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
THE EMPLOYEE ENGAGEMENT SURVEY RESULTS ARE IN.

AAAND... NOT A SINGLE PERSON ANSWERED THE SURVEY.

LOOKS LIKE WE HAVE ROOM TO IMPROVE.

HAVE YOU CONSIDERED Bribery?
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

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<th>Base (FTE)</th>
<th>One-Time</th>
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<td><strong>UPD</strong></td>
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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

- Fall 2014
- Fall 2015
- Fall 2016
- Fall 2017
- Fall 2018
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