



## *From a Promise to a Plan Our Compact with UT System*

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**THE UNIVERSITY of TEXAS**  
**HEALTH SCIENCE CENTER at HOUSTON**



## *Compact as Both Challenge and Opportunity*

### *Challenge:*

Chancellor Yudof tasks each UT institution  
with development of a compact

### *Opportunity:*

UT Health Science Center at Houston would use  
the compact as a cornerstone for short-term  
and longer-term planning





## *Criteria for the Compact*

- Focus on next two years
- Reflect Health Science Center-wide goals
- Secure buy-in from all levels of personnel
- Utilize as a management tool



## *Compact Development*

- Step 1: Deans and EVPs provide top three short-term goals and three long-term goals
- Step 2: Input consolidated into a matrix
- Step 3: Deans and EVPs determine top three institution-wide short-term and long-term goals





## *Compact Development continued*

Step 4: Secure parallel input from across the campus

- Town hall meetings with any/all interested personnel
- Interfaculty Council
- Student InterCouncil
- University Classified Staff Council
- Academic Council
- Research Council
- Administrative Council



## *Compact Development continued*

Step 5: Deans/EVPs consider input, revise goals

- Add goal related to creation of bridge funding to support research
- Add goal related to planning for integrated marketing efforts





## *Compact Development continued*

### Step 6: Finalize draft compact document

- Add resource needs and constraints
- Add subordinate tasks
- Add metrics



## *Compact Development continued*

### Step 7: Review and approval by President

- Compact finalized
- Ownership of each goal established
- Quarterly reviews established
- Communication launched





## *Quarterly Review Process*

- Two reviews conducted to date (May 2004, September 2004)
- Each “owner” reports on assigned goal(s)
- Issues discussed and worked
- Status updated in the compact document



## *Ongoing Communication*

- Web site created, updated periodically
- Publications to report progress
- Leadership Summit (September 2004)
- Celebration of goals achieved!





"I like the compact very much. One of the reasons is that you really have to set priorities. We're asking, 'What can I do that would make the biggest impact this year?'"

– *Dr. Patricia Starck, dean, School of Nursing, quoted in Distinctions*



"...I have been impressed with how much we share the common goal of supporting our university's research enterprise. I think that the prominent place that research occupies in both the short-term and long-term goals of the university speaks to the shared goal of our faculty and our administration in ensuring that excellence in research remains one of the key missions of the institution."

– *Dr. Peter Davies, executive vice president for research, as quoted in Distinctions*





"I thought it was wonderful that executive leadership considered our opinions, concerns and priorities. I've heard nothing but compliments from staff. The compact is a good way to keep track of the health science center's goals and priorities, especially making specific people responsible – accountability is a big issue with UCSC."

*– Ms. Tiffany Sheffield-Lopez, immediate past chair,  
University Classified Staff Council,  
as quoted in The Leader*

