



OFFICE OF THE VICE PRESIDENT FOR DIVERSITY AND COMMUNITY ENGAGEMENT

THE UNIVERSITY OF TEXAS AT AUSTIN

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*Office of Institutional Equity and Workforce Diversity*

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September 1, 2011

TO: Supervisors of University Resource Group Members

FROM: Linda Millstone  
Associate Vice President

RE: Creation of University Resource Groups

The Commission of 125 identified, "...the University must base decisions on its vision to create a disciplined culture of excellence while building a community that reflects the face of Texas." Currently, the university has two advisory groups: the Faculty Council and the Staff Council. President Bill Powers and Vice Presidents Pat Clubb and Gregory Vincent recognized gaps in the existing advisory structure of the university. Therefore, they have approved the creation of University Resource Groups to advise the administration, each from its own perspective. By giving university groups advisory status, the university demonstrates its support for inclusion and diversity, while receiving important advice and counsel.

The current University Resource Groups are:

- Black Faculty/Staff Association
- Hispanic Faculty/Staff Association
- Asian, Asian-American Faculty/Staff Association
- Pride and Equity Faculty/Staff Association

The approved proposal for the establishment of University Resource Groups (URGs) includes a provision for a reasonable work release time allocation for URG members. Given the university's authorization to Staff Council for up to four hours per month of work time, the same allocation will be provided for URG participation. Critical for the support of URGs is the use of thirty minutes of work time to 'travel' to monthly meetings, which are held during the lunch hour. Most of the members only attend the monthly meetings. Others are involved in subcommittee work. The remaining work release time will be utilized for subcommittee work.

We ask your support for this initiative.

cc: Bill Powers  
Greg Vincent