

Division of Finance and Operations

Town Hall
December 2019



Our Mission

- Outstanding service
- Attractive, safe, and effective environment
- Best practices and compliance
- Diverse campus and welcoming climate
- Life-long learning and professional development
- Responsible stewardship



Agenda

- CIT Updates
 - Climate and Respect
 - Onboarding
 - Professional Development
- Division Update
- University Update
- Q&A



CIT: Climate and Respect

Deborah Wright, Budgets and Planning, Executive Sponsor

- Cheri Graalum, VP Office (Chair)
- Jerome Becker, UES
- Sarah Buchanan, UPD
- Taylor Buckner, EHS
- Katie Crowley, OMSI
- Katie Emmons, SBS
- Rebecca Fortenberry, HROE
- Katrina Golden, FMO
- Pat Hsieh, HROE
- Carletta McClenton, FMO
- Danielle Minor, FMO
- Rhonda Patterson, TS
- Lisa Payton, Contracts
- Emily Terral, Contracts
- Alvin Walker, EHS



CIT: Climate and Respect

- Bimonthly meetings with Jerry Strawser and members of leadership team (alternate morning and afternoons)
- Division-wide service project program
- Division “Suggestion Box” for questions, feedback, and concerns



CIT: Onboarding

Jeff Risinger, HROE, Executive Sponsor

- Kristen Robinson, EHS (Chair)
- Laurie Brender, TS
- Amelia Campos, SBS
- Joe Corn, Payroll
- Penny Dempsey, HROE
- Lindsey Dillon, FMO
- Carmen Garcia, HROE
- Frankie Joseph, HROE
- Swati Kale, EHS
- Ivan Matip, SBS
- Dana Michelle, SBS
- Sara Stone, UPD
- Joel Trejo, HROE
- Tamra Young, Budget



CIT: Onboarding

- Held new employee reception October 10 (25 new employees)
- Considering a number of ideas (gift bags/baskets, campus tours, mentor program and others) to positively impact division onboarding
- Launched new onboarding training in TrainTraq



CIT: Professional Development

John McCall, Controller, Executive Sponsor

- Nancy Christian, OMSI (Chair)
- Desinee Aylesworth, TS
- Michael Birgen, UES
- Shevonne Dyer-Phillips, HROE
- Mark Herzog, Budget
- Tassie Hermann, EHS
- Noah Nettles, TS
- Brandi Nixon, UES
- Tami Overby, HROE
- Richard Pennell, TS
- LeeAnn Pickett, SBS
- Mary Seifert, DAS
- June Vieira, HR



CIT: Professional Development

- Continue “Book Club” initiative from previous years
- Launched food drive (will continue through December 18)
- Creating a life-long learning policy for consideration by the Division to promote personal and professional development

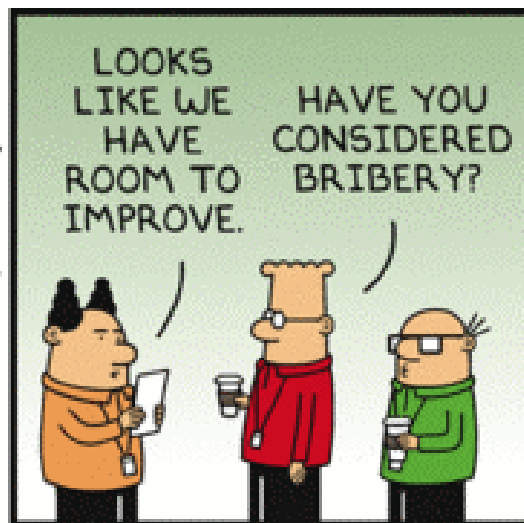




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Climate Survey: Opportunities

404 Respondents/658 items/55 Unique Items

- Compensation (70)
- Staffing (58)
- Communication (56)
- Facilities/equipment (41)
- Equity/treatment (39)
- Supervisor (36)
- Resources (34)
- Environment (28)
- Nothing/none (25)
- Appreciation/respect (25)
- Employee input (24)
- Training/Professional development (22)
- Collaboration (20)



Budget Allocations: FY 2017 - 2020

	Base (FTE)		One-Time
UPD	\$840	14	\$750
	\$250	N/A	
EHS	\$193	4.5	
TS	\$1,500	N/A	\$1,000
SBS	\$260	7	
HROE	\$730	13	\$530
	\$80		
Total	\$2,023	38.5	\$2,280
	\$1,830		



FY 2021 Budget Requests

- UPD: \$250 base
- Transportation Services: \$250 base, up to \$5,000 one-time
- HROE
 - \$500 base (6 FTE)
 - \$300 one-time

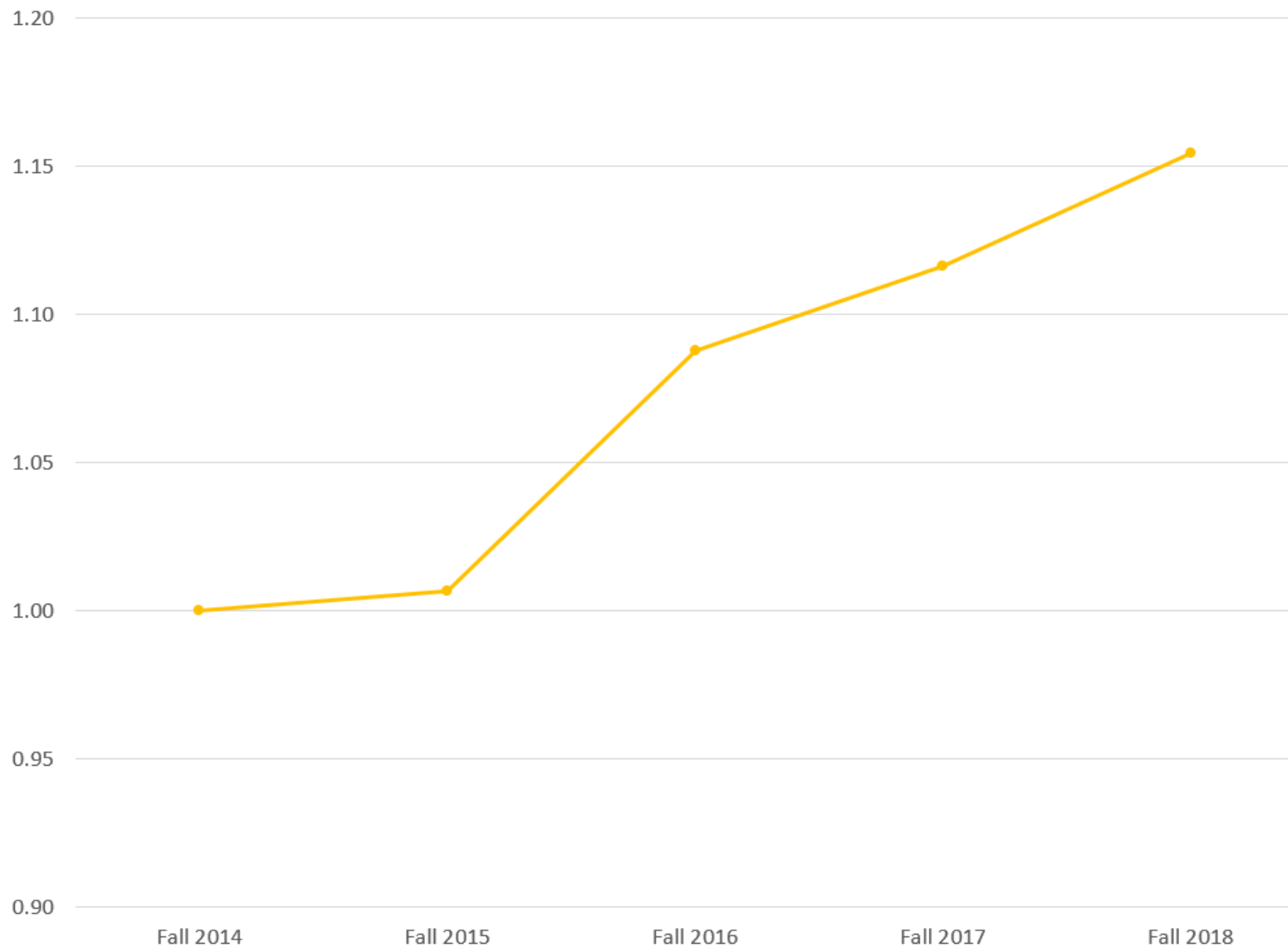


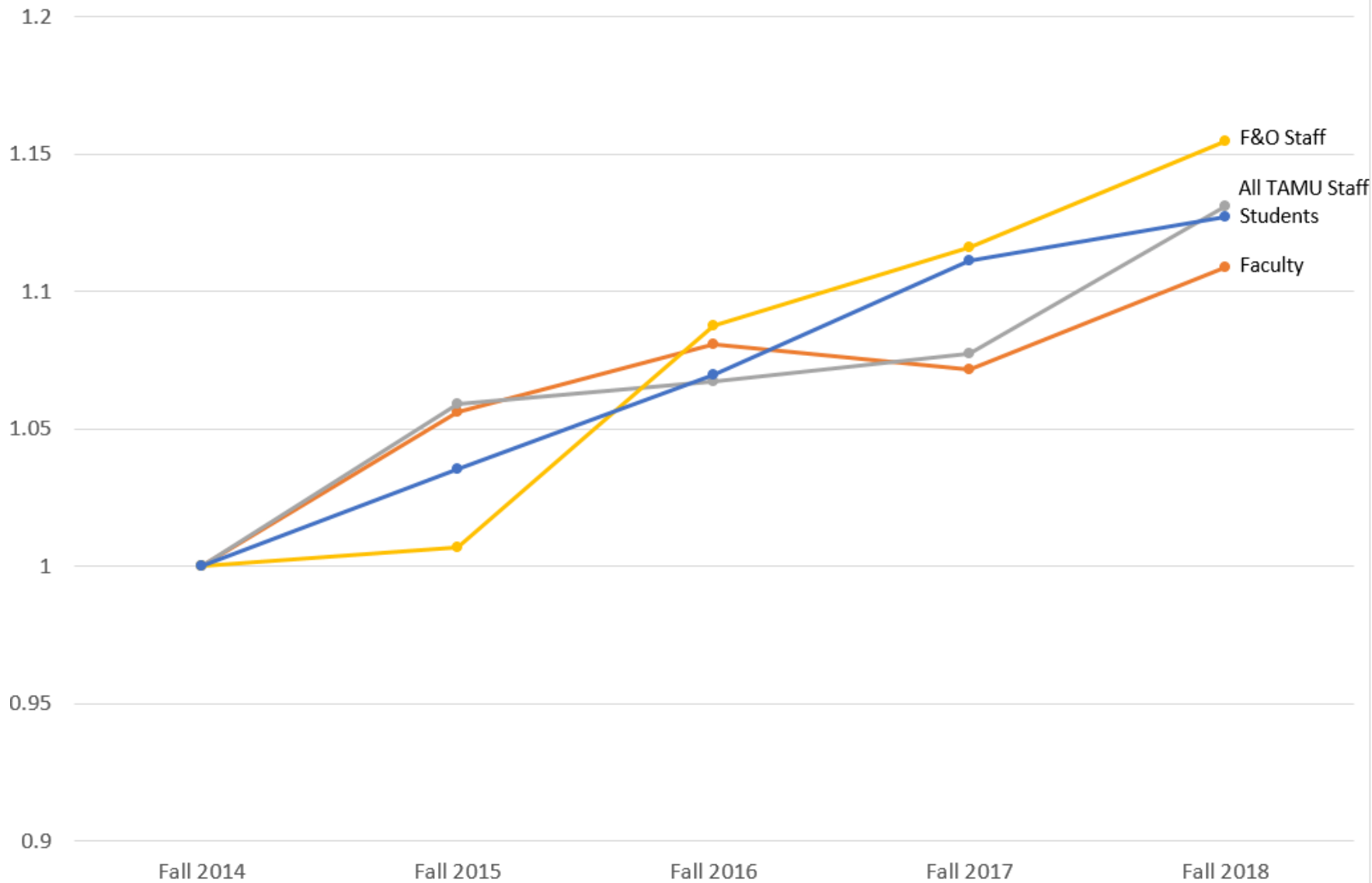
Division Budget Allocations

- One-Time Merit:
 - March 2019: \$228
 - August 2019: \$426 (1% addition to merit pool)
- Professional Development: \$275 (annual)
- Professional Development (Emerging Leaders Academy, MLK breakfast, NCORE)



Standardized Headcount





Division Goals

- Continue to provide outstanding customer service to University community
- Continue to contribute to University through Presidential Pillars of Excellence
- Continuously improve processes and explore increased use of technology
- Provide increased professional development, networking, and engagement opportunities within Division
- Implement improvements for issues raised in Fall 2018 Climate Survey and identified in other venues (EAC, breakfast meetings, etc.)



University Update

- Texas A&M University
 - Member of Association of American Universities
 - Largest university (in terms of campus enrollment) in United States
- University Strategic Plan
 - Grow and Support World-Class Faculty
 - Strengthen and Harness our Research Enterprise
 - Enhance Undergraduate Student Success
 - Reinvent Graduate and Professional Education
 - Engage Texas and Beyond to Enhance our Impact
 - Be a Best Place to Live, Learn, and Work
- Tobacco Policy (effective January 1, 2020)
- Discussion of Fall break



Submitted Questions

- Discount or free access to Recreation Center?
- Addressing inclusion within the Division/
management unaware/focus on numbers vs.
results
- Effectiveness of mandatory training
- Unit-specific issue raised with respect to work-
life balance, unreasonable workloads and
expectations, fear of retaliation

