Tell me more, UTHealth  

How UTHealth relates to UT System

Did you ever consider the question, ‘Where do you work’? Maybe you replied with the name of a department, school or institution? You may be surprised to learn that you are a part of a much larger organization.

The University of Texas Health Science Center at Houston (UTHealth) is the most comprehensive academic health center in the University of Texas System (UT System) and the entire Gulf

See UTHEALTH on PAGE 6

UTHEALTH SHOWS APPRECIATION FOR FACULTY, STAFF, STUDENTS AT ANNUAL FUN FEST - The annual Fun Fest event took place on November 30, 2018, in Grant/Fay Park with a wonderful display of food, fun, and general merriment. Snow was brought in to transform a portion of the park into a winter wonderland, while UTHealth community members sipped hot chocolate and got their faces painted. When not eating delicious food or playfully throwing snowballs, several UTHealth members chanced their luck with a number of carnival games to win UTHealth giveaways. The group selfie booth was a big hit with several large groups waiting to capture a special moment from the day. Additionally, an ice sculptor was on-site to transform a block of ice into a fun, winter-themed game of cornhole. The University Classified Staff Council volunteered at this event to assist with registration and other areas as needed. We express our thanks to UTHealth administration who make this event possible every year.
Educational Awards: Applications and donations

BY COLIN DUNHAM
Talent Acquisition Specialist
Human Resources

Each year, the University Classified Staff Council (UCSC) raises funds to award to children of classified staff members in order to assist them with their educational pursuits after high school. Last year, the UCSC awarded $28,000 in educational awards to 13 college-bound children of UTHealth classified staff employees. The awards, ranging from $1,000 to $5,000, were a result of generous donations from the university community, including executive leadership. The campaign for educational award donations has already been launched, with the UCSC’s goal of $35,000! Anybody interested in donating to this worthy cause may do so by credit card on the UCSC website, which is able to securely process donations made online. Those wishing to donate by cash or check should reach out to an Educational Awards Committee member listed online.

Children of classified staff members at UTHealth have until April 12, 2019, to submit an application for the educational awards and must meet all the eligibility requirements. High school students who are about to begin their college careers and are children of full-time UTHealth classified employees are eligible to compete for this award. Each award recipient must either enter an accredited U.S. college the following fall semester as a full-time student and pursue a course of study leading to either an associate of arts or baccalaureate degree or enter an accredited technical school. The letter of acceptance from an accredited U.S. college or technical school is required when the application is submitted. The award applicants are judged by a panel of five impartial judges who evaluate each eligible student’s application, grades, letters of reference, course of study, career goals, and one-page essay on why they want to attend college or technical school. Additional details about the application may be found on the UCSC website.

The UCSC has been able to provide educational awards to over 40 students in the last three years. One such award recipient is Rachel Hamby, the daughter of Rhonda Hamby, who works in the Department of Diagnostic & Interventional Imaging at McGovern Medical School.

Rachel recently graduated from Texas A&M University with a Bachelor’s of Science degree in Animal Sciences. In addition to having finished her degree, Rachel has decided to earn her alternative teaching certification so that she can teach agricultural science classes in a high school setting. Ultimately, she would like to teach full-time and instill an appreciation for this important subject in young minds. Rachel is a wonderful example of how the Educational Awards directly impact the children of classified staff members. She originally decided to apply for the Educational Awards as a way of lessening the total cost of higher education.

“My mom was a single mom and having to do it on her own,” she said. “We had to do everything we could to pay for college, so she needed me to apply for as many scholarships as possible to help out.”

After applying, Rachel was excited to learn that she had been selected to receive an Educational Award from the UCSC, especially since she was receiving it from UTHealth, where her mother worked.

“I was really excited and proud

See AWARDS on PAGE 18
BY COLIN DUNHAM
Talent Acquisition Specialist
Human Resources

In continuation of our overview of Employee Assistance Programs (EAP) at UTHealth, this UCSC’s newsletter article will give an overview of the workplace resources offered to all UTHealth employees. See the previous issue for information about a different area of support provided by UTHealth’s EAP.

Whether you are a direct report or a supervisor, you may encounter some issues in the workplace. These issues could stem from a number of sources, but many times people who work in the same office have a hard time getting along. This is not uncommon, and that is where EAP comes in to help. With a credentialed mediator available, employees can learn to work through their conflicts with mediation so that a team comes together to work through their issues. Mediation can help co-workers improve communication, build trust, encourage mutual respect, resolve problems, and boost office morale. The mediation process is volunteer-based, so no one can be forced to attend; however, it is important to note that anyone can initiate the mediation process. If you are interested in pursuing mediation, call 713-500-3327.

In addition to mediation, the workplace resources section of the EAP website hosts monthly newsletters for supervisors and employees that give additional information on all manner of topics. The newsletters themselves are usually no more than a page in length, and connect to other sites that provide useful information to assist you with personal well-being, work-life balance, and workplace excellence. Do you think bringing a plant to work will help you work better? Does skipping breakfast have a negative effect on you? Do you struggle with goal achievement? The answer to all the questions can be found in these monthly installments.

The final component of the workplace resources section on EAP’s website is information regarding professional development. Many of us are actively seeking to better ourselves professionally in the office, yet some of us may not know exactly how to approach the topic. With a simple click, EAP’s site will bring you to the Learning and Development page where you can learn how to enroll in one of the several institutes offered for leadership development. In addition, there’s information on which courses in our Learn2Succeed system would be most beneficial to you in your current role.

Whether you are experiencing conflict within the workplace, or are looking to advance your skills and career, the workplace resources section of the EAP’s website is full of options to assist you in a variety of ways.

Interested in becoming a UCSC representative? Check the UCSC website for information on how to nominate a colleague or yourself.

www.uth.edu/ucsc
UT Police use proactive approach to promote safety

BY MARIBEL SALAZAR
Senior Community Outreach Specialist
UT Police at Houston

UT Police at Houston is a 24/7 operation consisting of commissioned police officers, public safety officers, telecommunicators, and civilian staff professionals. We use a Combined Protection Model (CPM) that focuses on prevention, preparedness, and protection, to reduce harm and promote organizational health and employee wellness.

We support our UTHealth community in the Texas Medical Center, and we collaborate with area law enforcement agencies to secure the many UTHealth and UT Physicians locations throughout Houston and surrounding areas.

Through a thoughtful and proactive approach, we provide integrated security programs and services that includes safety classes, risk assessments, special event security, badge access security, fingerprinting services, and bike storage access.

Prevention is a tenet that assists in maintaining the safety, health, and welfare of our community. Our approach focuses on organizational health and employee wellness.

We offer a variety of safety classes that we teach to general audience groups, and we invite departments and organizations to request our classes to their teams. Popular classes include Active Shooter Prevention and Response, Verbal Defense and Influence, Travel Safety, and Nonviolent Crisis Intervention.

Our Threat Management Team (TMT) focuses on early identification and intervention of incidents and behaviors of aggression and violence. This team’s focus is to prevent things from occurring. They work as part of the institution’s Behavioral Intervention Team, a cross-functional team known as the STOP Committee, that determines how best to manage the threat. At times, it may mean the threat is mitigated not through police action but by referring it to other institutional resources, such as Employee Assistance Programs, Employee Health and Wellness, Academic Affairs, or Human Resources. The committee’s measures aim to de-escalate concerns.

Each person in our community is vital to helping maintain a secure environment. Chiefly, students and employees should look out for their own safety by paying attention to their surroundings at all times, report suspicious persons or things, and pay attention to their intuition.

If you have a concern for your safety after-hours, contact UT Police to request an area safety check or a security escort.

For emergencies, call 911.
If you are on campus, tell the dispatcher you are calling from UTHealth.

Report suspicious persons or activities immediately to UT Police at 713-792-2890.
Area safety checks and safety escorts can be requested through our Risk Operations Center, 713-792-2890.
For more details and a list of programs and services – including the subscription form to receive safety bulletins – and to review our 2018 Security and Fire Safety Report, visit our website at www.utph.org.

See POLICE on PAGE 17
Jimaya “Maya” Tates has worked with the UT System for over 9 years. Jimaya started at M.D. Anderson Cancer Center in 2010 and came over to UTHealth January 24, 2015, where she works as a Senior Program Manager in the department of Diagnostic and Interventional Imaging.

When asked why she joined the University Classified Staff Council (UCSC), Jimaya initially began her 2018-2019 tenure on the Staff Development Committee. Due to her warm heart and helpful spirit, she is also assisting with the Staff Recognition Committee as well.

Jimaya has a wonderful family. She is the oldest sibling and is the only girl; she has five brothers. She also has two adorable pets: Love Tates, a 15-and-a-half-year-old Lhasa Poo, and Amore Tates, a 12-year-old cat that recently passed away in 2018. In her free time, Jimaya loves to travel. She has already been to three places this fiscal year and has another three trips planned. She loves exciting excursions such as parasailing, zip lining, cave tubing, ATV riding in the mountains, cliff diving, and jet skiing to name a few. During her down time, she enjoys a good audio book read by her favorite audiobook reader, R.C. Bray.

When not travelling or listening to audiobooks, Jimaya loves to learn. She is currently working to add a PMP Certification to her current list of credentials, which include MBA, MHA, and CNSA. She is also a novice foodie and is always looking for new restaurants to try. She loves finding Guy Fieri recommendations in whichever new city she visits.

Jimaya “Maya” Tates (left) often seeks adventure in a variety of outdoor sports. Love and Amore (above) are her friendly dog and cat companions.
Coast region. UTHealth is home to schools of biomedical informatics, biomedical sciences, dentistry, nursing, public health and the John P. and Kathrine G. McGovern Medical School. UTHealth includes The University of Texas Harris County Psychiatric Center, as well as the growing clinical practices UT Physicians, UT Dentists and UT Health Services. The university’s primary teaching hospitals are Memorial Hermann-Texas Medical Center, Children’s Memorial Hermann Hospital and Harris Health Lyndon B. Johnson Hospital.

UTHealth’s president, Dr. Giuseppe Colasurdo, is a world class leader for a world class institution. From trying to create new cartilage in the laboratory to clinical trials for patients with brain injuries, scientists and physicians at UTHealth are leading the way in stem cell research. In partnership with Memorial Hermann-Texas Medical Center, UTHealth was the first in the country to intravenously inject a stroke patient’s own stem cells in a trial funded by the National Institute of Neurological Disorders and Stroke, part of the National Institutes of Health.

UTHealth was established in 1972 by the Board of Regents, the governing body for UT System. The Board of Regents is composed of nine members who are appointed by the Governor and confirmed by the Senate. In addition, the Governor appoints a Student Regent for a one-year term. Brittany E. Jewell is the current Student Regent. She is a student in the Graduate School of Biomedical Sciences at UTHealth.

James B. Milliken was named Chancellor on August 27, 2018. As the Chief Executive Officer of the System, the Chancellor reports directly to the Board of Regents and is responsible for executing the policies and procedures of the Board. The Chancellor provides administrative leadership to UT System Administration and to the presidents of the UT System’s fourteen institutions.

First authorized by the State Constitution in 1876, UT System is currently composed of 8 academic institutions (Arlington, Austin, Dallas, El Paso, Permian Basin, Rio Grande Valley, San Antonio, and Tyler) and 6 health institutions (Dallas, Galveston, Houston, San Antonio, MD Anderson Cancer Center in Houston and Tyler) and includes 6 medical schools, 2 dental schools and 8 nursing schools plus other professional programs.

Honors and distinctions among UT System’s internationally distinguished faculty include: 7 Nobel laureates, 1 Shaw laureate, 1 Abel Prize, 1 Japan Prize, 2 Pulitzer Prize recipients, 43 members of the National Academy of Sciences, 56 members of the National Academy of Engineering, 60 members of the American Academy of Arts and Sciences, 35 members of the American Law Institute, 57 members of the American Academy of Nursing and 46 members of the Institute of Medicine.

UT System confers more than one-third of the state’s undergraduate degrees and educates over half of the state’s healthcare professionals. It has the second highest research expenditures among U.S. public higher education systems and accounts for almost 70% of all research funds awarded to public institutions in Texas. Additionally, UT System is home to three of the nation’s 69 National Cancer Institute cancer centers: MD Anderson, UT Southwestern and UT Health Science Center at San Antonio.

Classes at UT Austin began in 1883. UT Medical Branch in Galveston opened in 1891. UT System’s presence in Houston proper began in 1942 when MD Anderson became the first member institution of Texas Medical Center. Thirty years later, UTHealth was established.

UT System is one of the largest employers in Texas, with more than 21,000 faculty and nearly 85,000 health care professionals including researchers, student advisors and support staff. UT System also oversees a $43 billion investment portfolio.

In 1876, the State of Texas Constitution Congress called for the creation of The University of Texas (UT) and appropriated land for the establishment of a Permanent University Fund (PUF). On August 24, 1923, the first royalty payment was made to the PUF after the Santa Rita No. 1 well struck oil. Santa Rita sat on the West Texas land that was set aside to support the UT and Texas A&M University systems of higher education. The appropriated land has been generating revenue for the PUF ever since. The Texas Constitution stipulates that Texas A&M University gets one-third of the benefits of the PUF and UT gets
two-thirds. The PUF is one of the largest university endowments in the United States. This endowment is managed by a 501(c)(3) corporation, the UT Investment Management Company (UTIMCO), under the authority of the UT System Board of Regents. The University Lands manages the surface and mineral interests of 2.1 million acres of land across nineteen counties in West Texas for the benefit of the PUF.

The PUF consists of two pieces, the acres of land that are dedicated to it and the return on investment of the revenue produced on those lands. The land produces two income streams. The first is mineral income that is primarily from oil and gas bonuses, rentals and royalties. The Texas Constitution stipulates that this money flow directly into the PUF. Because the PUF is a very large permanent fund, creditors see our bonds as extremely safe which enables UT System to secure bonds (borrow money) at very low interest rates. The money in the PUF is not expended. It simply guarantees that the bonds are good and that the money borrowed for a loan will be paid back.

How does the money for the loan get paid back? This is where the Available University Fund (AUF) comes in. The AUF consists primarily of annual distributions by the Board of Regents from the total return on investment of the PUF. The size of the distribution is usually less than 5% of the market value of the PUF’s investments. The AUF also includes the surface revenue earned on University Lands.

The Texas Constitution requires that AUF first be used to pay principal and interest on PUF bonds. The remainder may be used to support/maintain UT Austin and to support/maintain System Administration. The 2016 distribution from the PUF to the AUF was $773 million or 5% of the market value of the PUF’s investment. That’s more than three quarters of a billion dollars’ worth of support for our universities that didn’t come from students, parents, taxpayers or donors. Now that you have some understanding of the funding stream, which is unlike any other in American higher education, we owe it to our state and to the pioneers who created this unique funding mechanism to be careful, responsible stewards of the PUF.

Next time you are asked ‘Where do you work’, you can give the same answer as you always have only this time you may have a little more pride and a whole lot of heartfelt appreciation for the pioneers and the stewards of the past as well as today.

Source List:
1. About UTHealth.
2. Board of Regents.
3. FY2019 Budget.
5. Administration.
7. Milliken Named Chancellor.
10. Stem Cell Research.
11. History of Texas Medical Center.
12. About UTIMCO.
13. Understanding PUF.
14. The Permanent University Fund (PUF).
15. PUF Investment Policy Statement.
17. History of University Lands & the PUF Lands.
18. Vineyard History.
BY WILLIAM “BRYAN” HILLIER
Education & Information Resources
Manager
Center for Education & Information Resources

The UCSC Brown Bag Session on Health and Wellness took place on Wednesday, January 23, and all that attended were able to take something away from it, including some chocolate hummus! The UCSC offers Brown Bag Sessions throughout the year in order to help classified staff members improve themselves or gain knowledge about a certain topic. This Brown Bag Session had something for everyone such as information regarding mental health, physical health, and even nutritional health!

Those classified staff members that were able to brave the cold weather were treated to lots of health and wellness information and even a delicious snack. The first presentation was about the treasures found in listening presented by Sharlene Johnson, a member of UT Counseling and Worklife Services.

Sharlene explained that people actually remember 17-25 percent of what they hear! The treasures of listening were understanding and enjoying someone, learning something, and the ability to give help or solace. Sharlene explained and spoke about active listening techniques where you truly focus on what someone is saying and not just thinking of what you will say next.

The next speakers, Mudita Upadhyaya and Anna Alvarado, were from the UTHealthy Wellness Team and they shared some of the programs and locations that classified staff members could utilize. One location that was shared with us was the Labyrinth located on the east side of the School of Public Health. The Labyrinth is in an ideal place under the shade of a couple of oak trees. The Labyrinth is used as a place for a walking meditation and to let go of stress, worries, or concerns while you walk around the pathways. Participants also learned about a new walking pathway located in McGovern Medical School at UTHealth that has the distance markers along the wall. Also mentioned was the School of Public Health Holistic Garden located between the School of Public Health and the Cizik School of Nursing, where classes are offered. Mudita and Anna also pointed out the peaceful areas located at the Institute of Molecular Medicine and the peaceful path at the Cooley Center. Mudita shared with us the why of your Wellness. That is what the UTHelathy “Y” or “Why” represents: your motivation for maintaining a healthy life.

The next presenter was Sarah Galecki, who got participants off their feet and led everyone in several exercises for the office utilizing chairs, desks, and even the wall. All present learned that even though some may work on a computer at a desk, staff members can still take breaks and get some physical exercise, which is good for our physical, as well as mental, wellbeing. Sarah also told those in attendance about the Recreation Center and

See BROWN BAG on PAGE 9
BROWN BAG

Continued from PAGE 8

The last presentation was on sustainable nutrition which was given by Meegan Justice, a dietetic intern with the Nourish Program at the School of Public Health. Meegan explained sustainable nutrition is mindful eating, which does not mean restricting certain types of food; rather, it is sustaining an overall healthy diet by rethinking how you eat as well as what you eat. She explained that eating should be done when a person is hungry and not as a means of distraction. Meegan also discussed waiting 20 minutes before going back for seconds since it takes 20 minutes for your brain to register that your stomach is full. There were many other ideas presented, and at the end of the presentation Meegan and her colleagues shared a Chocolate Hummus recipe that was as delicious as it was healthy! The Health and Wellness Brown Bag was an outstanding presentation and all classified staff member should make the effort to attend ones in the future!

NOURISH PROGRAM’S CHOCOLATE HUMMUS

Yield:
18 2-oz servings

Ingredients:
1 can (14oz) Black Beans, rinsed
1 can (14oz) Chickpeas, rinsed
½ Cup Unsweetened cocoa powder
½ Cup Simple syrup (1-part brown sugar to 1-part water)*
1/3 Cup Canola or Safflower oil
¼ Cup Kosher salt
½ Cup Water, for thinning if needed
6 Each Cameo or Fuji Apples, sliced

Directions:
1. Combine black beans, chickpeas, cocoa powder, simple syrup, oil and salt in a food processor.
2. Blend until smooth, add water if needed
3. Serve with sliced apples
*To make simple syrup simply combine ½ cup of brown sugar with ½ cup of water in a small pot over medium heat. Stir until sugar dissolves. Remove from heat and store in an airtight container in the refrigerator.

Helpful Tips:
This recipe is a great way to add nutrients and fiber to your typical sweet treat. Try replacing chocolate pudding or caramel sauce with this sweet hummus.

Recipe provided by The UTHealth School of Public Health’s Nourish Program:
https://sph.uth.edu/research/centers/dell/nourish-program/
With fall and winter temperatures ranging from 29 degrees to 70 degrees during an average day – each day ushering in both sunshine and rain – the staff at UTHealth’s schools enjoy a variety of annual holiday celebrations. Below are a few from this year.

Our schools’ deans shared great things that happened over the past year and plans for the upcoming year with their institutions. Many staff members donated toys for the toy drives set up around campus. One Cizik School of Nursing staff member even shopped for toys to donate for those who did not have time to shop! Lots of departments got together on and off campus for a meal to celebrate the holidays. Shout out to our amazing Human Resources department for their open house – very festive team and talent galore!

The Classified Staff Organization of Nursing at the Cizik School of Nursing held a bake sale with Christmas music playing and a roaring virtual fireplace. Adding the annual “very tall” Christmas tree decorated with ornaments donated by faculty, staff, and students, CSON created a very festive atmosphere for all to enjoy.

CSON has an annual holiday luncheon. Throughout the years the luncheon has been pot luck or catered. They always invite retirees to come and join the celebration. In the past they have also held ugly sweater contests and provided festive photo opportunities.

The McGovern Medical School Employee Relations Committee (MMS ERC) presents several fall and winter events for staff, students, and faculty to enjoy on behalf of Dean Barbara Stoll. Starting with a Fall Door Contest, departments across MMS brought out their creative work to display fall themes on their doors. With everyone “decorating” for the fall, the MMS ERC held a pumpkin carving contest and a costume contest for a haunting See HOLIDAYS on PAGE 16
Learn2Succeed

Looking for ways to improve your skills?

BY TONY JACKSON
Sr. Learning & Development Consultant
Human Resources

Learn2Succeed is a free, web-based program that allows employees to learn new skills at their own pace.

Learn2Succeed contains a library of more than 1,000 courses as well as nearly 10,000 books, videos, white papers, and articles. It can be found on the Employee Self Service Center homepage on UTHealth’s intranet. From the main page, it can be found on the left side, under “Quick Links.” You can also find it on the Human Resources main page, under “HR Quick Links”.

Training topics include:
• Developing the right attitude under pressure
• Navigating challenging situations with diplomacy
• Tips for managing stress and avoiding burnout
• How to handle under-performing employees
• Tips for successful employee onboarding
• Preparing to dismiss an employee
• Completing a compelling job description
• Using analytics to increase sales
• Managing fairly
• Developing the next generation
• Conquering career stagnation

Learn2Succeed also includes four outlined curriculums, which can be found under “SkillSoft Knowledge Centers.” These include: HR professional, leadership, management, and professional foundations. Each knowledge center features a mixture of video courses, book suggestions, and related links for further learning enhancement.

Each of the four outlined curriculums includes a “roadmap,” which outlines specific skills included in the program, and breaks down each into subcategories. For example, there may be a “communication basics” included in the roadmap, which is then broken down into writing suggestions, organizing your email and tips to send the right emails to the right person.

The courses also include a “Challenge Series,” which is a critical thinking exercise. Through a series of videos, you are taken through a scenario and asked to apply the learned concepts.

Learn2Succeed can be used by an employee for their own enhancement, or as part of the developmental process with an employee and their manager.

For questions regarding functionality or technical difficulties, please contact the Learn2Succeed Support Specialist at LearnAdmin@uth.tmc.edu.
UTHealth offers opportunities for veterans

BY JESSICA VANDERPOOL
Development Writer II
Office of Development

In 1987, Saleem Khan, MD, enlisted in the U.S. military and went on to serve not only in Operation Desert Storm but seven tours in Iraq and Afghanistan between 2003 and 2009. He was awarded both the Bronze Star and the Legion of Merit. Now, he is an associate professor of surgery at McGovern Medical School at The University of Texas Health Science Center at Houston (UTHealth).

On November 12, during a special UTHealth Veterans Day program, Dr. Khan spoke about the trauma many veterans experience during their time of service and the difficulty he and other veterans often face as they reintegrate into civilian life. He then led attendees in paying tribute to the men and women who serve their nation. The annual program, which is presented by McGovern Medical School’s Office of Diversity and Inclusion, is one of many ways UTHealth strives to support those who have served our country - whether they are students, employees, or patients.

For instance, veterans interested in a nursing career can apply to the Veterans’ Bachelor of Science Degree in Nursing (VBSN) program at Cizik School of Nursing at UTHealth. The program provides participants with a dedicated veteran case manager who is available to assist with a variety of needs. These may range from assisting with benefits to providing counseling to evaluating prior military experience and training to see if school credit can be awarded.

Rex Marsau, a retired Navy veteran and counselor, serves as the VBSN case manager at Cizik School of Nursing.

“Having one dedicated staff member that understands veterans is key to stress-free matriculations, smooth transitions into higher education, and ultimately, into professional nursing, research, or other medical careers,” Marsau said. “Our veteran students know exactly who to go to when they need help with any issue that may arise.”

UTHealth also supports veterans who wish to apply to a professional position within the university.

“UTHealth recognizes that our military and veteran population is a very diverse group that brings vast experiences and knowledge to our workforce,” said Tia Vance, equal opportunity advisor in Human Resources at UTHealth. “UTHealth is committed to recruiting and retaining those who served, and those continuing to serve in the United States Military, through outreach efforts, educational events, and an online virtual community. Additionally, UTHealth follows veterans hiring preference laws that state veterans who are disabled, who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over others in hiring.”

According to Vance, in 2017, UTHealth invited employees who were active military personnel or veterans along with their family members to provide feedback to

See VETERANS on PAGE 17
Let us begin something NEW!

BY MUDITA UPADHYAYA
Senior Program Manager, Wellness
Human Resources, Employee Assistance Programs

As a follow up on our previous article that focused on WHY we set our well-being goals, this article focuses on HOW we can achieve our well-being goals and milestones that are meaningful and worthwhile to us.

When the term “New Year’s resolution” comes to mind, do you automatically think of drastic changes to diet and exercise? I know I do! What if resolutions focused on being healthy and making realistic wellness goals instead? Many people think that being healthy means setting well-being goals that are very different from their current habits. People might think well-being goals look like extreme dieting and carving out additional time for physical activity in an already busy schedule, but that’s not actually true!

By making some simple tweaks to your routine and setting small goals for yourself, you can be on the path toward living a healthier, happier life. If you start a daily habit of making realistic and attainably healthier choices when it comes to eating, relaxing, being active, and sleeping, soon you will start to see your healthy life taking shape. As we march into 2019, here are some tips and resources to help you reflect and recommit to your well-being goals:

Connect
Look around. Is there a coworker you haven’t spoken to in a while? Is there an elevator buddy with whom you travel multiple times a week and haven’t spoken to lately? Connect with people around you. Take a moment to smile, because smiling is a universal language and is good for your mind, body, and over all well-being. Given that we spend a majority of our waking hours in our offices, work relationships are vital for employee well-being. Inspire and get inspired for your fitness goals- make a team for the upcoming spring wellness challenge: Spring into Motion!

Move, stretch, and be active
EAP/UTHealthy offers a variety of avenues to help you be active. By popular demand, our spring wellness challenge Spring into Motion! (in a newer look) is back! Check out the dates below to register, participate and win some fun rewards:

- March 18- Registration opens
- April 1- Challenge starts

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WELLNESS
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• April 28- Last day of the challenge
• April 30- Last day to log

Additionally, for supplementing your physical activity goals, check out the fitness Spring 2019 schedule offered at the Auxiliary Enterprises Recreational Center.

Stairwells at several university buildings have been painted with the UTHealthy wellness emblem and motivational messages to encourage able-bodied individuals to improve their physical fitness by taking the stairs. (We encourage medical clearance prior to any moderate to high intensity exercise).

Eat Healthy
If eating healthy is one of your well-being goals for this year, check out the nutrition resources offered to you including Naturally Slim, Farm to Work and a variety of nutrition education classes.

Stress less
• To regenerate your mind, EAP/UTHealthy offers FREE classes in TaiChi, Meditation, and Yoga.
• Take advantage of the Welltrack- a FREE app for you to understand and track your mental health and well-being.
• Unwind at the Arts & Resilience program offered at the McGovern Medical School showcasing performances of highly accomplished musicians, actors, painters, poets, filmmakers, and other artists.

Arts stimulates curiosity, intuition, awe, and emotional connection. Art also enhances well-being and strengthens resiliency.

Be Aware
As UTH employees, you have access to a variety of resources that support your work life balance and overall well-being:
• BlueCross BlueShield of Texas offers blueaccess to UT SELECT Medical Members as the online resource for information about your medical claims, printable copies of your ID card, cost estimation tool, research on health and wellness topics, and for locating hospitals and doctors’ offices. Use blueaccess to learn more about the 24/7 Nurseline, 888-747-9473; Special Beginnings for expecting families; Be Smart. Be Well. that helps you stay informed with newsletters on issues that can affect you and your family; Well onTarget to find discounted gyms near you; Care onTarget to learn about health conditions you have or are at risk for; and Connect, an online community to share information and knowledge about healthy living and more. The Blue Value Advisor helps to lower your out-of-pocket costs, just call the number on your ID card! The Condition and Lifestyle Management Program offers personalized guidance to improve diabetes, asthma, high blood pressure and other chronic diseases. Don’t forget the Blue365 Member Discount Program! Visit BlueCross BlueShield of Texas to register or log in. Additional benefits for UT SELECT Medical Members are annual on-site biometric screenings and flu shots, available at no cost to members. Dates for 2019 flu shot vaccinations will be determined. Check with your care provider for details on your coverage options.
• For work-life balance, you have FREE access to MyLifeValues.com and Care.com. You can use these websites for tips and resources on childcare, elder care, education, military, retirement, emergency preparedness and even pet service.
• As a state of Texas employee, you qualify for many deals offered by major corporations. Check out the UTH discount program for great savings and offerings!

On the fun side of wellness, complete the wellness crossword puzzle on the next page and win cool prizes!
Crossword Puzzle Challenge

**Instructions:** Read the clues provided below the puzzle. Then put in the appropriate responses. The first five staff members to send us a screenshot of the completed puzzle will win wellness-themed prizes. Send the completed puzzle screenshot to Mudita.upadhyaya@uth.tmc.edu.

**Across**
1. State of consciousness in which the mind is focused in passive attention and quiet
2. An unhealthy state of mind or body in which physical, social, emotional, intellectual functioning is compromised
3. Required for 8-9 hours per day
4. A mineral important in building and maintaining bones, and for muscle and nerve function
5. A group of physical, mental and spiritual practices originated in ancient India
6. Found only in plant food
8. A day keeps the doctor away
9. An ancient Chinese martial art
10. This type of wellness is the ability to understand ourselves and cope with the challenges of life

**Down**
1. State of consciousness in which the mind is focused in passive attention and quiet
3. Required for 8-9 hours per day
4. A mineral important in building and maintaining bones, and for muscle and nerve function
7. Drink this daily

*Source: https://crosswordlabs.com*
HOLIDAYS
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good time.
Not to trick but to treat everyone, the MMS ERC held their annual Halloween Bake Sale. Funds collected from bake sale offset the costs of prizes given to the first, second and third place winners of contests.
The MMS ERC sponsored a Winter Door Contest. Staff participated with their best winter-themed door decorations.
Volunteers with the MMS ERC decorated the lobby areas with Christmas cheer just in time for the 32nd Annual Holiday Craft Show at McGovern Medical School.
UTHHealth staff and retirees along with their family members set up vendor tables at McGovern Medical School featuring a unique collection of great products. From homemade jellies and tamales to wreaths and lotions, the vendors gave everyone who stopped by the show a wonderful variety of crafts to purchase.
The School of Public Health (SPH) continued their tradition of sponsoring the SPH Annual Arts and Craft Show on November 29. The craft show featured an array of unique items created by UTHHealth staff, faculty, and students. Items on display included candles, soaps, skin care, jewelry, knit items, home baked goods, and various art work. This annual holiday shopping event attracts members of the Texas Medical Center community from nearby MD Anderson, Cizik School of Nursing and University Center Tower. The event is presented by the UT SPH Support Staff Organization on behalf of SPH Dean Eric Boerwinkle. Proceeds are used to support charity drives and events.
UTHHealth School of Dentistry (UTSD) employees gathered to celebrate the end of the year at the annual UTSD Holiday Breakfast. The breakfast was presented by the UTSD Staff Relations Council (SRC) on behalf of UTSD Dean John Valenza, associate deans and department chairs, who also helped serve a delicious hot breakfast with SRC members. Smiling faces all around showed how much fun everyone had at this wonderful celebration.
The SRC held a holiday window decorating contest, and each department and office throughout the UTSD participated. During the breakfast, Technology Services & Informatics received the trophy for the best window decorations, which included Hermey the Elf (from Rudolf the Red-Nosed Reindeer), who wants to be a dentist.
In October, the UTSD Chapter of TAWD (Texas Association of Women Dentists) invited everyone to wear pink on a Friday in observance of October as Breast Cancer Awareness Month. To add to the fun, UTSD employees went to different participating departments to pick up treats for the annual Harvest Trail event.
As they do every year, the UTSD SRC put up a tree and other decorations to add cheer to the first and second floor lobbies of the dental school.
VETERANS
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the university for the purpose of recruiting and retaining veterans and improving services and resources. The project resulted in several improvements, including the development of a virtual veteran’s community, which was launched in 2018. For information on joining the virtual community, contact Vance at 713-500-3197.

UTHealth also recently launched a Salute to Veterans program in an effort to honor those who serve. One of its first projects included collecting and sending care packages to veterans.

Not only does UTHealth seek to partner with veterans as students and employees, but also faculty, staff, and students come alongside veteran patients to provide first-class services and care. UTHealth School of Dentistry and Cizik School of Nursing at UTHealth join together to provide veterans with quality dental care during the much-loved Give Vets a Smile event.

In addition, behavioral health services are available through the UTHealth Trauma and Resilience Center, a first-of-its-kind center dedicated to meeting the needs of veterans and their families. The center includes both adult and pediatric services in an effort to treat the entire family, and the center has a special focus on post-traumatic stress disorder.

Psychological distress can be intense in the veteran population. During his Veterans Day speech, Dr. Khan noted the higher suicide rate among the veteran population. Even for him, an older veteran with more life experience, the reintegration process was difficult, he said. He encouraged attendees to be respectful when they see veterans, reminding them that an older gentleman in a wheelchair may have once jumped out of planes. These veterans, he reminded listeners, have lived more life than many of us have ever lived.

At UTHealth, we seek to honor them as students, employees, patients, and heroes, and these are just a few ways we are trying to make this happen.

POLICE
Continued from PAGE 4

Personal and institutional property should be secured at all times; most reported thefts come from areas that were left unsecured or unattended.

Emergency alerts delivered via text message rely on the contact information in PeopleSoft to send those messages, and we encourage all to keep this information current. We also work with UTHealth to post safety messages on the Intranet and through Inside UTHealth. Those interested in receiving safety information directly from UT Police can subscribe to our email distribution list to receive special alerts, timely warnings, crime and safety bulletins, and class announcements.

Ultimately, safety is a collaborative effort between UT Police and UTHealth employees and students, and it is imperative that everyone participates and practices safety measures to ensure a secure environment.
AWARDS

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since my mom worked there and really excited to get help on my journey to receive a college degree,” Rachel said. “I was really excited and proud that I had received it from UTHealth.”

When children of UTHealth classified staff members receive educational awards, they enable them to spend the money on their future and forgo taking out even larger loans to pay for education. Often times it also helps parents who may help their children with educational expenses. This was the case with Rhonda Hamby.

“Even small scholarships, such as $500 or $1,000, really add up; every little bit has helped,” she said.

Jean Grove, Chair of the Educational Awards Committee on the UCSC, has served on this committee twice and she is thrilled that UTHealth has such a program. “Through the Educational Awards, we are able to recognize children of classified staff members for their academic and community service achievements as well as help them monetarily as they begin their educational pursuits.”

The Educational Awards program is offered annually to children of classified staff members, but the program relies on donations from all UTHealth community members. Our goal this year is to raise $35,000, and we are already well on our way to achieving this goal. To donate to this tremendously beneficial program, you can visit the donation page on the UCSC website or contact a member of the Educational Awards committee. Your donation will directly assist students as they pursue their dreams and achieve their educational goals.

COMING SOON

Brown Bag Session
March 7, 12 p.m. - 1 p.m.
McGovern Medical School (MSB 2.135)

Classified Staff Organization for Nursing Meeting
March 13, 12 - 1 p.m.
CSON Multipurpose – 140

March UCSC Meeting
March 20, 2 - 4 p.m.
University Center Tower (UCT 1726) and via WebEx

Star Awards
March 26 & March 28
The Denton A. Cooley, MD and Ralph C. Cooley, DDS University Life Center

April UCSC Meeting
April 13, 2 - 4 p.m.
University Center Tower (UCT 1726) and via WebEx

May UCSC Meeting
May 8, 2 - 4 p.m.
University Center Tower (UCT 1726) and via WebEx

Educational Awards Submission Deadline
All applications must be submitted no later than April 12, 2019.

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

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