Each year, UTHealth honors individuals for their time and talents shared with this great institution. Employees celebrating milestones in five year increments are treated to a celebration for “Service, Tradition, Achievement and Recognition” (STAR). The 2015 STAR Awards were divided into two events because of the number of individuals honored. Nearly 450 were honored on April 29 for five or 10 years of service. The other, more than 250 received recognition on April 30 for five-year intervals, 15 – 45 years.

This year we give our sincere congratulations to all 695 of the STAR Award recipients. When I first wrote on this topic in 2006, the longest employment was 30 years and the total number of recipients was approximately 450. This shows the university continues to strive to keep its employees and is making great strides in that, for which we are very happy.

This year we had one recipient with 45 years of service. For those of you not knowing the history of our institution, The University of Texas Health Science Center at Houston did not exist 45 years ago, but the School of Dentistry did. According to its site, The University of Texas School of Dentistry at Houston was founded in 1905 and became part of the UT System in 1943. Our 45-year recipient, Dr. Fred Garrett, was part of that transition. Wow!

Longevity at the university means several things. Among these are that each recipient has made a personal investment to the institution and to the goals of working to treat, cure and prevent diseases through education, research and practice. It also means continuity, which is so very important in stability for our institution. You can find many of these same people, not only at their desks or in their research labs, but also volunteering in service outside of the university, another testament to their strife for the well-being of our city and the world.
This year, we had five recipients of the 40 years of service award. Congratulations to Larry Cormier, David Larson, Dr. Beatrice Selwyn, Dr. Edgar Starcke and Dr. John Swint. Together they represent 200 years of service.

The 35 years of service category had 14 recipients: Dr. Dick Clark, Margaret Coleman, Dr. Elizabeth Dial, Juse-rine Devereaux, Pat Dualeh, Dr. Lance Gould, Dr. Jacqueline Hecht, Dr. Roger O’Neil, Dr. Howard Rhoades, Dr. Lawrence Robinson, Anna Senegal, Marcellus Smith, Linda Soliz and Nancy Wilson. That is nearly 500 years of service, and isn’t that just amazing!

When looking at the numbers, there are 1,810 years of service just from the 25- and 30-year recipients. The 25-year STAR award was bestowed upon 46 recipients, and the 30-year STAR award was bestowed upon 22 recipients. That translates to 94,120 weeks of service, which is quite impressive.

There were 55 recipients of the 20-year award. That means they have provided 1,100 years of service, cumulat-ively. If you multiple that by 52 weeks in a year, that is 57,200 weeks of service. And the largest group for the Thursday event was the 15-year recipients of which there were 106, for 1590 cumulative years.

Two more groups of recipients are building on this legacy. These celebrated with a casual and fun event at the TMC Marriott. There were 118 recipients of the 10-year STAR award and the largest group included 328 recipi-ents of the five-year award. Together these represent 2,820 years of service.

How are we doing? Well in 2011, the recipients of service awards accounted for 5,595 years of service OR 290,940 weeks of caring, smiling and giving. This year, there were 695 recipients who work totaled 8,055 years of service OR 418,860 weeks of concern for the health, education and welfare of the faculty, administration, fellow staff, students, patients and associates! You should all be very proud!
Congratulations to Alexis Couvillon

By Beth Ardoin Watson, B.A., M.Ed.

Each year, the President’s Award for Leadership is given to three individuals. One is given in each area: classified Staff, faculty, and administrative and professional.

This year the Classified Staff member singled out for excellence is Alexis Couvillon (pictured above, center) of the Office of Academic Affairs at the School of Dentistry. We are so excited for Alexis. She has been with UTHealth for 16 years and is quite a gem. I asked her for her own words about this award. Here’s what Alexis had to say.

“I am truly honored to have been the recipient of the Michael H. Jimenez President’s Award for Leadership for 2015. For the last 16 years in the Office of Academic Affairs at the School of Dentistry, I have worked with a lot of faculty in publishing syllabi and preparing DDS and Dental Hygiene class schedules. Over the years, I have always tried to do the right thing, and never thought that my efforts at fairness, connecting people to the appropriate resources at the most opportune time, and advocating for the best learning experience for the students in my little cubicle of the world, was actually noticed. I am overjoyed to realize that it really has been appreciated, and receiving this award has been a validation like no other. There are many great faculty and staff at the UTSD, and I am very grateful to be able to work alongside them all.”

This year’s other winners are Nancy McNiel, Ph.D., (pictured above, left) associate dean for administrative affairs at the Medical School winning the A&P award, and Cheryl Perry, Ph.D., (right) regional dean of the School of Public Health’s Austin Regional Campus winning the faculty award.

Congratulations to all three winners. Every one of these is well deserved.

Photos from the 2015 15-year and up STAR awards can be viewed at go.uth.edu/starawards15up
February/March/April Brown Bags: Communication

The University Classified Staff Council’s March and April Brown Bag sessions were on the topic of communications featuring presenter Julie VanOrden, program manager, Office of Employee Assistance Programs, UTHealth. In her role, Van Orden leads the wellness initiatives for the university, and she is passionate in sharing her experience and training with others to help them become better communicators.

In *How Well Do You Communicate?* - Communications Part 1, the discussion focused on types of communication and how the whole package (body language, tone of voice, eye contact—or lack thereof—and gestures) are part of the message conveyed. Over 75 percent of our communication is expressed non-verbally. This means we need to align our body language to match our words in order to communicate more effectively. For example, if someone asks you if you have time for a brief discussion, and you stand with our arms crossed, tapping your foot and glancing at your watch; are you really conveying the message that you are available and listening to what’s being said?

In Communications Part 2, Van Orden’s focus was on assertiveness in speaking with others. Some building blocks to assertiveness include using “I” statements, self-disclosure and empathy: “When you say or do ______, I think you mean ______; is that right?” Assertiveness means being genuine in your communications, respectful of the spirit and intention of the message being conveyed.

The session also covered active listening, which means listening to someone without interruptions, judgment or agendas, trying to solve their problem or change their mind. This tactic shows empathy and respect for the person speaking and can aide in more effective communication.

She also discussed giving and receiving feedback in a manner that doesn’t offend.

To reiterate this topic, the UCSC hosted a Professional Communication Brown Bag in April hosted by Anjanette Sullivan, Learning & Development Mgr., HR.

Courses to learn more about communication techniques are available in the TRC.

Career Architecture Program

By Lisa Byrd

The UTHealth Department of Human Resources has posted a link to the Career Architecture Program on their website ([uth.edu/hr](http://uth.edu/hr)). You can locate this program under the Resources tab or visit [uth.edu/hr/cap.htm](http://uth.edu/hr/cap.htm). Currently the program highlights administrative career paths, which is defined as “Roles related to Office and Business Management.”

This program offers input on the position, key accountabilities for that position, education and/or experience required and development opportunities, through Skillsoft, which can be accessed to prepare for that particular administrative role.

This program is a welcome addition to the Human Resources website. The career paths for certain jobs were not well-defined prior to this program being put into place.

The one thing to remember is that this is a self-driven program. If you take any of the courses, through Skillsoft, you will need to be sure and provide this information to others. It does not show up automatically on any employment records.

Our thanks to Human Resources for all their hard work bringing this program to UTHealth.
UCSC Recipes:
Brenda’s Broccoli Cauliflower Salad

By Brenda H. Adams

2 cups broccoli, chopped small
2 cups cauliflower, chopped small
½ cup shredded mild cheddar cheese
½ cup red onion chopped small
½ cup imitation bacon bits
3 Tablespoons mayo
3 Tablespoons white vinegar
2 teaspoons Splenda or any artificial sweetener

Combine all ingredients except the mayo, vinegar and Splenda in a mixing bowl. Blend the mayo, vinegar and Splenda then pour over the salad mixture and mix well. Let sit in the refrigerator until flavors blend. You can adjust the vinegar and Splenda to taste. If you want the bacon bits to be crunchy, add them just before serving.

Serves about 10 people in ½ cup servings

UCSC Word Search
Can you find all the terms from this newsletter in the puzzle?

STAR
AWARDS
FIFTEEN
TWENTY
THIRTY
FORTY
UTHEALTH
CLASSIFIED
COMMUNICATIONS
BROCCOLI
CAULIFLOWER
BROWN
BAG
SESSION
RISKS
WORKSHOP
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