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FOR
STUDENT, FACULTY, AND STAFF CAMPUS LIFE COMMITTEE

Committee Meeting: 11/12/2009
Austin, Texas

James D. Dannenbaum, Chairman
Printice L. Gary
R. Steven Hicks
Robert L. Stillwell
Joel Helmke, Chair, Employee Advisory Council
Dan Formanowicz, Chair, Faculty Advisory Council
Bradley Carpenter, Chair, Student Advisory Council

1. **U. T. System: Annual Meeting with Officers of the U. T. System Employee Advisory Council**

<u>REPORT</u>

Representatives of the U. T. System Employee Advisory Council will meet with the Board to discuss the Council's past year activities and plans for the future according to the following agenda.

Council members scheduled to attend are:

Chair: Mr. Joel Helmke, U. T. M. D. Anderson Cancer Center

Past Chair: Mr. Michael Swindle, U. T. Permian Basin

Vice Chair: Ms. Danielle Fournier, U. T. Austin

Secretary: Mr. Randolph Scott, U. T. Health Science Center – Houston

Historian: Ms. Olga Garcia, U. T. Brownsville

<u>AGENDA</u>

1.   Introductions

2.   Chairperson's report

- Accomplishments of the past year and plans for the new fiscal year

- Update of the Council's successful programs and practices, including best practices shared among the U. T. System institutions as set forth on Pages 205 - 207.

<u>BACKGROUND INFORMATION</u>

The U. T. System Employee Advisory Council was established in August 2000 to provide a vehicle for communication and to facilitate the flow of ideas and information among employees, the Board of Regents, the institutions, and the Executive Officers of U. T. System Administration. The U. T. System Employee Advisory Council functions to define, analyze, and make recommendations on employee issues to appropriate groups and individuals.

**THE UNIVERSITY OF TEXAS SYSTEM
EMPLOYEE ADVISORY COUNCIL
REPORT
TO THE BOARD OF REGENTS
THE UNIVERSITY OF TEXAS SYSTEM**

The University of Texas System Employee Advisory Council (EAC) is aware of the current economic climate and remains mindful of costs associated with any proposed changes to institution operations. While we continue to champion programs that increase opportunities for employees to continue their education, better their physical and mental well-being, and improve overall morale at the institutions, a primary focus of the EAC this past year has been to share "Best Practices" among U. T. institutions. EAC members are encouraged to work with leadership teams at their institutions to develop programs that make sense locally. We do not ask for U. T. System funded mandates at this time. The following are examples of successful programs that have been shared as best practices and have resulted in positive changes.

We thank the U. T. System and the Board of Regents for their continued support of the EAC and the opportunity to represent staff members from our diverse institutions.

Best Practices

Best Practices 1 – Health & Wellness

The EAC continues to be advocates of Health and Wellness programs at U. T. institutions. Since the EAC's visit to U. T. Medical Branch - Galveston in 2004, EAC members began strong support of wellness initiatives. From 2004 forward, the Health & Wellness Committee has researched and promoted health and wellness activities across the U. T. System. In an effort to expand established and successful wellness programs, the EAC partnered with U. T. System to develop effective communication practices to promote programs currently in place, support the implementation of newly developed wellness programs at institutions with no programs, and support the creation of a Systemwide Wellness Program Coordinator position at U. T. System Administration.

As a notable wellness initiative, the UT SELECT medical plan offers free colonoscopies to plan participants. Wellness initiatives such as these are very important to the well-being of our employees. The EAC is very appreciative and recognizes the effort the U. T. System has demonstrated in keeping insurance costs and premiums as low as possible.

This has been accomplished, while at the same time, new and important programs such as this have been introduced.

Best Practices 2 – Information Sharing

The Best Practice document created in FY 2002 - 2003 by the EAC (http://www.utsystem.edu/eac/BestPractices.htm) provides a snapshot of programs in practice at each of the institutions. This document is a lasting example of EAC efforts to research and share examples of worthy programs.

Staff Council

The importance of staff councils to each of our institutions was a topic the EAC brought before the Board of Regents last year. Today, 13 institutions and U. T. System Administration have established staff councils. It is the EAC's hope that U. T. M. D. Anderson Cancer Center and U. T. Southwestern Medical Center - Dallas will soon adopt the staff council model.

Staff Ombudsman

U. T. Dallas has laid the groundwork for a staff Ombudsman program. Through EAC discussions, the U. T. Austin Staff Council has become interested in this issue and is now reviewing the U. T. Dallas experience. The EAC will continue to review the Ombudsman process as future interest develops.

Tuition Reimbursement / Scholarships

The EAC continues to support efforts to provide educational opportunities to employees. The development of tuition assistance/reimbursement programs at all institutions continues to be a long-term goal for the EAC.

Electronic Communication

U. T. Pan American's implementation of "Kiosks on Campus," which provides public web access for its campus community, has prompted U. T. Austin to seek better communication methods and access for the entire campus community. This is significant for the staff members who would not traditionally have regular electronic communication access (i.e., facilities and custodial services employees). U. T. Austin has implemented a similar plan.

Online Job Search Tool

In continued awareness of economic constraints, the EAC will encourage better sharing of resources across the entire U. T. System. An online job search tool, which currently cross-references position openings at five institutions, is a notable example of how shared information and resources could improve operations and reduce the cost of redundancies in operations.

Job Placing Assistance

The EAC appreciates and firmly supports the efforts by the U. T. System Administration in promoting displaced U. T. Medical Branch - Galveston employees in positions throughout the U. T. System. This is an excellent example of how existing resources can address complex Systemwide situations.