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November 15, 2012
Tyler, Texas

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RECESS FOR STANDING COMMITTEE REPORTS TO THE BOARD	<i>10:30 a.m.</i>	
RECONVENE THE BOARD TO RECESS TO EXECUTIVE SESSION PURSUANT TO <i>TEXAS GOVERNMENT CODE</i> , CHAPTER 551 (Working lunch)	<i>10:45 a.m.</i>	
1. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignment, Duties, Discipline, or Dismissal of Officers or Employees – Section 551.074		
U. T. System: Discussion and appropriate action regarding individual personnel matters relating to appointment, employment, evaluation, compensation, assignment, and duties of presidents (academic and health institutions), U. T. System Administration officers (Executive Vice Chancellors and Vice Chancellors), other officers reporting directly to the Board (Chancellor, General Counsel to the Board, and Chief Audit Executive), and U. T. System and institutional employees		
2. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071		
U. T. System Board of Regents: Discussion with Counsel on pending legal issues		

3. Deliberations Regarding the Purchase, Exchange, Lease, Sale, or Value of Real Property - Section 551.072

U. T. Brownsville: Discussion and appropriate action regarding authorization to acquire the former Texas Army National Guard armory facility consisting of approximately 3.585 acres and improvements located at 344 Porter Drive, Brownsville, Cameron County, Texas, from the City of Brownsville at a price not to exceed fair market value as established by independent appraisals for campus use

4. Negotiated Contracts for Prospective Gifts or Donations - Section 551.073

- a. **U. T. Austin: Discussion and appropriate action regarding proposed negotiated gifts with potential naming features**
- b. **U. T. San Antonio: Discussion and appropriate action regarding proposed negotiated gifts with potential naming features**
- c. **U. T. Medical Branch - Galveston: Discussion and appropriate action regarding proposed negotiated gifts with potential naming features**
- d. **U. T. M. D. Anderson Cancer Center: Discussion and appropriate action regarding proposed negotiated gifts with potential naming features**

5. Deliberation Regarding Security Devices or Security Audits - Section 551.076

U. T. System Board of Regents: Discussion and appropriate action regarding safety and security issues, including security audits and the deployment of security personnel and devices

RECONVENE IN OPEN SESSION TO CONSIDER ACTION, IF ANY, ON EXECUTIVE SESSION ITEMS

1:00 p.m.

ADJOURN

1:15 p.m.

1. **U. T. Health Science Center - Tyler: Overview of the institution**

REPORT

President Calhoun will provide an overview of U. T. Health Science Center - Tyler using the presentation on the following pages.



OVERVIEW OF THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT TYLER



KIRK A. CALHOUN, M.D.
President

U. T. System Board of Regents' Meeting
November 2012

THE MISSION OF UTHSCT

UTHSCT is committed to the fulfillment of our mission as the ONLY university medical center in Northeast Texas:

- Comprehensive health and biomedical science education in Northeast Texas
- Nationally-recognized biomedical and clinical research
- Excellent patient care and community health



Chancellor's Framework

President's Strategic Initiatives

Vice Presidents' Goals

Unit Level Objectives & Performance Metrics

Strategic Plan

STRATEGIC PLAN INITIATIVES

The Health of Texas

Centers of Excellence in Primary Care Medicine, Pulmonary Medicine, and Cancer

Regional Leader in Community Health, Public Health, and Government Service

Research

Produce High-Quality Basic Science, Translational, and Clinical Research

Student Access & Success

Regional Leader in Health-Related Education Through Degree Granting and Collaborative Relationships

Productivity & Efficiency / Faculty, Administrators, and Staff Excellence

Promote a Culture of Excellence and Productivity

Recruit, Reward, and Retain Excellent Faculty, Administrators, and Staff

Enhance Philanthropic Success

Increase Philanthropic Support

WHY OUR STRATEGIC PLAN IS IMPORTANT

- Educating our workforce improves our economy and strengthens our communities.
- Training new physicians means increased access to medical care and better quality of care in our region.
- Scientific discoveries improve our quality of life.

CULTURE OF FISCAL RESPONSIBILITY

- Reduced expenditures to match appropriate State general revenue and patient income funding levels.
- A 41-percent reduction in full-time equivalent (FTE) employees.
- Selective outsourcing of operational areas.
- Collaboration with other State agencies.
- Ongoing and systematic review of programs to determine their effectiveness and value.

We not only reduced our FTE's by 41 percent from 2002 to 2012, we have remained disciplined since 2009 in maintaining an average FTE count of 850.

FISCAL YEAR 2013 OPPORTUNITIES

Information Technology / Electronic Health Record (EHR)

- EHR has been deployed in all outpatient clinics; inpatient EHR will be completed in FY13.
- EHR technology improves patient safety and generates more accurate patient statements and cost analyses.

Expansion of Graduate Medical Education (GME)

- New Internal Medicine Residency Program began in June 2012 with Good Shepherd Medical Center in Longview, Texas, serving as the primary teaching site.
- Eighteen residents began training on July 1, 2012 – this inaugural class will grow to 54 residents by 2014.

FISCAL YEAR 2013 OPPORTUNITIES (cont.)

Biotechnology Degree Program

- Established the School of Medical Biological Sciences. The first degree to be awarded solely by UTHSCT – an M.S. in Biotechnology.
- Classes began on August 27, 2012.
- Over 236,000 Texans are employed by biotechnology companies with a total payroll of \$31 billion. There is a high demand for the graduates we produce.



Meeting of the U. T. System Board of Regents - Meeting of the Board

13



UTHSCT ECONOMIC IMPACT

- Operating budgets from FY02-FY12 represent a total economic impact of over \$3 billion to our region.
- Our graduating resident physicians generate on average \$1.3 million in economic impact to their communities during their first year of practice.
- Campus construction and improvements over the last 7 years represent an economic impact of over \$300 million.

IMPACT OF THE ACADEMIC CENTER



A new, more modern entrance to our campus . . .



IMPACT OF THE ACADEMIC CENTER (cont.)



Meeting of the U. T. System Board of Regents - Meeting of the Board

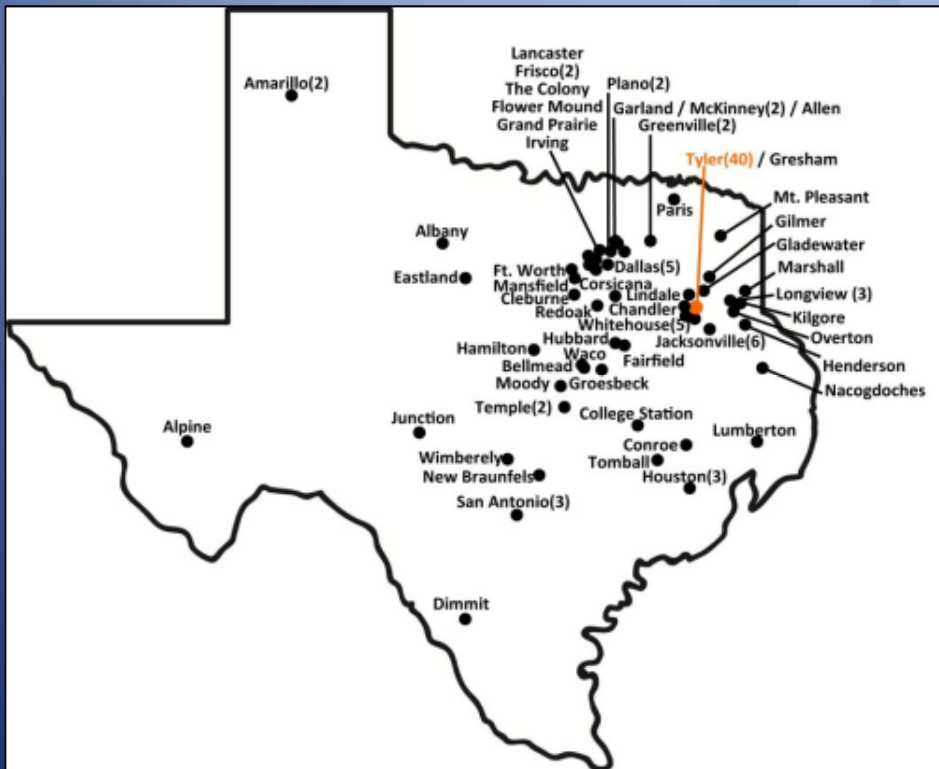
... that welcomes patients, families, and friends.

CANCER TREATMENT AND PREVENTION CENTER

- Cancer rates in Northeast Texas are some of the highest in the state.
- With the opening of the Cancer Center in September 2011, U. T. System expanded cancer care to over 1.2 million Texans who did not have regional access to a U. T. cancer facility.
- UTHSCT is becoming a regional referral center as well as a portal for other U. T. cancer centers.
- Growth for the Cancer Treatment and Prevention Center has far exceeded business plan projections.



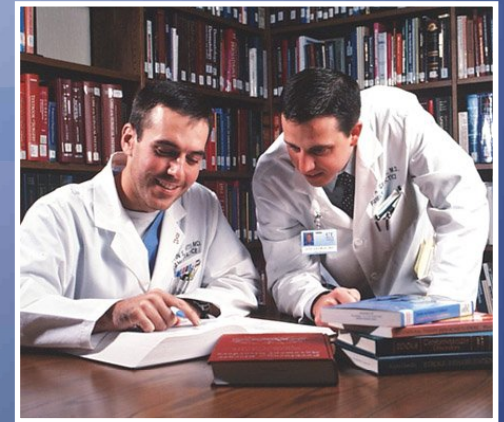
Family Medicine Residency Program Graduates



- Program began in 1988.
- 80 percent of graduates have stayed in Texas to practice.
- Consistently fills in the match with top graduates from U.S. medical schools.
- Provides quality physicians for citizens in rural, medically underserved areas in East Texas and beyond.

ADDITIONAL EDUCATION PROGRAMS

- Occupational Medicine Residency Program is 1 of only 2 accredited, non military programs in a 5-state region.
- As Program Sponsor, in partnership with Good Shepherd Health System, 18 new residents began training in June 2012.
- Hundreds of students in nursing, respiratory therapy, lab technology, and other health professions receive hands-on training at UTHSCT every year.



Senator Kay Bailey Hutchison Poses With Our Family Medicine Residents



Meeting of the U. T. System Board of Regents - Meeting of the Board



TEXAS INSTITUTE FOR OCCUPATIONAL SAFETY & HEALTH

- Offers patient care, education, and research with competitive funding support from the National Institute for Occupational Safety and Health (NIOSH).
- Assists companies and their employees in meeting the goal of a safer and healthier workplace.
- Home to one of two AOEC Clinics (Association of Occupational and Environmental Clinics) in Texas.





SOUTHWEST CENTER FOR AGRICULTURAL HEALTH, INJURY PREVENTION & EDUCATION

- Founded in 1995 and serves Texas, Louisiana, Arkansas, Oklahoma, and New Mexico.
- Focus is on research, prevention, intervention, education, and outreach designed to reduce occupational injuries and diseases among agricultural workers and their families.



NATIONAL CHILDREN'S STUDY

Authorized by Congress, the National Children's Study is a multi year research effort that will examine the effects of environmental influences on the health and development of more than 100,000 children across the U.S. from before birth to age 21. The goal is to improve the health and well-being of children.

- There are over 40 active sites including Lamar County in Northeast Texas – the site was awarded in 2008.
- Lamar is a Main Study site as well as a Vanguard Study Site – a pilot program designed to encourage health care providers to help in the recruitment of study participants.
- Active recruitment began in 2011.
- The program is currently following 150 families.



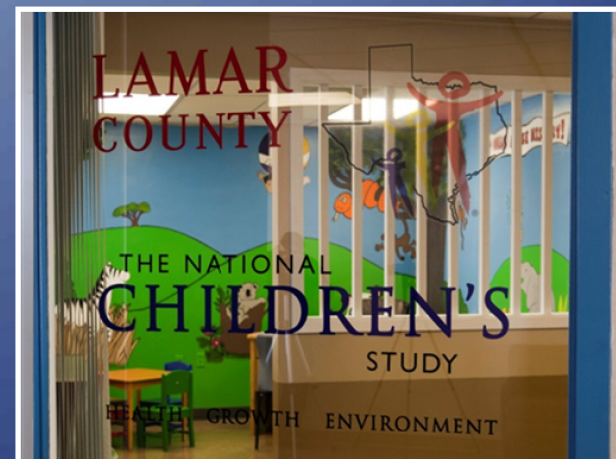
Kick-off Recruitment in 2011



NATIONAL CHILDREN'S STUDY (cont.)

The Role of UTHSCT

- To measure lung function in preschool students.
- To investigate the environmental contaminants bisphenol-A (BPA) used in plastic bottles and polybrominated diphenyl ethers (PBDE's) used as fire retardants as related to finding them in breast milk, blood, and urine in mother-infant pairs.
- To analyze indoor air as a source of phthalates – industrial chemicals called “plasticizers” found in toys, food, vinyl flooring, detergents, shampoo and many other household items.
- To measure indoor mold exposure reflected in house dust.

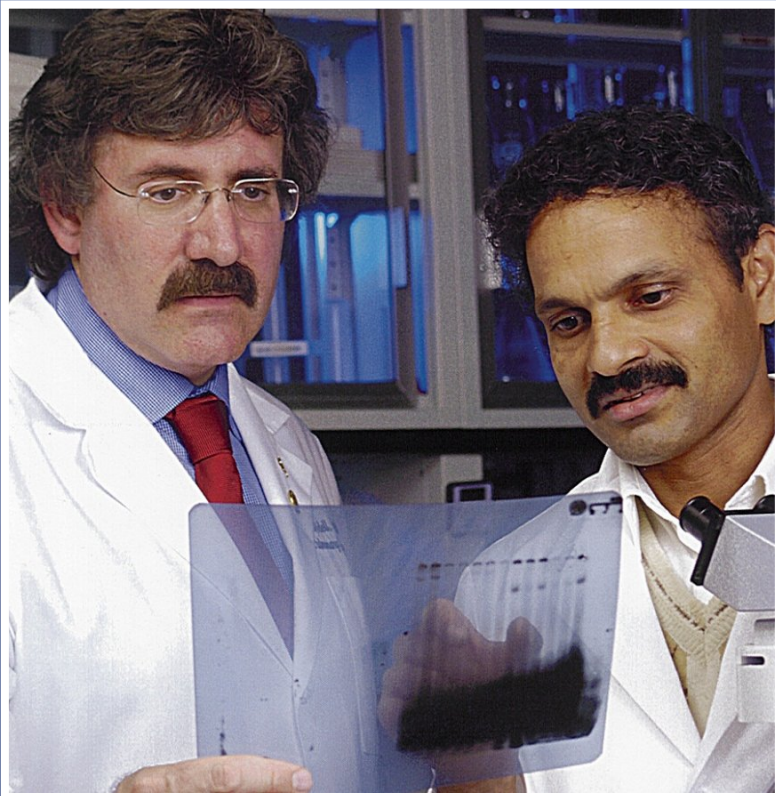


BIOMEDICAL RESEARCH



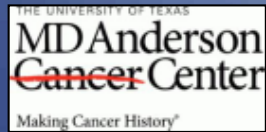
- Infectious Diseases of the Lung
- Occupational / Environmental Lung Injury
- Innate and Acquired Immunity
- Lung Development
- Heart and Esophageal Disease
- Inflammatory Cell Mediated Lung Disease
- Oxidant Mediated Lung Damage
- Cancers of the Chest
- Blood Coagulation

TEXAS LUNG INJURY INSTITUTE



**MAC (*Mycobacterium
avium* complex)**

COLLABORATIONS IN HEALTH CARE, EDUCATION, AND RESEARCH



OUR COMMITMENT

- We will utilize our mission and the Framework for Advancing Excellence throughout The University of Texas System to guide our strategic focus and planning processes.
- We will encourage job growth by focusing our educational programs in high-demand fields.
- We will solve tough problems through collaborations and evidence-based interventions.
- We will manage our resources well, promote faculty and staff productivity, and continue to eliminate waste in our operations.

2. **U. T. System Board of Regents: Approval of Consent Agenda items and referral of any items to the full Board or to Committee**

The Board will be asked to approve Consent Agenda items located at the back of the book under the Consent Agenda tab.

3. **U. T. System Board of Regents: Annual Meeting with Officers of U. T. System Employee Advisory Council**

REPORT

Representatives of the U. T. System Employee Advisory Council will meet with the Board to discuss the Council's past year activities according to the agenda below. Council members scheduled to attend are:

Chair 2012: Mr. Dexter Jones, Public Affairs Representative, Public Affairs and Marketing, U. T. Health Science Center - Tyler

Vice Chair: Mr. Benjamin Bond, Training Specialist, McCombs School of Business, U. T. Austin

Secretary: Ms. W. Dennie Clemons, Network Support Specialist, Communication Services - Information Technology, U. T. Health Science Center - Houston

Historian: Ms. Olga García, Senior Telecommunications Operator, Instructional & Client Support Services, U. T. Brownsville

AGENDA

1. Introductions
2. Reports on the accomplishments of the past year and recommendations set forth on the following pages.

BACKGROUND INFORMATION

The U. T. System Employee Advisory Council (EAC) was established in August 2000 to provide a vehicle for communication and to facilitate the flow of ideas and information between and among the Board of Regents, U. T. System Administration, and the institutions. The EAC functions to define, analyze, and make recommendations on employee issues to the Board through the Chancellor.

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

EXECUTIVE SUMMARY

The following is a brief listing of the recommendations submitted by the U. T. System Employee Advisory Council (EAC) to the U. T. System Board of Regents.

Policies and Procedures

Recommendation # 1 - A Systemwide tobacco-free environment should be instituted on every campus to provide an atmosphere that is focused on health and wellness for students, patients, employees, and visitors alike.

Recommendation # 2 - U. T. System institutions should provide employees with short- and long-term strategic information related to parking and transportation.

Work Life

Recommendation # 3 - U. T. System institutions should implement a rewards and recognition program to recognize and reward employees.

Recommendation # 4 - U. T. System institutions should provide an annual Total Rewards Statement to employees to raise employee awareness of all benefits and compensation received.

Recruitment and Retention

Recommendation # 5 - U. T. System should identify and implement best practices to more fully develop Systemwide diversity and mentoring programs for employees.

Recommendation # 6 - The U. T. System Board of Regents should designate the second Friday in November as an annual U. T. System Recognition Day.

Cost Savings and Innovation

Recommendation # 7 - In exercising and implementing cost efficiencies, U. T. System institutions should ensure classified staff is not disproportionately impacted during times of budget reductions.

BACKGROUND INFORMATION

The University of Texas System Employee Advisory Council (EAC) is composed of employees from all 15 institutions and U. T. System Administration, representing a diverse workforce and supporting a diverse collection of institutions. Recognizing the great strengths that exist across our group, five committees were formed to review programs that are important to the U. T. System workforce. The five committees explored programs related to reducing costs, promoting employee wellness, improving worklife balance, creating effective human resource (HR) policy, and recruiting and retaining talent.

Policies and Procedures

The EAC Policies and Procedures subcommittee identified and reviewed the following issues: tobacco use and parking and transportation. We reviewed existing institutional policies from each campus on these issues as well as the Regents' Rules regarding tobacco use (Regents' *Rules and Regulations*, Rule 80111, Smoke Free or Tobacco Free Policies) and parking (Regents' *Rules and Regulations*, Rule 80109, Parking and Traffic Regulations).

Recommendations:

1. A Systemwide tobacco-free environment should be instituted on every campus to provide an atmosphere that is focused on health and wellness for students, patients, employees, and visitors alike.
 - Although the Systemwide focus on wellness and the implementation of a Tobacco Premium Program as a part of the UT SELECT Medical Plan is a great step forward, the EAC determined there is not a consistent standard across the U. T. System institutions related to the use of tobacco products on campus.
2. U. T. System institutions should provide employees with short- and long-term strategic information related to parking and transportation.
 - The EAC recognizes the constraints affecting each campus regarding parking and transportation. However, the EAC found significant issues related to consistent and timely communication about changes which have a direct impact on employees.

Work Life

The EAC subcommittee on Work Life identified three areas of focus for FY12: recognizing employees for exceptional work, the development of a tool to communicate employee benefits packages, and leadership/staff communications.

Recommendations:

3. U. T. System should develop a rewards and recognition program at each institution.
 - Several U. T. System institutions have rewards and recognition programs, but not all of the institutions do. Employees are motivated not only by good pay and benefits, but also by feeling they are valued and appreciated for the work they do. Reward and recognition programs play an important role in recruiting and retaining outstanding employees. The institutions that have programs for rewarding and recognizing their employees could be used by other institutions as models for developing a new program.
 - The essential criteria for an effective rewards and recognition program, suggested reward categories, and examples of low cost rewards may be found on the EAC website.

4. U. T. System institutions should develop and distribute an annual Total Rewards Statement to employees at each institution to raise awareness of all benefits and compensation received.
 - The average employee is not aware of the significant investment the U. T. System makes in our workforce through benefits and compensation. At this time, most of our institutions do not provide employees with Total Rewards Statements. Raising employee awareness on this issue will not only enhance current employee satisfaction but will be very valuable information in recruiting a talented, exceptional workforce in the future.
 - The U. T. System Office of Employee Benefits is able to provide assistance or guidance in the creation of a total dollar value of benefits received by an employee.

Recruitment and Retention

The challenge of hiring and retaining the best and brightest employees is one that challenges all organizations. Within the framework of this goal should be a commitment to ensuring an organization's workforce is representative of a community's diversity. Additionally, organizations should show a commitment to mentoring. Research suggests those organizations with effective mentoring programs have a stronger and more skilled workforce. Both diversity and team mentoring were the areas of focus selected by this subcommittee for consideration.

Recommendations:

5. U. T. System institutions should identify and implement best practices to more fully develop Systemwide diversity and mentoring programs.
 - Information on workforce diversity gathered from each U. T. System institution highlighted varying degrees of success. For example, employee demographics at U. T. El Paso have shifted over the past year in a way that is representative of their community at-large and is consistent with the institution's vision. U. T. M. D. Anderson Cancer Center and U. T. Medical Branch - Galveston have taken actions towards this vision by including wording in their Equal Employment Opportunity statements that represent a desire to become more diverse; establishing diversity inclusion committees for students, faculty, and staff; and creating an Office of Diversity. The conclusion is that much remains to be done across the U. T. System to ensure that each institution's workforce is representative of the community it serves.
 - Mentoring brings value to everyone involved in the process. To mentees, the value is in an opportunity to expand and develop new skills. To mentors, the value is in the opportunity to share knowledge and expertise with promising employees. To the organization, the value is in the development of a more skilled workforce with improved job satisfaction.
6. The U. T. System Board of Regents should designate the second Friday in November as an annual U. T. System Recognition Day to show a spirit of loyalty and pride for our university system and our institutions.
 - The Board of Regents first met to establish and organize the University on November 15, 1881; therefore, we request the Board of Regents give consideration to naming the second Friday of November for this purpose. The EAC would further request that this day not be conjoined with institution-specific employee recognition activities and that each institution determine how it will promote this day.

Cost Savings and Innovation (CSI)

The overall objective for the EAC subcommittee on Cost Savings and Innovation (CSI) was to identify possible benchmarks, common themes and best practice strategies in the larger area of cost savings and efficiencies. Rather than recommending specific cost-cutting ideas (as was shared last year in our “inventory” document), the subcommittee sought to identify thematic areas that might serve to challenge current business practices, provide evidence where cost savings or new efficiency models can be incorporated into strategic planning, and/or provide evidence of success elsewhere.

Recommendation:

7. In exercising and implementing efficiencies, U. T. System institutions should ensure classified staff is not disproportionately impacted during times of budget reductions.

4. **U. T. System Board of Regents: Proposed amendment of Regents' Rules and Regulations, Rule 40311, regarding Graduate Education, to add Section 7 concerning requirement of a Milestone Agreement Form between Ph.D. students and their department**

RECOMMENDATION

The Chancellor concurs in the recommendation of the Executive Vice Chancellor for Academic Affairs, the Executive Vice Chancellor for Health Affairs, and the Vice Chancellor and General Counsel that Regents' *Rules and Regulations*, Rule 40311, regarding Graduate Education, be amended to add Section 7 concerning the required use by institutions of a Milestone Agreement Form between Ph.D. students and their department as set forth below in congressional style:

Sec. 7 Milestone Agreement Form. Departments of institutions of the U. T. System must provide all Ph.D. students with an individualized Milestone Agreement Form. This form shall be provided for the purpose of informing students about the academic milestones that they will be expected to reach to earn Ph.D. degrees as well as when they are expected to complete these milestones. Students are expected to reach each milestone within the specified time period to make satisfactory progress through the program.

7.1 Required Template. The Office of Academic Affairs and the Office of Health Affairs shall provide to the institutions a template of those elements of information that must be contained in every form. Departments may add information to the form to fit unique program requirements.

7.2 Implementation Timeline. Beginning in Fall 2013, a Milestone Agreement Form is to be provided to all Ph.D. students.

BACKGROUND INFORMATION

In response to the Framework for Advancing Excellence throughout The University of Texas System and specifically to the action items related to Ph.D. programs within the U. T. System, a task force of graduate deans was created to develop guidelines to address specific areas of Ph.D. program improvement. One of the outcomes of the task force's work was the creation of a template for a Milestone Agreement Form that will be provided to all Ph.D. students. The agreement includes four major elements of information:

- Academic Advising. A list of elements that advisors will be responsible for sharing with students.
- Milestones. A list of milestones to be reached, along with expected timeframes for achievement.
- Completion Checklist. A degree completion checklist.

- Characteristics of the Program. A list of characteristics of the Ph.D. program as defined by the Texas Higher Education Coordinating Board providing such information as graduation rates, average time to degree, average financial support provided, and an employment profile.

5. **U. T. System Board of Regents: Authorization to establish a student scholarship fund to honor Chancellor Cigarroa**

RECOMMENDATION

Chairman Powell recommends that the U. T. System Board of Regents authorize the establishment of a scholarship fund to honor Chancellor Cigarroa by providing a scholarship benefit to deserving students attending institutions within the U. T. System selected by a process determined by the Vice Chancellor for External Relations and the General Counsel to the Board.

It is further recommended that the initial funding for this endowment be \$50,000 in funds from a source identified as appropriate for this purpose by the Associate Vice Chancellor, Controller and Chief Budget Officer.