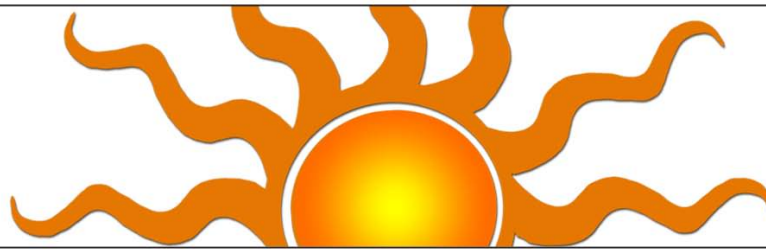


Comet Cupboard
looks to UTD staff
for support
PAGE 2

Fall Fling!
Staff appreciation
set for November
PAGE 5



Meet the new
Assistant VP
in HR office
PAGE 3

THE UNIVERSITY OF TEXAS AT DALLAS
STAFF COUNCIL SUN

VOLUME 16, ISSUE 1

UTDALLAS.EDU/STAFFCOUNCIL

OCTOBER 2012

New UT Southwestern clinic opens north of UTD

UT Dallas employees will now have access to a variety of medical services without traveling far from campus.

The UT Southwestern Clinical Center at Richardson/Plano opened on Oct. 1 at 3030 Waterview Parkway.

The clinic — housed in the former Hewlett-Packard building along Stewart Drive — sits just one block north of the campus, providing faculty and staff with a family medicine facility that will significantly expand and diversify its services in coming months.

“One of the things we really wanted to do was bring this world class health care to where you guys work and just around the corner from where you live,” Steve Whitson, UT Southwestern regional clinic manager, said during a presentation to the Staff Council on Oct. 10.

The clinic initially will offer two full-time primary care physicians, two OB/GYNs, and a lab and blood draw station.

The second phase of the Richardson/Plano clinic is set to get under way in December, when two fulltime orthopedic-sports medicine physicians will begin practicing on site. The clinic also will begin



The new UT Southwestern Clinical Center at Richardson/Plano is housed in the former Hewlett-Packard building along Stewart Drive and Waterview.

offering digital radiography and ultrasound services at that time.

UT Southwestern representatives said they plan to add physical therapy and a rehabilitation gym to the clinic in future months.

The clinic will focus primarily on family medicine and general care. No pediatric services are planned at this time, Whitson said, and UT Southwestern instead is directing UT Dallas employees to the Children’s Medical Center at Legacy for pediatric care.

As part of a pilot program between UT

Dallas and UT Southwestern, University employees who are UT Select health insurance participants — including retirees — are eligible for \$10 copays for office visits at all area UT Southwestern facilities.

Marita Hawkins, UT Dallas’ new director of employee benefits, said UT Select participants also will receive \$10 copays for specialist visits when staying in the UT Southwestern network — compared to the normal \$35 copay.

“Less out-of-pocket expense is what it boils down to,” Hawkins said.



Meet the Medical Professional: Dr. Rudy Lea

Dr. Rudy N. Lea Jr. began practicing at the UT Southwestern Clinical Center at Richardson/Plano in October. He has practiced Family Medicine in the DFW area since 2000 and has served as the Medical Director at UTSW Department of Family Medicine for the last two years.

Prior to joining UTSW he worked for the Parkland COPC system, practiced in a private office and served as medical director

for a Health Department. Dr. Lea received his medical degree from East Carolina University and did his residency at Ohio State University in Columbus, Ohio.

His current practice is general family medicine with patients ranging from infants to seniors. It is this diversity in patients that drew him to family medicine. When not seeing patients he enjoys spending time with his family and restoring classic muscle cars.

UTD'S NEW EMPLOYEES

May - Present

Danelle Adenji
Alice Ahten
Kathryn Albrecht
Jeanine Alpert
Samantha Arendariz
Vivek Arora
Cartez Augustus
Marcus Baker
Dylan Becker
Patricia Bendruski
Alisa Boulom
Patricia Boyles
Pamela Foster Brady
Sarah Sitrin Brown-Pearn
Bryce Brownlee
Elizabeth Bruce
Taria Bryant
Shawn Bryson
Ricquietta Buckley
Deborah Buckner
Emily Bywaters
Adam Cantwell
Paul Carter (Callier)
Shannon Carver
Stephen Chambers
James R Chaney
Xavier Lepro Chavez
Jai Chitkara
Jamie Choate
Arup Choudhary
Ruilin Chu
Kaitlen Clare
James Clark
Marshall Coleman
Brenda Cotton
Lynne Culverhouse
Brad Davis
Lisa Davis
Michael Davis
William DeBenedetti
Karen Decker
Jessica Delarosa (Callier)
Ashley Desouza
Neetha Devdas
Denise Dobbs
Brian Donley
Mutasem "Martin" Dreini
Colleen Dutton
Carol Ann Edwards
Martha Ehlinger

Helping Our UT Dallas Community Come Together

THE UT DALLAS FOOD PANTRY INITIATIVE



This fall the Office of Undergraduate Education opened a food pantry on campus. It is located in the basement of the McDermott Library, and is open from 3:30 p.m.—6:30 p.m., Monday through Friday. If you've never been down in the basement, it is an amazing thing to see.



"THE COMET CUPBOARD SERVICE ALLOWS STUDENTS TO CONNECT WITH THE WEIGHTY REALITY THAT THEY WALK AMONGST OTHER STUDENTS WHO STRUGGLE TO MEET THEIR BASIC NEEDS. IT'S AN OPPORTUNITY TO CONTRIBUTE TO STRENGTHENING THE UT DALLAS COMMUNITY FROM THE INSIDE, AND WATCHING OUR STUDENTS GROW FROM THEIR INVOLVMENT HAS BEEN A TREMENDOUS PRIVILEGE."

- Hillary Campbell, Program Coordinator

This program, in its collaborative efforts with a handful of student organizations and dedicated individuals, is working to combat hunger. In addition, the Comet Cupboard provides a vital service learning component, which is necessary for academic well-roundedness. Students participating will be able to expand their perspective on "giving back" by helping those who might not have a support system on campus or elsewhere in the city. According to Courtney Brecheen, Assistant Dean of Undergraduate Education, the most important assistance UT Dallas staff members can provide is to refer students whom they believe may be suffering from food insecurity, or who may benefit from the service opportunity. Stocking the Comet Cupboard with a steady stream of donations is also critical to the continuation of this service. So please, if you have extra items to donate, do so, and give our Comet students and yourself something to inspire us all.

website: <http://oue.utdallas.edu/cupboard>

Items needed: **Peanut butter, tuna meals, dry cereal, dried pasta etc.**

GIVE AT <https://alumni.utdallas.edu/cometcupboard>



Staff Council Interview

Colleen Dutton

Colleen Dutton joined the University of Texas at Dallas as the new Assistant Vice President of Human Resources in June. The Staff Council Communications Committee had the pleasure to meet her on a Monday morning and hear what she had to share about her experience so far.

Q1: What brought you to UT Dallas?

A: Prior to UT Dallas, I was with Rice University in various HR leadership roles for 12 years. I was ready to challenge myself with the next-level position, and I learned about UT Dallas and its commitment to become a nationally competitive research university (Tier One institution). As I did more research, I was intrigued and excited about contributing to the growth of UTD. I want to focus on creating an environment where people can be successful.

Q2: What do you usually do when you are not working?

A: I am new to the area and we are still trying to settle down and explore life in north Texas. My husband and I really enjoy the Richardson/Plano area and have found everyone to be warm and friendly. My new home is only a few miles away from work, so I do not have to spend much time commuting – which is great after many years of dealing with Houston traffic.

Q3: What’s your first impression of UT Dallas? How did you feel on your first day onboard? How do you like your team?

A: My first impression: UT Dallas is a public institution with the innovation and excitement of a private university. The campus vitality is very impressive and the community is active and engaging. Of course, there are different challenges and more restrictions

compared with private institutions, which I am still learning how to navigate.

There was no surprise on my first day here. Everything went smoothly and people were welcoming. In fact, the first week was really quiet, and then things started to pick up. We have plans to add new positions in HR in order to keep up with the growth and campus demands. I can sense a renewed energy in the HR department and want to provide the leadership necessary to make a positive impact. The HR team is dedicated to providing the campus with strong HR leadership and support.

Q4: How do you like UT Dallas 3 months in your new role? Any likes and/or dislikes?

A: It is exciting, and at times overwhelming, when I think about all the things we want to accomplish in HR. I enjoy drilling down to find out what needs to happen to improve processes and interactions, and understand that a collaborative process encourages and challenges ideas that will yield the best solution.

Q5: What do you find most stressful?

A: I had not worked with PeopleSoft before and trying to understand the system and the division of responsibility between HR, IR, Budget, Data Management and Payroll in processing

UTD'S NEW EMPLOYEES

Continued from Page 2

- Casey Elder
- Jessica Elder
- Kelsey Ervi
- Angela Fazarro
- Carlo Floresca
- Paul Forgey
- Julie Frahm
- Joan Fritz
- Liping Emily Gao
- Karen Garcia
- Lacey Garner
- Cinde Gauntt
- Creshona George
- Phillip Gerger
- Maria Gill
- Ming Gong
- Jessica Granstaff
- Jerry Guzman
- Peter Haddox
- Lindsey Hamm Jr.
- John Harralson
- Marita Hawkins
- Tyler Hendrickson
- Vanetra Hicks
- Estrella Hill
- Feng Hong
- James Hoover
- Kathryn Hope (Callier)
- Katelyn Hopkins
- Tom Horn
- Sonia Hristova
- Brittany Huber
- Rebekah Ivey
- Shawna Jackson
- James Jasper
- Wei "Jessie" Jin
- Ashley Johnson
- John Johnson
- Zane Johnston
- Kevia Jordan
- Todd Jordan
- Diana Kao
- Catherine Kelley
- Timothy Kennedy
- Shaun Lane
- Heting Liu
- Kiran Madam
- Christen Magill
- Amber Mahler
- Li Mao

Continued on Page 4

UTD'S NEW EMPLOYEES

Continued from Page 3

Angela Marin
Holly Marvin
Mallory McAdams
John McCaskill Jr.
Melanie McCollom
Leona McCulley
Nathan McDaniel
Rebecca McFarlane
Jon-Paul McGowan
Michael McWherter
Gregory Melton
Becky Mickey
Amber Miles
Michelle Miller
Victoria Morales
Thana Morris
Candice Morton
Alaina Michelle Mount
Vaidehi Natu
Jordan Norwood
Anh Nguyen
Thu Nguyen
Nour Nijem
Matthew O'Neill
Rachel Ortega
Congwen Pan
Linda Park
Chiquita Perry
Kurt Pifer
Cynthia Pitney
Moses Pologne
Perry Poon
Jayakumar Poovassery
April Porter
Mark Powell
Maria Raines
Asha Rajagopal
Haley Renfro
Jenna Repp
Garry Rhymes
George Michael "Mike" Rialls
Allyson Rice
David Richardson
Roberta Rocheleau
Linda Rolison
Eric Romine
Rocio Ronde
Morgan Rutledge
Michael Saenz
Kyle Salter

Continued from Page 3

changes, system updates, etc., has been a big learning curve for me. We are working together in identifying opportunities for divisional collaboration and electronic processing since each functional area relies on and must be in sync with the other to make sure the data in the system is correct. HR is reviewing many of our business practices, such as the new employee onboarding process, to improve efficiency and streamline operations. To achieve our goals, we need to establish ongoing partnerships with schools, divisions and other stakeholders to make sure we are resolving problems and not adding to them.

Q6: You have been briefing at the Staff Council since the second week you joined UT Dallas. How do you feel the relationship between your HR team and the Staff Council should be?

A: Partnership is the first word that comes to my mind. I have asked to have a standing spot on the agenda of the Staff Council monthly meetings as an opportunity for HR to share information and receive feedback on issues of concern. I think it's very important to keep the campus updated about any changes and want to engage people in being part of the solution.

Q7: In your last meeting with the Staff Council representatives, you introduced the TREE concept. Many people showed interest in this new idea. Could you please elaborate on that?

A: Yes. The Office of Human Resource aims at leading the cultivation and pruning of the UTD Talent Management TREE. The TREE model is a holistic approach to a positive employment experience, and it is composed of four segments:

- * Total Rewards
- * Recruitment, Retention & Recognition
- * Excellence in Performance
- * Employee Engagement

For example, the total rewards segment includes compensation and benefits. As a public institution, our benefits are determined by the UT System; however, we should look for opportunities to enhance the benefits offered with other types of rewards employees would value.

For excellence in performance, we should be supporting professional and personal development and providing employees with career advancement opportunities. I believe it's very important to develop current and future leaders at all levels, and to create an environment where employees can professionally challenge each other raising the performance standard across campus. This also means supervisors taking ownership in addressing performance expectations through coaching and counseling.

Though HR plants the TREE, it takes all of us to make it grow and provide a positive employee experience for ourselves and our colleagues. I anticipate more leaves and offshoots on each branch as we move forward and grow as an institution.

Q8: Could you give us some high-level insight about benefits? What do you want to bring to the UT Dallas staff in the next 12 months? 2 years? 5 years? Any program on the horizon?

A: I am still learning about the employee benefit plan, so it would be pre-mature to talk about any changes. We recently hired Marita Hawkins as Director of Employee Benefits and I am excited about the direction she will provide in resolving some of the remaining benefits processing issues.

Q9: Any last word to the Staff Council newsletter readers?

A: First of all, I appreciate everyone's patience as I get acclimated to UTD. Second, the mission of The Office of Human Resources is to enable the success of others. What we do should help others be their best at what they do best. This is how we become a value added HR department and is our commitment to the campus community.

UTD'S NEW EMPLOYEES

Continued from Page 4

Victoria Sanchez
Lisa Sanderson
Aldo Garcia Sandoval
Kenneth Saunders
Caitlin Schraufnagel
Layla Schwarz
Brian Scott
Brenda Seifi
Laura Sewell
James Shiveley
Laura Smith
Nirmal Srinivasan
Jordan St. Clair
Christine Stark
Lauren "Elaine" Starr
Lisa Steward
Ce Sun
Yoonhee Sung
Yanhao Tang
Kristi Taylor
Vannah Taylor
Carissa Teer
Tommy Thompson
Preston Tiakal
Sarah Tillman
Anna Tomza
Israel Torres
Sarah Trauterman
Joseph Trombello
William Vandenberg
Asha Vas
Erin Venza
Juan Viesca
Charles Vincent
Josephine Vitta
Darla Wade
Michael Walker
Zhanyu Wang
Leonard Warren
Linda Webb
Mary Wheeler
Ashley Willess
Marissa Williams
Monica Workman
Amber Wright
Yong Xu
Anita Zeiler
Lei Zhan
Cindy Zhao
Zhong Zhou



UTD took fourth overall in the Corporate Challenge this year. The medal count for overall competitions was two gold, four silver and four bronze. The badminton team did an outstanding job, bringing home three gold medals. The darts team also did a great job with a gold for the men's and mixed teams and a silver for the women's. Other competitions that UTD did well in were the 15K bike, billiards, dominos, golf, miniature golf, swimming and volleyball. In the final competition, the UT Dallas team brought home a bronze for bowling.



SAVE THE DATE!



STAFF APPRECIATION:

Thursday, Nov. 29

2 - 4 p.m. (come and go)

Faculty-Staff Dining Hall

Snacks - Drinks - Fun!

Coffee

with the President



On October 23, UT Dallas President David Daniel hosted a President's Coffee with a small group of staff. The gathering afforded those present a chance to have an informal conversation with the President on a number of subjects.

■ Enrollment is up to 19,700 students this semester, a growth of 4.5% from last fall. The President believes this is the right pace for the university. UT Dallas added more graduate students and fewer undergraduates than expected.

■ The group discussed the new tobacco-free policy and its impacts on the campus. All buildings are now tobacco-free and tobacco use is prohibited within 33 feet of Berkner Hall and NSERL. The Staff Council, Academic Senate and Student Government supported the new policy. The President said he considered a campus-wide ban on tobacco use but felt that was too restrictive. Dr. Daniel is still discussing whether on-campus housing should be smoke-free or tobacco-free.

■ Some new UT Dallas employees asked the President about wayfinding and signage on

campus. They remarked that the campus is not easy to get around for new employees and visitors. The President confirmed that he is working on a plan to rename the lettered streets, e.g. Drive A. He hopes that will help make the road names more distinguishable. One staff member also suggested that each building could have a functional directory at the main entrances to help direct visitors to the appropriate offices. In a similar vein, a new naming scheme for the Residence Halls is also in the works.

■ The President was asked what the university administration can do to be more proactive in promoting LGBT concerns and engagement. He stressed the importance of the Office of Diversity and Community Engagement. Dr. Magaly Spector and her staff are committed to embracing and enhancing diversity within the UT Dallas staff, students and faculty.

One staff member asked about providing “companion” benefits to LGBT couples similar to spouse benefits for married couples. While the President supported the idea personally, he said the university is unfortunately limited by state law.

■ Finally, the President was asked about the dwindling amount of state tax revenue coming in to UT Dallas and all state universities. As a comparison, in 1990 the state gave \$4.23 to UT Dallas for every \$1 paid by a student in tuition. In 2012, the state’s funding was 41 cents for every dollar in tuition. The President believes the lawmakers now see higher education as a private good that should be paid for by the students, not a public good supported by general tax revenues. Increasingly, students are seen as customers. This raises the importance of “customer service” for all staff on campus.

STATE OF THE UNIVERSITY ADDRESS

TUESDAY, OCTOBER 30
10 A.M.
CLARK CENTER



Poinsettia and Christmas Cactus SALES FORM

Benefiting the Staff Council Staff Scholarship Fund

Payment methods

Cash and Checks (payable to UT Dallas)

Staff Council Fundraising Committee

Paula Austell (Chair)

MC 1.312N

Letitia Andrews

ROC 2.200

Cheryl Berry

GR 3.826

Sharon Edwards

ROC 2.301S

Betty Maldonado

BE 2.502

Carrilaine Schneckner

SSB 2.40

Rikk Terhune

FA 3.102

Rich Williams

AD 3.204

Melissa Wyder

SSB 3.20

Credit Card

Website:

<http://alumni.utdallas.edu/staffcouncil>

order period:

October 19 - November 16

ORDER DEADLINE

12:00 Noon on Friday, November 16th

	<u>Quantity</u>		<u>Cost</u>
Red Poinsettia	_____	@\$10.00	\$ _____
Pink Poinsettia	_____	@\$10.00	\$ _____
White Poinsettia	_____	@\$10.00	\$ _____
Christmas Cactus	_____	@\$12.00	\$ _____
Total:	_____		\$ _____

Name: _____

Email: _____

Extension/Cell: _____

Please select a pickup date/time*.

____ I will pick up my plant(s) on: December 6 (4-6pm)

____ I will pick up my plant(s) on: December 13 (4-6pm)

*Pickup location is **inside** Green Center (Parking Lot G)





AWARD NOMINATIONS DUE OCTOBER 31!

Celebrate Achievement Reward Excellence (award)

Nominations for the fall CARE Awards are being accepted through October 31. Nomination forms are available on the Staff Council website. Six staff members are presented with the CARE Award twice a year. This is an excellent way to recognize outstanding staff members who have "demonstrated superior performance, offered outstanding customer service or performed acts which have enhanced the image of the University." Potential nominees are any regular employee who is a non-faculty staff member, below the level of vice-president, and who is employed beyond the probation period. Nominations may be submitted by staff, faculty, students, and others including University customers. Visit www.utdallas.edu/staffcouncilresources/care.html to nominate!

\$30

XS-2XL

\$32 3XL-4XL



Staff Council Fundraiser Pre-Order Form

Dark Green—65/35 polyester/cotton polo shirt in men and woman's styles

Ladies Mens

Size: Small Medium Large

XL XXL

XXXL* XXXXL* *extra cost

Name: _____

Mail Station: _____ Campus Phone: _____

*Please make checks payable to UT Dallas or Cash
Online credit card ordering...<https://alumni.utdallas.edu/staffpolo>*



Brought to you by the
Staff Council
Communications Committee!

FIND US ON THE WEB!
www.utdallas.edu/staffcouncil/



<http://tinyurl.com/UTD-SC-FB>

About the UT Dallas Staff Council

The Staff Council is an advisory body through which eligible staff members can convey information and make recommendations to the President regarding interests and concerns of the staff of the University. The Staff Council is constituted by the President under the discretion and authority invested in the President by the Board of Regents of The University of Texas System, with the goal of continually improving University operations and the well-being of UTD's employees. The Staff Council is constituted to address matters of general concern to the UTD community and, in particular, to members of the UTD staff and is not intended to supplant existing procedures for addressing individual grievances.