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Let’s Chat, UTHealth!

Annual UCSC Workshop
focuses on communication

Every year, the University Classified Staff Council (UCSC) presents a workshop for staff. This year the UCSC Workshop will be on June 27. The workshop is an all-day program that starts at 7:45am with registration and continues until 4:00pm. During the workshop staff can expect to listen to speakers, participate in activities, and most of all learn some new information and even develop skills that will help with their work at UTHealth.

See WORKSHOP on PAGE 3
UTHealth offers resources for parents

BY JESSICA VANDERPOOL
Development Writer II
Office of Development

During May and June, we set aside special days to celebrate mothers and fathers for their sacrifice, dedication, and love. Welcoming a child into one’s home is an exciting and wonderful experience, but it can also be stressful and exhausting. The University of Texas Health Science Center at Houston (UTHealth) comes alongside parents to offer valuable resources so parents can avoid extra stress and can focus their attention on the joys of parenthood.

Following are some of the resources available to parents employed by UTHealth. Be sure to consult an official resource for specifics and eligibility requirements rather than relying on the brief descriptions below.

Parental Leave and Family Medical Leave: Employees can take Parental Leave or Family Medical Leave — as they are eligible — following the birth of a natural child or the adoption or foster care placement of a child under 3 years old. In doing so, they can rest assured that they will retain employment upon completion of the leave. Generally, UTHealth offers up to 12 weeks of leave within the first 12 months of the start of leave. Consult the HOOP Handbook for more specific information.

Sick leave uses: Employees are able to use sick leave to care for immediate family members who are ill. In addition, employees whose children attend prekindergarten through 12th grade can use 8 hours of sick leave each fiscal year to attend their children’s educational activities. These include field trips, performances, tutoring, parent-teacher conferences, and more. Approval is at the supervisor’s discretion.

Nursing mother rooms: These rooms are available at specific locations across campus for faculty and staff mothers who need to express milk during the workday. These are badge-accessed rooms that provide privacy, chairs and tables, educational resources, hygienic storage places for breast milk, and access to clean water. UTHealth has been designated as a Texas Mother-Friendly Worksite for more than two decades.

Emergency care and other care resources: All UTHealth employees have access to Care.com as one of their benefits. They are eligible for 15 calendar days per year of emergency child and senior care services — $6 per hour co-pay for in-home care and $10 per child per day for in-center child care. In addition, the Care.com website offers access to many other types of caregivers, such as tutors, housekeepers, and pet sitters. Sign up for free at UTHealth.Care.com using your UTHealth username and password.

UTHealth Child Development Center: The UTHealth Child Development Center provides care and education for children ages six weeks through six years whose parents are students, faculty, or staff at UTHealth or other Texas Medical Center facilities. The nurturing environment provided at the center facilitates the balance of emotional, physical, social and intellectual development.

UCSC Educational Awards: The UTHealth University Classified Staff Council’s Educational Awards Program is open to children of full-time classified UTHealth employees. Winners receive a monetary award. For eligibility requirements and specifics, visit uth.edu/ucsc/educational-awards.

Mandy Boyce, Matt Perkins, and Nancy Huerta are all parents who work in the Office of Development. Each of them has been able to use UTHealth resources to improve their parental experience. Huerta was able to make the most out of maternity leave by using Family Medical Leave and short-term disability. Boyce was as well, and in addition, the nursing mother room has offered her a private place to express milk. Meanwhile, Perkins was able to use Family Medical Leave when his newborn son had medical issues that required Perkins to stay home with him for a few weeks.

Despite the many resources available, there is still room for improvement. For instance, Perkins added that the wait time for the Child Development Center is very long, and both Boyce and Huerta said the nursing mother room is not particularly convenient. In fact, Huerta chose not to use it at all. However-
PARENTS
Continued from PAGE 2

er, all three parents noted that the support of their supervisors and the Development Office as a whole has been incredible and really helped them navigate life and work as parents.

Christina Villarreal, Senior Administrative Manager at the UTHealth School of Public Health in Brownsville, also appreciates management’s understanding when it comes to raising a child. She said she came to UTHealth when her now teenage daughter was just 8 months old. Through the years, she has been able to attend school functions and care for her daughter when she was sick. In addition, her daughter has spent a lot of time at the campus — so much so that it has formed a special place in her heart.

“As she comes to celebrate her Sweet 16, she has requested for her photoshoot to be here on campus since this is where she has grown up,” said Villarreal. “In general, lots of people do come to the entire campus to do photoshoots, however, she wants to focus on our building which has a special meaning for her!”

In addition to the benefits and services provided specifically to employees, UTHealth experts provide high-quality health care for families in the community. They provide services like pediatric dental care, pre-pregnancy counseling, evaluations and treatment for adolescent health issues, genetic counseling, consultations and services for patients with complicated pregnancies, and much more. In fact, UTHealth experts offer care for the full spectrum of life so you can be sure your child is cared for not only in the womb and in the crib but also throughout their whole lives. In addition, they provide care for you so you can be at your best to take care of your loved ones.

So take time this month to celebrate your family by maximizing the resources UTHealth has to offer.

WORKSHOP
Continued from PAGE 1

Seating is limited so register by going to the website: http://go.uth.edu/letschatuthealth. The Staff Recognition committee will register classified staff based on the requests received, giving priority to staff who may not have attended in the past.

Workshop Topics:
- UTHealth Panel on Communication
- Enhancing Team Performance

Through Better Communication
- Verbal Defense and Influence
- Accentuate the Positive to Mitigate Frustration and Improve Communication

Workshop Events:
- Fun activities
- Vendor fair, giveaways and prizes
- Hot breakfast and lunch will be provided

The Workshop takes place at The Denton A. Cooley, MD and Ralph C. Cooley, DDS University Life Center located at 7440 Cambridge St, Houston, TX 77054.

Interested in becoming a UCSC representative? Check the UCSC website for information.
www.uth.edu/ucsc

Accepting nominations for UCSC

Attention all UTHealth classified staff employees: Nominations for fiscal year 2019-2020 are open!

If you would like to be involved in advising the President and the Executive Council on important matters that affect classified employees, the University Classified Staff Council (UCSC) may be for you! All UTHealth full-time classified staff employees are eligible to participate.

Nominations will be open until June 7. If you are not on the council and are considering joining, your time is now. Please note, current members at the end of their first term must submit a renewal nomination.

For more information about the council, visit the UCSC webpage: www.uth.edu/ucsc/.
Brown Bag Sessions focus on mentoring, inclusion

BY COLIN DUNHAM
Talent Acquisition Specialist
Human Resources

The University Classified Staff Council (UCSC) regularly offers classified staff members the chance to enhance their professional development through Brown Bag Sessions. These sessions are informal assemblies for classified staff members to come during lunch time to hear about a variety of topics, such as health and wellness, mentorship, diversity, and more! UCSC has held three Brown Bag Sessions in the last nine months with one more slated to occur before the end of the summer.

UCSC hosted a Brown Bag Session on March 7 and invited Robert Tillman, PhD, to speak about the topic of mentorship. Tillman supports the professional development and health and wellness of faculty, fellows, and students at MD Anderson Cancer Center. Throughout his tenure, he has been engaged in leadership development and mentorship at varying levels.

A key takeaway from Tillman’s presentation was that all staff members will need mentors at all levels of their professional development. While it might be common to have one formal mentor to discuss professional development, Tillman argues that staff members typically rely on a number of individuals informally as they traverse their career development.

“What makes a mentorship effective? There is no one magical mentorship,” Tillman said. “You will need mentorships in various stages of your life and career.”

What is important is that staff members ask for advice from knowledgeable sources and weigh the advice given appropriately.

Another takeaway from the presentation was the necessity of a mentee to inform their mentors with what they want to be mentored about and how they wish to receive feedback.

“The most important thing when you approach a mentor is to tell them what you want to be mentored about,” he said. “Is it your current work, work you want to get into, or skills you want to acquire? That allows the mentor to know if they can help, or they can refer you to others who may be more beneficial.”

Setting clear expectations from the beginning of the mentorship can...
be critical for an effective relationship.

For more information, this mentorship presentation can be found on the UCSC website.

The most recent Brown Bag Session that was offered was the panel discussion on diversity and inclusion. UCSC invited several key members of UTHealth who are involved in diversity and inclusion initiatives to speak about their experiences regarding diversity at UTHealth:

- Deana Moylan, Associate Vice President of Diversity and Equal Opportunity UTHealth
- Fahad Kamal, Community Practice Manager UT Physicians Multi-specialty – International District
- Cherilynn R. Shadding, PhD, Associate Dean of Diversity, Career Development, and Alumni Affairs MD Anderson UTHealth Graduate School
- R. Dakota Carter, MD, Second-Year Child and Adolescent Psychiatry Fellow McGovern Medical School at UTHealth

The panel discussion began with the question, “What does diversity and inclusion mean?” Moylan spoke about the necessity of understanding what diversity is present in each setting. She borrowed a metaphor from Joe Bontke, outreach manager for the U.S. Equal Employment and Opportunity Commission, likening diversity to a backpack full of experiences, cultural values, and other ideas. Inclusion, she continued, is unpacking the backpack and looking at shared differences.

Carter looked at diversity from a clinical background and spoke about understanding the differences that diversity brings to the table in terms of health care.

Shadding spoke about diversity from her role in assisting the development of historically marginalized groups. Inclusion, she continued, was fully including people in the decision-making process.

Kamal defined diversity in clinical terms, specifically mentioning valuing the diversity of everyone for assisting the larger team to provide health care.

The panelists identified factors that might negatively impact diversity and inclusion, specifically mentioning buy-in and assessment to identify needs. Without buy-in from the larger community and assessment of the needs, the panelists argued that diversity and inclusion efforts have a much harder time progressing.

Another point made by the panel was that individuals who occupy a diverse identity often have to explain what that particular diversity means. Carter spoke about his experience having to explain what the acronym “LGBT” meant during a job interview, which was particularly frustrating for him as he has done a lot of research on the subject and also identifies as a gay man.

One of the questions the panelist responded to was: What are some good tenets we could use to start and develop diversity and inclusion pipelines.

“One of the first things I looked at when I joined the university was to look at what we’re already doing. We have very active employee groups and very active student groups.” said Deana Moylan.

The panelists were asked questions regarding how they felt UTHealth’s efforts to be a more diverse and inclusive campus were and in what ways it could be improved. The panelists spent a lot of time talking about recruiting diversity and how the decisions hiring managers make could really assist with the diversity and inclusion efforts of the university as a whole.

To watch the entire livestream of the event, please go to the UCSC website.
“A long time ago in a galaxy far, far away…” there was a National Secretaries Day. We have traveled a long way since that time with name changes and several makeovers to best reflect new job titles and responsibilities in our recent times. However, the purpose of Administrative Professionals Day has always remained the same — a time to celebrate and to recognize the administrative professionals’ devoted and valued work.

With more than 22 million administrative professionals in the United States today, their roles are incredibly diverse. Often, these professionals go above and beyond their regular duties providing support. Hard-working administrative professionals appreciate any act of gratitude, no matter how big or small, as seen across UTHealth campuses this year.

McGovern Medical School Employee Relations Committee held their annual Administrative Professionals Day Flower Sale in the lobby of the medical school building on April 24 along with some sweet treats providing all an opportunity to recognize their administrative professionals. Across the campuses, many departments provided lunches and even some had ice cream carts to give appreciation to their staff.

Many departments showed appreciation by treating employees to a lunch brought in to the office and some away from the office. And, in the true Conference Operations’ spirit, some staff even celebrated with top hats and all!

This year the Cizik School of Nursing (CSON) Staff Organization invited all staff including management administrative and professional employees to the annual staff appreciation breakfast. Breakfast tacos, eggs, bacon, sausage, pancakes and pastries were served as well as hot coffee and juice. The CSON has presented several breakfasts to show appreciation for what staff members do for the school. They even gave away umbrellas with the staff organization logo embossed on the top panels.

“We hope to continue the breakfast tradition at the school because our staff are a big part of what makes the School of Nursing one of the top schools in the state and nation,” said a member of the CSON Staff Organization.

At all of our schools, the administrative professionals are celebrated for the STARs they are. Many

Thanks to each of you! You are appreciated & your work is valued.

“The Force will be with you. Always.” - Obi-Wan Kenobi
When it comes to new adventures and “seeing the world through a different lens,” William ‘Bryan’ Hillier takes advantage of every chance to embrace opportunities for new experiences. Hillier works at the Cizik School of Nursing (CSON) for the Center for Education Information Resources (CEIR) as the Manager of Education & Information Resources. He has worked for the University and at CSON for 24 years and will celebrate his 25th anniversary on December 5 this year!

Bryan joined the UCSC this year for two main reasons. “First, someone that I worked with in HR suggested that UCSC would be a good organization to join,” said Hillier. “That person was Debbie Norris who has since retired. I had worked with Debbie a lot throughout the years and she was the person I spoke with when I first started working for UTHealth! I respect her advice and after thinking about it, I decided that even though it would be a struggle with the time commitment, I wanted to give back. So, I did join the UCSC! This is my first year so I joined the Communications Committee. It seemed to fit my interests and is a great committee with amazing members.”

Bryan has two sons, Jacob who is twenty and Jeremy who is eighteen. He also has a daughter, Samantha, who is sixteen. When asked if he had any pets…Bryan replied with a smile, “Just my pet cacti — Finn and Bran”.

Bryan has been an amazing new member of the UCSC. Along with his great sense of humor, his skills are an asset to the Communications Committee. Bryan also has numerous hobbies. “I like traveling, being outside, gardening, cycling, walking, hiking, kayaking, geocaching, cooking, history, reading (when I can), and yoga,” he said.

One of Bryan’s favorite memories is from a recent trip to London. “I remember spending several hours cycling through London,” he said. “We cycled from Canary Warf all the way to Whitehall Gardens by way of the Queen Elizabeth Olympic Park where we stopped for a bit. We then rode through Bow, Limehouse, and Whitechapel, by the Tower of London, and along the Thames River on the bicycle superhighway. It was simply amazing.”

While enjoying working at UTHealth, Bryan stated that being a part of the UCSC has given him a new perspective that he can share with the staff members at Cizik School of Nursing.
You may wonder what yoga is all about and may think that it is something for some younger/fitter people to practice their insane amount of flexibility (not me in other words). I wanted to share with you my experience, because I was in your shoes last year, if that is what you believe. I had seen emails a few times about yoga being offered at the Cizik School of Nursing in the past and thought that was not something for me. I mean, I’m older, and I have aching parts of my body that couldn’t possibly deal with all this flexing and bending.

I also knew that there were wellness benefits so finally at one point I decided to try a session. I didn’t have comfortable clothes but wore my normal work attire which consisted of jeans and a button-down shirt. It took some internal pushing as I felt a bit self-conscious, but I just decided to go for it. After one session I was hooked. I loved the way I felt even after the first session. I knew I could handle it and I would be better for it. I brought some comfortable clothes for the future sessions and eventually got a more comfortable mat. We have an excellent yoga leader who works with everyone on the poses and gives alternatives for folks who may not have the flexibility or who have knee or back problems. One of the things she always says is, “This is your practice. Do what is comfortable for you. We have had people of all shapes, sizes, and abilities come in for the sessions.”

I have to tell you that I really enjoy my weekly yoga practice and when I am not able to go, I try to at least do a session using a yoga app once a week. After the yoga sessions I just feel a lot less stress. I feel more calm and relaxed. Since my job is constantly solving problems and supporting faculty, staff, and students the yoga practice calms my mind and relaxes my muscles and I am able to focus better throughout the afternoon. I also feel like yoga has made me more limber and flexible as there are some poses that I can do a lot better now than when I first started. I think even my balance has improved some as well.

Our yoga practice was every Tuesday from 12:00-1:00pm in the Cizik School of Nursing Multi-Purpose Room (140), but we are currently pausing the classes, which will hopefully resume since folks from the Cizik School of Nursing and the School of Public health have been taking the class.

Since my knowledge of yoga is minimal I asked our weekly yoga leader if she could elaborate on some things.

Holly, I thought I would take this opportunity to ask some questions about yoga of someone who is a lot more knowledgeable than I am.

The first question I have is simply, What is yoga?

“Yoga is a physical, mental, and spiritual practice that originated in ancient India. The literal meaning of the word “yoga” is “union,” which I personally take to mean “connection” — both mind, body, and spirit connection, as well as connection to one another. It consists of moving into poses, breathwork, and meditation. Yoga is non-competitive, meaning you can decide the level at which you’d like to practice.”

What is the benefit of practicing yoga?

“Yoga helps to build strength, maintain mobility, and improve flexibility. Especially for a culture that sits the majority of the day, these physical components of yoga are extremely helpful. It also helps to bring about peace and calm in our fast-paced lives as we slow down our breath and connect it to our movement. The opportunity to disconnect and focus on ourselves allows us to be more patient and more effectively manage stress.”

You always say, “This is your practice.” Can you explain that and let us know how you would help someone who may not be able to do the yoga poses exactly as they are shown or demonstrated?

“You as the student are the expert on your own body. You know what it feels like to be in your body whereas I, as the teacher, do not. Our bodies are our greatest teacher. In yoga, we focus on what we

See YOGA on PAGE 9
YOGA
Continued from PAGE 8

can do instead of what we can’t do. I am a firm believer that everyone can do something, even if that means sitting on your mat, closing your eyes, and breathing. There are always options and modifications available and that does not make the practice of yoga any less than.”

I notice that during the yoga practice that we will do challenging poses and then do some rest poses such as the “downward dog” pose. How do you create your yoga sessions?

“Typically, a yoga class will begin with an opening breathing exercise or meditation, followed by 10 minutes of warm-up poses, 45 minutes of stretching and moving (may get your heart rate up), and then 10-15 minutes of slowing down and ending class.”

There are some words that are common to yoga and that I have heard in our sessions. What do these words mean?

Namaste — “A greeting given typically at the end of class - a sign of respect from teacher to student. Translates to ‘I bow to you,’ or, ‘the light in me bows to the light in you.’ It’s another way that yoga creates connection between participants to show we acknowledge one another.”

Vinyasa — “In yoga we connect breath to movement. Vinyasa means ‘to move while connecting breath to movement.’ Often this term is used to describe the movements in a sun salutation.”

Savasana — “The best part of yoga! The last pose. Lie down on your back, spread ankles and feet wide, arms wide with palms to the sky. Close the eyes and rest. This pose allows you to find peace, calm, and gratitude for being able to come to yoga. We rarely have a few moments of stillness so it allows you to leave your mat and enter back into the world refreshed, relaxed, and at peace.”

Are there any other words that may be helpful for a yoga beginner to know?

“I recommend beginners check out a yoga basics or gentle flow class. You can either attend at a studio or gym, or check out some videos on YouTube. All of the poses have names so it can be helpful to start to learn those. It can take some time to learn them so please don’t feel you need to know them to go to class or have them memorized. The important thing to begin and do your best.”

Is there anything else you would like to share about the practice of yoga?

“Yoga has changed my life by helping me to deal with anxiety, be more calm and patient, and also to take things less personally. Not only do I enjoy it for the physical benefits, but for the mental and emotional as well. I would love for everyone to try yoga because I believe in its benefits so much! Yoga is for everybody and every body!”

Thanks, Holly!

Hopefully, the yoga classes will resume at the Cizik School of Nursing or at another place on campus. In the mean time, I will be continuing to practice yoga and build on the poses that I have learned. The app that I have used for yoga is called Down Dog and can be found at https://www.downdogapp.com/ if you are interested. It will let you chose how long a session you want and what kind of session you are looking for. There are free sessions available.

Namaste.
Are you setting ‘SMART’ goals for yourself?

BY SANDY SOUTHERN
Senior Administrative Coordinator
Pediatric Cardiology and Critical Care

“A goal without a plan is just a wish” - Antoine de Saint-Exupéry

Every year many of us think about New Year’s resolutions, but are these goals? Dreams? Or just wishes? I know I should set goals in order to get anywhere or to reach my dreams. But what does it take to achieve those things?

Several years ago, I found myself dreaming big dreams about going back to school and earning a graduate degree. But until I was ready to really do what it took to achieve my dream, it was just a wish.

In order to realize my dream, I laid out what I needed to get there. These became my goals. I then listed out what I had to do to reach each goal. If you noticed, all of the pronouns involved here are “I” and “me” This was my goal — I was not dependent on anyone else to do, give, or provide something for me. While goals can affect and influence others, they are personal.

Writing goals that help you to reach your dream is not as hard as it seems. SMART goals are used to create steps that lead you to complete your goal, and they allow you to know when and what to do and when you have achieved your goal.

SMART is an acronym that stands for Specific, Measurable, Attainable, Relevant and Time-based.

“Specific” means to describe exactly what you will do. I listed the requirements for graduate school entrance. This included the required score on the GRE, amount of financial aid needed, and support of my family.

“Measurable” means there has to be a way to know when you’ve completed the item. In my case, I had to have enough financial aid awarded; I had to have a score high enough for entrance to the program I wanted; I had to apply by the deadline.

“Attainable” is where the “I” and “me” come into play. You cannot make a goal that someone else has to do. The goal must be something you do. I had to make time and study for the GRE, sign up for it, and show up to take it.

“Relevant” means it has to make sense for where you are trying to go. It shouldn’t be something that leads in a totally different direction. I love to read — many genres – but during this time I had to focus my reading on things that moved me to my goal.

“Time-based” means you have a deadline to complete it. I set fall of 2014 as my start date of graduate school.

Working through these steps — not just one time, but continually reviewing them, marking off my achievements as I completed them, and making adjustments as necessary — I graduated with my master’s degree in 2017. I am now onto my next challenge and am making headway slowly, but steadily.

S - Specific
M - Measurable
A - Attainable
R - Relevant
T - Time-based

Make your voice heard!

Do you have an issue you want to bring before leadership? Email the University Classified Staff Council at UTHealthUCSC@uth.tmc.edu.
Wellness Programs - Part 3

Learning by example: How UTHealth employees are staying healthy and active

Alainna Talton

I have been with UTHealth for about 10 years now. I started my career in Neurology, and now I have the distinct pleasure of working in Diagnostic and Interventional Imaging under the leadership of who I feel is the best chair Dr. Susan John and Director of Management and Operations Catherine Doughty. I am currently the Program Manager for Interventional Radiology where we do exciting cutting-edge minimally invasive procedures to help save lives.

STRONGEST DIMENSION OF WELLNESS: Emotional.

MOTIVATION FOR PRIORITIZING WELLBEING: It’s really hard to focus on myself. I naturally like to take care of others so my body has to warn me when it is ME TIME.

HOW DO YOU STAY ACTIVE: I go to the gym 2 times a week and I walk around the hospital constantly. I take 3 breaks a day and just get up and go walking around. Sometimes I talk to patients or check on my docs.

BARRIERS TO HEALTHIER LIFE: I am a foodie. I love food... all kinds.

HEALTH GOALS: I have given up pork and I have started to incorporate a salad in at least 1 meal a day. I had a herniated disc and I had back surgery 4 months ago so I want to feel and look better. In order to do that I have to watch what I am eating.

FUN FACT: I attended culinary school in my early 20’s when I was young and adventurous. So I love to cook and I am pretty good at it and I love to try new foods and restaurants.

Sergio Silva

I am a Training Specialist 1, for the Learning and Development Department at UTHealth in the Human Resources department. I have been with UTHealth for three years. I have always been an active person, I do not enjoy being still, or in one being in one place.

MOTIVATION FOR PRIORITIZING WELLBEING: I stay active because I enjoy knowing that I accomplished a 30 minute or an hour exercise routine.

HOW DO YOU STAY ACTIVE: My daily exercise consists of riding my bike, walking in our Houston parks or practicing yoga 5x a week.

BARRIERS TO HEALTHIER LIFE: I do not see barriers in my healthier life, I have always made sure that I do a healthy activity. For instance, at work, if I know I will not have a chance to ride my bike or take a walk or jog in the park, I will take the stairs for the day.

FUN FACT: I am a child of 5 with 3 nieces and 3 nephews.
Jennifer Torres

I am a Research Coordinator and recently moved to the Cizik School of Nursing from the School of Public Health. Altogether, I have been with UTHealth for 11 years.

STRONGEST DIMENSION OF WELLNESS: While it fluctuates, at this point in time the intellectual dimension of wellness is my strongest. I have been recently seeking out new information, skills, and honing in on my strengths.

MOTIVATION FOR PRIORITIZING WELLBEING: I have several motivations but my top 3 are: 1) My purpose is to serve others. To be of real service to anyone (including family and friends), I know I must take care of myself first. 2) I’ve seen the emotional and financial burden of sickness on family members and while some things we just won’t be able to avoid, I am committed to doing everything in my control to prevent that burden on my family. 3) If I am fortunate enough to live a long life, I want to enjoy every moment and be in good physical shape to continue traveling and trying new things.

HOW DO YOU STAY ACTIVE: I make sure that my schedule includes activities that enjoy, like group fitness classes, so that I look forward to it and am less likely to skip it. Coworkers also serve as a big support—we prompt each other to take breaks and go on walks.

BARRIERS TO HEALTHIER LIFE: A couple of barriers include good time management and adapting to changes in my schedule/life. I personally need to plan time for wellness activities like exercise and meal prep, or I won’t do them. So that requires managing my time well. Along those same lines, when there are changes, I need to work on adapting my activities instead of skipping them altogether.

HEALTH GOALS: I met my Spring into Motion goal and have been able to incorporate more walking, stretching, or meditation breaks over the last couple of months. I plan to become a certified Zumba instructor this year to keep physical activity a priority for me and share it with others.

FUN FACT: One of my favorite activities is Salsa dancing, and I’m always on the lookout for a new spot!

Water tracker: fill in the glasses

Track your water intake! Fill in one cup for every 8-oz. glass of water you drink! Can you get all 10 in one day? Can you get more?
Trudy Jacobs

I’ve been with UTHealth since July 2016, so almost 3 years! I started as a Development Coordinator on the Estate and Gift Planning team and was recently promoted to Senior Development Coordinator of the same team. Being a Wellness Ambassador has been a great opportunity for me to be involved in the bigger picture of the UTHealth mission and I feel honored to be a face people recognize to help promote healthy living.

STRONGEST DIMENSION OF WELLNESS: Emotional – without staying on top of my wellness, I tend to have many emotional deficiencies, so I try to focus on being active and doing things to take care of my body to keep all of my emotions in check

MOTIVATION FOR PRIORITIZING WELLBEING: My “why” is to be strong and able to live longer to be able to do the things I enjoy, as I get older. A couple of years ago I had a lot of back pain, since then I have really been working to stay active and flexible as to limit this kind of pain and stay as healthy as possible.

HOW DO YOU STAY ACTIVE: The main thing I do is walk. I literally walk anywhere and everywhere I can. I do also supplement walking with yoga, running and short interval workouts.

BARRIERS TO HEALTHIER LIFE: My biggest barrier is self-control when it comes to eating healthier. I live an active life, but cannot seem to stop eating all the sweet things!

HEALTH GOALS: Overall, I feel like I am healthy, but I do plan to focus on what I eat more and get down to my goal weight and hopefully maintain at my goal.

FUN FACT: I track my steps and miles for each year to see how much I walk/run/hike in a year. Last year, I did 7,188,039 steps for the year and a total of 3,052.73 miles for the year! I am hoping to get even more this year.

Steps tracker: fill in the footprints

Track your steps! Fill in one footprint for every 1,000 steps you take! Feeling peppy? Double your movement and fill in each footprint for every 2,000 steps you hit! Can you get all 10 in one day?
Fun n Food Contest

Rules

A healthy recipe that can be:
~ prepped and cooked within 10 minutes;
~ using 5 or less ingredients;
~ has a creative name!

Directions
SUBMIT YOUR ENTRIES TO:
WELLNESS@UTH.TMC.EDU

Win cool prizes!
Committee updates HOOP policies 40 and 141

BY SANDY SOUTHERN
Senior Administrative Coordinator
Pediatric Cardiology and Critical Care

This spring the HOOP policy committee has spent time debating and writing several policies as well as making updates to others. Many of this spring’s policy meetings have been to bring HOOP policies up-to-date to match with system’s rules.

We did take up HOOP 40 Longevity Pay this spring to update and clarify a few points. The specific points were in regards to return-to-work retirees as well as clarification of when an employee becomes eligible to receive longevity pay. To be eligible for longevity pay, you must occupy a full-time position with the university, be a non-academic employee (either classified or management administrative and professional) and have accrued at least two years of lifetime service credit through the state of Texas. Longevity pay begins on the first month following the completion of two years of state service. The amount increases with the passage of each subsequent two-year period.

In the last year, the USCS took up the torch to make some changes on how notifications are sent to employees during an emergency and to make communication from UTHHealth about open buildings and closed buildings. The recommended changes were implemented in HOOP 141, Emergency Management and Business Continuity Plans.

Spiced Pork with Bourbon Reduction Sauce

Yield: 4 servings (serving size: 3 pork slices and 2 tablespoons sauce)

Pair pork tenderloin with sweet ‘n’ tangy bourbon sauce for a delicious 20-minute dinner. Substitute chicken broth for bourbon (if you prefer), and serve with couscous or rice. Calories: 277

Ingredients

**Sauce:**
1/2 cup bourbon
1/4 cup packed dark brown sugar
1/4 cup low-sodium soy sauce
3 tablespoons cider vinegar
1 1/2 teaspoons bottled minced garlic
1/2 teaspoon black pepper

**Pork:**
1/2 teaspoon chili powder
1/4 teaspoon ground cinnamon
1/8 teaspoon ground allspice
1/8 teaspoon salt
1 (1-pound) pork tenderloin, trimmed

Cooking spray

By Nancy Hughes April 2006
Recipe by Cooking Light

Nutritional and other information can be found at: https://www.myrecipes.com/recipe/spiced-pork-with-bourbon-reduction-sauce

How to Make It

**Step 1** To prepare sauce, combine the rst 6 ingredients in a medium saucepan; bring mixture to a boil. Reduce heat to medium; cook until reduced to 1/2 cup (about 11 minutes), stirring frequently. Remove from heat.

**Step 2** To prepare pork, combine chili powder, cinnamon, allspice, and salt, stirring well; rub evenly over pork. Cut pork crosswise into 12 slices.

**Step 3** Heat a large nonstick skillet over medium-high heat. Coat pan with cooking spray. Add pork to pan; cook 4 minutes on each side or until desired degree of doneness. Serve with sauce.
In continuation of our overview of Employee Assistance Programs (EAP) at UTHealth, this UCSC’s newsletter article will give an overview of the worklife resources offered to all UTHealth employees. See the previous issue for information about a different area of support provided by UTHealth’s EAP.

Regardless of your position here at UTHealth, all employees have a life outside of work. Oftentimes, an employee’s personal life does not stop between the hours of 8 and 5 Monday through Friday, and many employees find themselves in need of services for themselves or loved ones. UTHealth Employee Assistance Programs enables employees to receive help on a variety of issues ranging from elder care to legal and financial help. The website also invites employees to fill out an online form if they have a specific need not listed on the website. Whatever the subject, EAP strives to assist UTHealth employees in whatever way they can.

For a number of employees, childcare can be an issue of utmost importance. An entire section to the WorkLife Resources page is devoted to helping employees find suitable childcare or eldercare. Using their single sign-on information, UTHealth employees can log in to Care.com and have specialized access to childcare throughout the city or across the nation. Additionally, employees have access to a limited subsidy for these needs should they arise unexpectedly.

Aside from childcare, new parents can explore resources dedicated to all aspects of having children: education, health care, parenting techniques, and support for other common parenting questions. This section of the WorkLife Resources page also features an interactive map, showing where all the nursing mother rooms can be found throughout the UTHealth campus.

While many employees find themselves planning for and having children, just as many employees are experiencing the need to assist their own parents as they continue to age and require their own care. Using the same platform, Care.com, employees can find specialized providers and eldercare assistance in an easy-to-use system. Similar to the childcare section of the website, there is also a link to educational resources regarding eldercare with a variety of reading materials and webinars that can aide any UTHealth employee. As parents age and require different kinds of care, employees must not forget that this can have an impact on them! EAP is only a phone call away to discuss both your elder’s needs and your own through this process.

Some employees may find they need the specialized skills of an attorney during their tenure with UTHealth. The staff at EAP can connect employees with a lawyer for whatever their need at a time convenient to them. Additionally, all UTHealth employees are eligible to receive a free 30-minute consultation with a lawyer! Aside from meeting with a lawyer in person, through EAP’s website, employees can maneuver to a free legal resource center where a computer system guides them on how to create their own legal documents. Some examples of these documents are deeds, wills, living trusts, business agreements, and more! By answering a short questionnaire and submitting details that pertain to the employee, a legal document can be created for review and signature within the hour! Again, there are hyperlinks in this section to a database of information regarding financial literacy and educational articles on a number of issues.

For those UTHealth employees who may need some of the services listed above, please visit the Employee Assistance Programs website or call 713-500-3327 for direct assistance.
**Time - friend or foe?**

**Try these time-management and organizational tips today**

**BY SANDY SOUTHERN**  
Senior Administrative Coordinator  
Pediatric Cardiology and Critical Care

When overwhelmed with tasks, create a “to do” list. Write down everything that needs to be completed; then prioritize it. Either number the items or, if you are more visual, color code it. Alternatively, if you need to determine where your time is spent, a time log can be helpful. It is simply a list of each task you do and time it takes to complete it. A log includes a start time, end time, and task completed. When complete, it will give you a visual picture of how time was spent in the logged period of time. It also allows for accurate analysis of how long a task takes to complete.

When organizing tasks, desk, money, and life, it is best to find a way that works best for you. Some find that digital tools work well for them to keep track of where each piece is and what has been completed. Others find that a paper format works better. Either way the organization must work for an individual in order to be effective.

Try it out!

**Preventing popcorn brain in two steps**

When the incessant popping of ideas leaves you feeling fried — do a brain dump!

**First**, write down every new inspiration and task to clear your psychic desk and help you relax.

**Second**, review and weed out what’s not so important and focus on what is!

**To Do:**
- Find Time
- Make Time
- Slow down Time
- Lose Time
- Pass Time

**COMING SOON**

**Annual UCSC Workshop**  
June 27, 7:45 a.m. - 4 p.m.  
The Denton A. Cooley, MD and Ralph C. Cooley, DDS University Life Center

**July UCSC Meeting**  
July 10, 2 - 4 p.m.  
University Center Tower (UCT 1726) and via WebEx

**Brown Bag Session**  
Specifics to be announced

**Nominations for the UTHealth University Classified Staff Council close Friday, June 7.**

Don’t forget to nominate yourself or a co-worker and join UCSC in making a difference at UTHealth!

Alainna Talton  
2018-2019 Chair  
University Classified Staff Council  
UTHHealthUCSC@uth.tmc.edu

For additional information about the University Classified Staff Council, visit us at:  
www.uth.edu/ucsc

Communications Committee members:
- Valerie Buchanan
- Colin Dunham
- William “Bryan” Hillier
- Karen Hunter-Frierson
- Akilah Moy
- Sandy Southern
- Jessica Vanderpool
- Christina Villarreal