted us to participate in part because they knew that all those years we were trying to get in but were following our contract process and we could not make it happen. Nevertheless, we were looking for creative ways to work with them, such as hosting their film festival here at UHD.

So, the question is are we in? It is difficult to say yes since the paperwork isn't quite complete. Short notice on the grant resulted in less time to complete the contract. UHD is very pleased that Pride was willing to make a couple of concessions for us to be involved. Dr. Hudson offers a big thanks to Ms. LaShonda White, Leah Davis-Long, Angela Parish, and Sam Bible.

Within the next 24 hours, it should be confirmed if UHD has a firm go but it looks like we are going to be in the parade. What this means is that there is going to have to be some scrambling to sort out logistics. There two things that UHD can participate in – one is the festival itself which is from 1:00 PM to 7:00 PM on the June 25<sup>th</sup> down by City Hall. The exact location of the table is not known yet. According to the contract, two people can be at the table. Enrollment Management has been contacted about this because it seems like the most logical group to represent UHD at a table to recruit future gators. The other leg of the celebration UHD can participate in is the parade itself. A UHD vehicle will be in the parade. According to the contract, the limit 50 marchers with a vehicle. There are plenty of groups – sports clubs, cheerleading, mariachi, and student organizations – that can highlight students. The Center will be working with Student Activities and Sports & Fitness for recruitment efforts.

Participants can expect a long day because the bus must be in place at the staging area by 10:00 AM. Then, everybody participating in the march must be in the space by 5:00 PM. The march itself starts at 7:00 PM. A prediction of how long it will take before the caravan starts moving and then how long it takes to get through the whole parade route cannot be predicted. The UHD vehicle will be full of ice and water. Remember what Dr. Scherer said (*Dr. Hudson is referring to Dr. Scherer advice about keeping hydrated*). As soon as everything is finalized, a message will be sent. We would love to have people come to the parade but more importantly, people who are going to march. This is a tremendous opportunity for UHD, despite the short notice. It will be the first time that UHD has been in the parade formally and has done so through the proper contracting process. That is an achievement, which we have been working for a long time.

Dr. Hudson continues to talk about the Safe Zone Program and displays the new logo and t-shirt design. He indicates that some have been wondering what happened to the Safe Zone Program. A focus of the Center has been to develop the Gator Leader Diversity Leadership certificate program. In conjunction, the Safe Zone and Ally Programs were also going to be updated because that reflects better where we are at as a campus in terms of the perceptions of LGBTQ plus students as to how they feel in terms of our campus climate. Measurable progress has been made and it is time for a rebranding and shift to a different mode. A large cohort of students have already gone through the training and another round should be launched after June 30. Trainings for staff and faculty will also be offered. It will be a little different from what students do because students go through a two-hour session. It will be in shorter chunks for faculty and staff because of scheduling. Something to look for in the very near future.

Next, Dr. Hudson provides some insight about the DACA program. A federal judge here in Texas put the DACA program on life support last summer. Students are allowed to renew their DACA status, but new applications have been prohibited. The Biden Administration is appealing but there have been no updates yet. UHD's DACA students need support more than ever. In addition, the Dream Zone Ally Team that will be launching in July is designed to support students from immigrant families who have undocumented family members in their households. Also, UHD students who are perceived to be immigrants and are mistreated or discriminated against because of it. The monarch butterfly is used as a symbol for migration being natural and viewed as beautiful and specifically in support of DACA students.

Ms. Smith lets Dr. Hudson know that staff look forward to hearing about those trainings. She has attended quite a few of them over the years and found them to be very informative.

Ms. Smith thanks Dr. Hudson for his presentation and asks that as soon as he has more information about the participation in the parade to send it to Staff Council to share.

## **THE EDGE GRANT**

Ms. Smith explains that no applications were received for the month of June so there is no recipient. The money will roll over to the next month. She encourages staff members to apply and take advantage of this professional development opportunity.

## **UPCOMING EVENTS**

- **Domestic Abuse Presentation**  
Thursday, June 16, 2022  
12:00 PM – 1:30 PM | A300 | Presented by ABDA Outreach

- **BSA Juneteenth X Father's Day BBQ**  
Monday, June 20, 2022 2:00 PM – 5:00 PM
- **Crown & Glory: Representation Matters**  
Wednesday, June 22, 2022 | 11:30 AM – 1:30 PM | Auditorium
- **One Summer Main Event**  
Thursday, June 23, 2022 | 5:00 PM - 7:30 PM | A300
- **Houston Pride Parade**  
Saturday, June 25, 2022
- **Gator Gateway Orientation**  
July 11 – 13, 18 – 19, 25 – 27 | August 1 – 3, 8 – 10
- **Transfer Orientations**  
July 15, 22, 29 | August 5, 13
- **Jobs4Gators – Student Staffing**  
Thursday, July 21, 2022 | 12:30 PM – 2:30 PM | Student Life Center  
\*Provides opportunity for all departments on campus to recruit student workers for fall.
- **Staff Council Elections – Nominations Extended!**
  - Nominations will close on Friday, June 17
  - Must be benefits-eligible, in good standing, with at least 1 year tenure
  - Administrative staff (assistant and associate deans, deans, executive directors, assistant and associate vice presidents, vice presidents, and the University President) in ineligible

Ms. Smith encourages staff to get involved. The deadline for nominations was extended because we have not received enough nominations. The success of Staff Council depends on the involvement of UHD's staff from across the campus community. Staff Council is the collective voice of staff during times of need, and we go the extra mile to ensure that staff have a voice at the table when decisions are being made. Although service can be challenging, it is also quite rewarding. Staff Council provides a forum for staff to voice concerns, make recommendations, and propose new ideas. Elected representatives work closely with university administration to address issues and develop best solutions for the majority.

## **2021 – 2022 STAFF AWARDS**

Ms. Smith informs staff that ESO has assumed responsibility of the annual Staff Awards. The event was originally scheduled for July 7th (per an announcement from ESO) but they had to reschedule for early Fall.

In October 2021, the Staff Council Executive Committee and Ambassadors took part in a poll, and it resulted in 100% in favor that the staff awards move over to ESO. The rationale being that SCEC

should assume a more formal role on campus. In the past SCEC has been thought of having like a fun social status and because of that it has not been taken as serious as Faculty Senate. More importantly, however, it is standard practice across all UH System (and most universities in the US) that the HR departments award their staff rather than staff being expected to award themselves. Further, it prevents a possible conflict of interest about the awards that are given.

For similar reasons ESO assumed responsibility of the chili cook off this year and they did an awesome job. The Chili Cook Off was originally organized by SC to raise funds for the EDGE Grant. Instead, this term's SCEC was able to get the President to increase the award from \$200 to \$500 for professional development so we did not have to raise funds for our own professional development opportunities.

### **2021 – 2022 STAFF COUNCIL TEE DISTRIBUTION**

Ms. Smith announces that Staff Council tee shirts have been designed, purchased, and ordered. Once received, SCEC will host a few designated pick-up days/times. An email will be sent to Staff Council members with details. No pre-registration will be required, just show up and get your shirt. Staff must have their name on the list provided by ESO of all official Staff Council members. Note that, according to Staff Council Bylaws, assistant and associate deans, deans, executive directors, assistant and associate vice presidents, vice presidents, the president, student workers, and temporary employees are excluded from membership in the Staff Council.

A special thanks goes to Staff Council Communications Officer, Krysti Turnquest, who designed the tee.

### **GENERAL UPDATES / RESPONSES TO ONLINE FORMS**

We received a few concerns this month and they were sent to leadership for responses, but they had not been received yet. Once feedback has been received, it will be shared with the community.

**NOTE: The feedback below was received since the meeting took place and will be reviewed in the July Staff Council general meeting.**

**Question:** Will staff be receiving merit increases this year?

**Response:** Yes, a 1.5% merit pool has been earmarked for FY23 merit increases for meritorious employees. (Dr. Blanchard should be sending an announcement soon.)

**Question:** When will the A.W.A. fall eligibility review occur?

**Response:** As stated in the AWA Policy, "Requests for alternative work arrangements will only be accepted over a two-week period prior to the beginning of each semester." Thus, it can be anticipated that this two-week period will be from August 1 to August 12.

**Question:** It appears that directors and managers were not consulted or given the option to discuss their individual staffing needs and the eligibility of each position within their department. Can Staff Council shed insight on the eligibility review process for the upcoming fall semester, and will this process include an opportunity for director/manager input?

**Response:** Decisions for position eligibility for 100% remote, hybrid, or 100% on-campus were made by the president, vice presidents, and their direct reports. However, the first line of approval is the employee's immediate supervisor. Thus, this process provides an opportunity for "director/manager input."

**Question:** How does E.S.O. plan to combat the low morale created within departments when some positions were approved and others denied A.W.A.

**Response:** This was not an ESO decision; the policy and list of eligible positions were developed by the University leadership. The AWA policy outlines which positions are/are not eligible for alternative work arrangements based on a number of factors. Please refer to sections 3.3.2 and 3.3.3.

**Question:** Will the rising fuel cost be considered in the fall review process to extend A.W.A.

**Response:** When reviewing the current AWA policy, many factors will be taken into account.

**Concern:** The fact that until recently if a staff member has a terminal degree the degree information was forbidden to be posted online is a mirror of, "I'm not going to call you Mr... I'll just call you... (boy/or your first name)".

**Response:** For the past 17+ years, this has not been the practice at UHD. If a staff member obtains a terminal degree, they need to notify ESO and provide ESO an official copy of their transcript showing conferral of the terminal degree. This transcript is then uploaded to their official UHD personnel file, and their prefix is updated in the PeopleSoft HR management system to reflect their new terminal degree. Tenured/Tenure-track faculty hired at UHD are required to submit official college transcripts before an employment offer is extended. Their terminal degree is reflected in PS accordingly.

#### **GENERAL Q&A**

At this time, Ms. Smith opened the floor for questions from the attendees. There were no questions from the audience. Ms. Smith ends the meeting by wishing everyone a happy Pride Month and reminding everyone to attend the next Staff Council General meeting on July 20, 2022.

Meeting adjourned at about 11:01

Q&A Key: Answer, Comment, Question



**DETERMINED.**  
**DEDICATED.**  
**DOWNTOWN.**



University of Houston  
**DOWNTOWN**



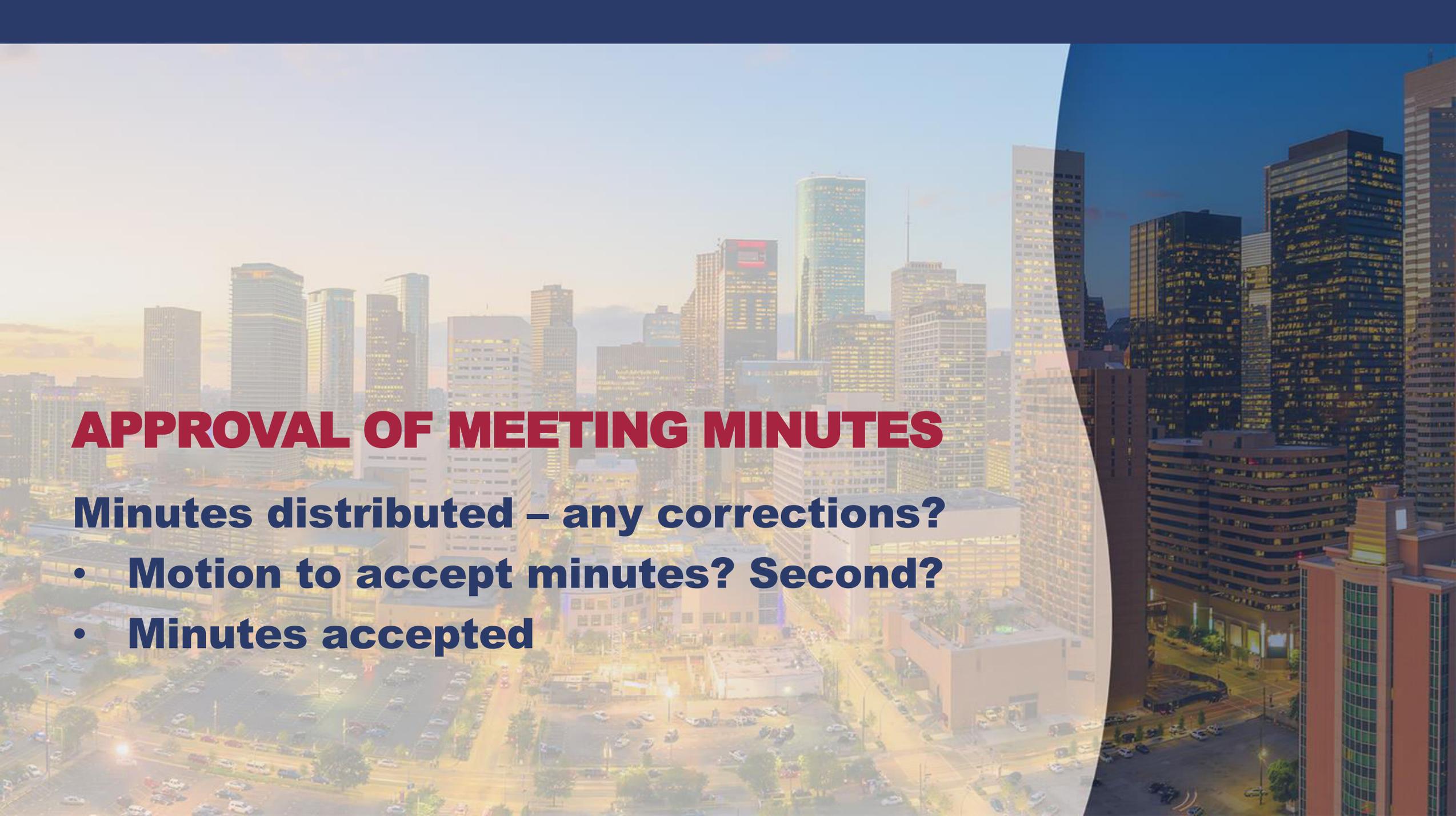
# **STAFF COUNCIL GENERAL MEETING JUNE 2022**

*Presented by:*



# AGENDA

- 1) Approval of Meeting Minutes
- 2) Staff Council Bylaw Revision
- 3) Welcome New Staff Members
- 4) Staff Good News
- 5) New Wellness Center Update
- 6) Pride Month Celebrations
- 7) EDGE Award
- 8) Upcoming Events
- 9) General Updates, Responses to Online Forms
- 10) General Q&A



# **APPROVAL OF MEETING MINUTES**

**Minutes distributed – any corrections?**

- **Motion to accept minutes? Second?**
- **Minutes accepted**

# STAFF COUNCIL BYLAW REVISION

## Bylaw 5.3 Staff Council Division Ambassadors

### Current Language:

“The Division Ambassadors shall be made up of ten (10) members: three (3) from Academic and Student Affairs, three (3) from Administration and Finance, two (2) from Employment Services and Operations, and two (2) from the President's Office and Advancement and University Relations.”

### Proposed Language:

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# WELCOME NEW GATORS!



- Arthell Woods, Manager, Budget, Budget Office
- Victor Henson, Manager, Digital Communication, College of Business
- Ruby Robinson, Electronic Resource Librarian, Library
- Lisette Perez, Office Assistant, Student Affairs (*UHD Alum*)
- Adrienne Shanklin-Miles, Equal Opportunity Specialist, Office of the President
- Marie Williams, Coordinator, Student Loans, Financial Aid (*UHD Alum*)



# STAFF GOOD NEWS

***Chelsea Koutroulis, Coordinator,  
International Admissions***

Graduated from Lamar University in May  
2022 with her M.Ed. In Clinical Mental  
Health Counseling

# STAFF GOOD NEWS

**Submitted by Joselin Escobar, *Administrative Assistant, III, Humanities & Social Sciences***

**Shout out to an awesome coworker:**

Cheers to the CHSS Director of College Business Administration & Operations, Shandra Robertson! Her CHSS Family wants to recognize her for the excellent work she has done with the University and for being such a great individual.

With great sorrow and pride, they will send her off to her next adventure. Please joins us in thanking Miss Robertson for her long-standing service to CHSS and UHD.



# New Wellness Center Update



- **Rhonda Scherer,**  
*Associate Director,*  
*Sports & Fitness*

# EXTERIOR RENDERINGS



# EXTERIOR RENDERINGS



# INTERIOR RENDERINGS



# INTERIOR RENDERINGS



# INTERIOR RENDERINGS



# INTERIOR RENDERINGS



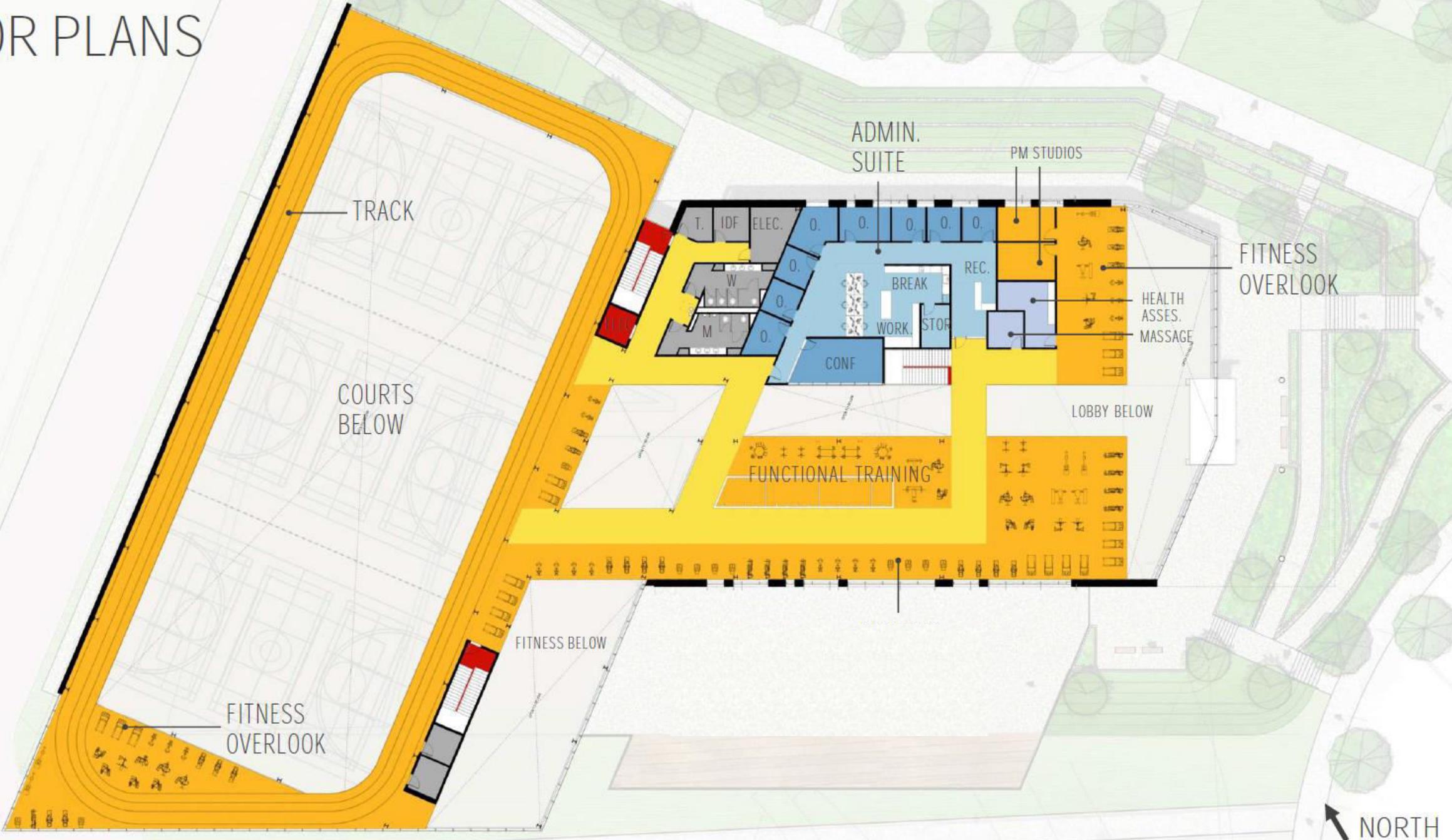
# FLOOR PLANS

LEVEL 1



# FLOOR PLANS

LEVEL 2



TRACK

COURTS BELOW

FITNESS OVERLOOK

FITNESS BELOW

FUNCTIONAL TRAINING

LOBBY BELOW

ADMIN. SUITE

PM STUDIOS

FITNESS OVERLOOK

HEALTH ASSES. MASSAGE

REC.

CONF.

BREAK

WORK

STOP

T.

IDF

ELEC.

W.

M.

O.

O.

O.

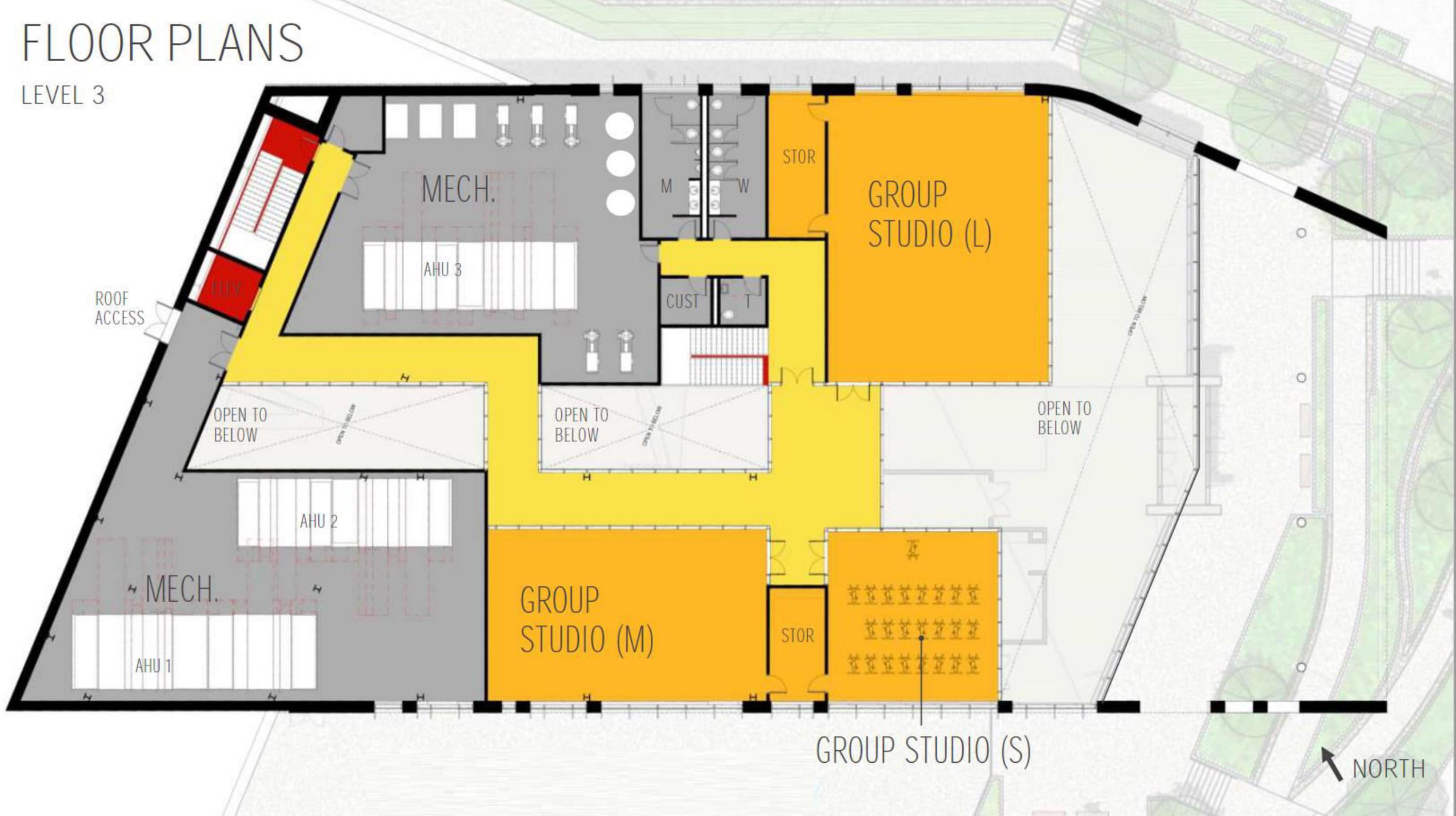
O.

O.

NORTH

# FLOOR PLANS

LEVEL 3





# Current facility

- ▶ Jesse H. Jones Student Life Center was completed thanks to a \$3 million dollar grant from the Jesse H. Jones Foundation in March 1997.
- ▶ 30,000 square foot facility
  - ▶ Two basketball/volleyball courts equipped for 6 badminton courts
  - ▶ One group exercise studio
  - ▶ One cardio/strength area
- ▶ FY20 numbers
  - ▶ 43,347 visits to the Student Life Center
  - ▶ 3,440 unique students
  - ▶ 296 unique employees
  - ▶ 61 unique alumni
- ▶ FY19 numbers
  - ▶ 69,257 visits to the Student Life Center
  - ▶ 11,638 unique users



# Sports & Fitness Programming

- 30-40 different group classes per week at a variety of times including online (Zumba, Yoga, Step, Boot Camp etc.)
- 3-4 monthly healthy workshops (Physical, Mental and Nutrition)
- Personal Training and Massage Therapy
- Trainings and certifications (Personal Training and CPR/First Aid/AED)
- 10+ Club Sports (Soccer [M&W], Baseball, Volleyball [W], Wrestling, Basketball [M&W], Cheer, Dance, K-Pop, Runners)
- 10+ Intramural Sports (Basketball, Soccer, Tennis, Kickball, Dodgeball, Bowling, Badminton, Cornhole, Flag Football, Volleyball, Online sports)
- Open Recreation (Basketball, Volleyball, Fitness Center)

# Pride Month Celebrations & More



- **John Hudson**, *Director, Center for Diversity and Inclusion*





University of Houston  
DOWNTOWN®

# PRIDE MONTH UPDATE

Dr. John Hudson

Director, Center for Diversity and Inclusion



# PRIDE FESTIVAL: ARE WE IN?



# UHD LGBTQ SAFE ZONE IS NOW:

**UHD**  
Center for  
Diversity & Inclusion

**GATOR ALLY  
TEAM**

**AND . . .**

**DREAM ZONE**

**ALLY TEAM**



**HOME IS HERE**

**UHD**  
Center for  
Diversity & Inclusion

## June Recipient

# The EDGE

Educational/Development Grant for Employees  
*Sponsored by the University of Houston-Downtown Staff Council*



**This could be you!**

## UPCOMING EVENTS

- **Domestic Abuse Presentation**

Thursday, June 16, 2022  
12:00 PM – 1:30 PM | A300  
*Presented by ABDA Outreach*

- **BSA Juneteenth X Father's Day BBQ**

Monday, June 20, 2022  
2:00 PM – 5:00 PM

- **Crown & Glory: Representation Matters**

Wednesday, June 22, 2022  
11:30 AM – 1:30 PM | Auditorium

- **One Summer Main Event**

Thursday, June 23, 2022  
5:00 PM - 7:30 PM | A300  
[https://uhd.campusgroups.com/StudentActivities/rsvp\\_boot?id=1606295](https://uhd.campusgroups.com/StudentActivities/rsvp_boot?id=1606295)

- **Houston Pride Parade**

Saturday, June 25, 2022



## UPCOMING EVENTS

- **Gator Gateway Orientations**

July 11 – 13, 18 – 19, 25 – 27  
August 1 – 3, 8 – 10

- **Transfer Orientations**

July 15, 22, 29  
August 5, 13

- **Jobs4Gators – Student Staffing**

Thursday, July 21, 2022

12:30 PM – 2:30 PM | Student Life Center

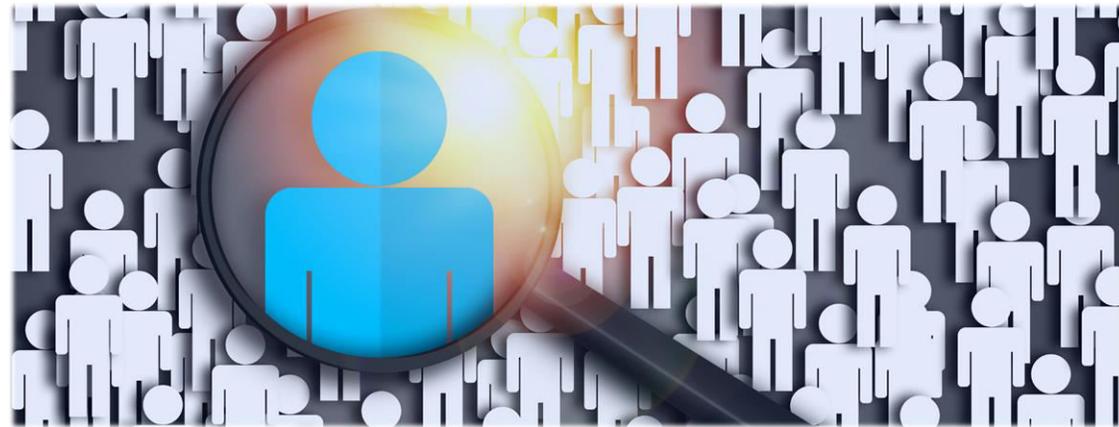
\*Provides opportunity for all departments on campus to recruit student workers for fall



**DETERMINED.**  
**DEDICATED.**  
**DOWNTOWN.**

## UPCOMING EVENTS

- **Staff Council Elections – Nominations Extended!**
  - Nominations will close on Friday, June 17
  - Must be benefits-eligible, in good standing, with at least 1 year tenure
  - Administrative staff (assistant and associate deans, deans, executive directors, assistant and associate vice presidents, vice presidents, and the University President) in ineligible
    - *Get involved!*



# UPCOMING EVENTS

- **2021 – 2022 Staff Awards**
  - ESO has assumed responsibility of event
    - *Originally scheduled for July 7*
    - *Rescheduled for early fall*
    - *Policy revisions are needed*



## UPCOMING EVENTS

- **2021 – 2022 Staff Council Tee Distribution**
  - Shirts were designed and ordered
  - SCEC is organizing a few designated pick-up days/times
  - Email will be sent to all Staff Council members with details



An aerial photograph of a city skyline at dusk. The sky is a mix of light blue and orange. Numerous skyscrapers are visible, some with lights on. In the foreground, there are parking lots and lower buildings. A large, white, semi-transparent circular graphic is positioned on the right side of the image, partially overlapping the skyline.

# **GENERAL UPDATES / RESPONSES TO ONLINE FORMS**

# GENERAL Q&A



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DETERMINED. DEDICATED. DOWNTOWN.