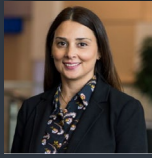


Employee Advisory Council

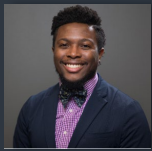
The University of Texas
System

2020-2021 Officers



Nyma Shah, Chair
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Peter-James Ehimika, Vice-Chair
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Executive Sponsor:

Julie Goonewardene, Senior
Advisor to the Chancellor, Chief
Talent and Innovation Officer

UTS EAC Website:

[www.utsystem.edu/sites/
employee-advisorycouncil](http://www.utsystem.edu/sites/employee-advisorycouncil)



THE UNIVERSITY of TEXAS SYSTEM
FOURTEEN INSTITUTIONS. UNLIMITED POSSIBILITIES.

One System, One Voice

Meeting Summary for March 5, 2021 via
Zoom (Virtual Meeting)

Meeting Summary:

The whole focus of this meeting was on the different areas of campus safety. There were three different guests that provided updates based on their area of expertise in this realm.

Update from Phillip B. Dendy, CRM, CIC, DRM - UT System Chief Compliance and Risk Officer:

- Discussed Emergency Preparedness Plans
- Institutions have gotten closer and have been working even more closely during the pandemic, so each institution feels even more connected in this area.
- They have gotten good at learning from any events that occur to better prepare and implement changes for future events, hoping to ultimately mitigate future events.

Patrick Durbin, Associate Director for Risk Control joined Phillip Dendy:

- Every institution had a format that they implemented for the pandemic. Prior to the pandemic they had plans, but nothing that could speak to this level.
 - Having preliminary plans they were able to create something by knowing the business continuity plans.
 - Turned into a "loss of workplace" event. IT teams across all institutions were very well prepared and ready to make the changes necessary to work effectively.

Update from UT System Director of Police Michael J. Heidingsfield:

- Third largest police force in the state of Texas.
- Less cadets in training than normal due to the pandemic, but he is hopeful that they will be able to get positions filled soon as the vaccine starts to be distributed more widely.
- Crimes of violence against person have had a slight downturn during pandemic mostly due to the fact that there were less people on campus.
 - Situational awareness is the single most way to prevent crime.
- Director Heidingsfield mentioned the main areas of importance to him have not changed due to the pandemic and they still keep him up at night.
 - Sexual assault. Need a police force that can respond empathetically.
 - Suicides. On average there are about 20 per year.
 - Terrorist attacks. Soft targets within UT. Nuclear reactor at UT Austin, animal research, etc.
 - Active shooter. Generally happen more at workplaces or campuses for higher education.
 - Alcoholism as victimization. This is particularly important for sororities and fraternities.
 - Insider threat. People join our institutions with not pure intentions and are working to steal intellectual property.
- Response to the George Floyd incident - Director Heidingsfield comes to work every day with goodness in his heart and feels like it is a calling for him protect people.
 - He believes most officers feel the same as him and that the incident was the exception and not the rule.
 - [Read his open letter after the incident here.](#)

Institution Updates:

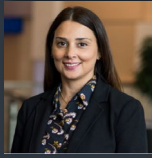
- Most locations have some kind of civility or standards of conduct policy in place that outline how to behave as an employee.
- Every institution has some kind of alert system in place to notify employees, staff and students about any kind of safety event.
- Most institutions have some kind of safety audit. They are not all done yearly and don't all review the same items. This is probably something that could be streamlined.



Employee Advisory Council

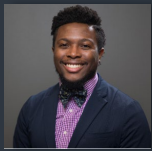
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Sub Committee Updates:

Diversity and Inclusion:

- Working on toolkit that will be used system wide.
- Gathered institution feedback via survey.
 - Review survey information
 - Assign toolkit topics and begin work
 - Develop a diversity celebration/education day template

Campus Safety:

- Created a list of intended deliverables that included:
 - Propose regular safety audit
 - Provide campus civility policy toolkit
 - Propose emergency preparedness plans update frequency
- Goal is to have a draft of each of these by the May Board of Regents meeting and have it finalized for the August meeting.

Telecommuting and Future Work:

- Created a one page summary for each institution based on the information gathered.
- Working to create telecommute guidelines by incorporating information from each institution.
 - Plan to include suggested guidelines from other successful programs.

Mentoring and Coaching:

- Plan to focus more on mentoring vs. coaching for this year.
- Working to determine what is realistic to accomplish this year.
- Identified mentoring resources in Skillsoft and working to find good resources in LinkedIn.

On the Horizon

- Next EAC Meeting: May 7, 2021



Photo of our EAC Representatives representing the International Women's Day theme!
#ChooseToChallenge

