

## **Campus Connection** Friday, October 3, 2008

Your biweekly source of news on UNT Health Science Center people, plans and progress.

### **UNT Health Science Center improves employee benefits and compensation**

Putting our people first is an important step in achieving our goal of becoming a top-10 health science center, and it's a big part of our five-year strategy. The 2008 Employee Satisfaction Survey and feedback from UNT Health employees revealed that lack of fair pay concerns many staff members. To help improve employees' pay, the UNT Health Science Center is emphasizing fair compensation, rewarding employees for good work and providing more opportunities to grow. Several improvements have been made over the past two years. And going forward, new programs will focus on retaining good employees, as well as attracting highly qualified new staff.

#### **Compensation Plans**

To retain and attract the best employees, the UNT Health Science Center is updating its compensation practices so that we compete with other employers in North Texas on a more equal playing field. Human Resource Services, working closely with members of the executive staff, has reviewed current staff compensation programs and is creating a UNT Health Science Center compensation philosophy to include clearer policies, pay-for-performance programs, competitive salaries and career development for all employees.

As an example, to improve our competitiveness in the local market, the UNT Health Science Center increased the minimum and maximum pay ranges for classified positions on Sept. 1. Classified employees who were making less than the minimum salary under the new ranges received a pay increase. Exploration is underway to improve base compensation for all staff in the future.

#### **Merit Program**

For the past two fiscal years, the UNT Health Science Center has offered a merit program to reward top performers with a one-time monetary bonus. Supervisors recommend non-probationary, benefits-eligible staff members for a merit bonus if they meet the program's criteria. The bonus is based on employees' annual evaluations, which have been updated this year to ensure the process is clearer and fairer. Learn more about the UNT Health Science Center merit program [here](#).

#### **Professional Development Training**

To help employees reach their goals and improve their chances of earning merit bonuses, the UNT Health Science Center now offers a variety of professional

development opportunities for all staff. Classes on topics including mentoring and customer service are offered regularly through Human Resource Services. See the schedule of classes and sign up [here](#).

### **Leadership Development Institute**

To help our leadership guide us toward our goal of top 10, the UNT Health Science Center created the Leadership Development Institute. Participants were nominated to be part of the team based on their job responsibilities, demonstrated skills, and current and potential leadership abilities. Leadership team members from faculty, staff and UNT Health meet monthly in four-hour sessions to evaluate and develop their skills in developing teams, effective communication and positioning of the institution, setting strategic direction, and mentoring. This group also meets monthly with senior leaders to hear progress on institutional strategy, then cascades that information throughout the institution.

### **Employee Appreciation Day**

The UNT Health Science Center has started a new tradition – Employee Appreciation Day – to thank and reward employees at the end of the fiscal year. Along with free lunch, music, games and prizes, each employee also receives a commemorative T-shirt to mark the event. For the past two years the UNT Health Science Center also has rewarded non-probationary, benefits-eligible employees with a one-time monetary bonus on Employee Appreciation Day.

### **Donate to *Campus Pride* for a chance to win a trip to Cancun**

The **2008 *Campus Pride* Annual Giving Campaign** kicks off at 8:30 am today with free food and fun for employees at the Alumni Plaza, and a little later at the Patient Care Center. This year your donation will support a variety of UNT Health Science Center programs and initiatives... and it could win you a trip to Cancun.

Every gift counts, so give what you can. Every employee who donates at least \$5 to *Campus Pride* will be entered in a drawing to win a one-week stay at the [Royal Islander Resort](#) in Cancun, Mexico, and two round-trip tickets on American Airlines.

The 2008 *Campus Pride* Campaign continues through Oct. 31.

Donations to the *Campus Pride* Campaign help fund several important UNT Health Science Center initiatives. Money raised last year supported:

- Local relief efforts for Hurricane Ike evacuees. Through the UNT Health Science Center Fund for Excellence, employees donated \$5,000 to the Tarrant Area Food Bank, which paid for 25,000 meals to those in need.
- The UNT Health Science Center's research in cancer, Alzheimer's disease, human identification and heart disease.
- Scholarships for the UNT Health Science Center's diverse student body. This year you can choose which UNT Health Science Center Foundation scholarship you would like to support. The list of scholarships is now on the [Institutional Advancement Web site](#).
- The Hispanic Wellness Fair. The annual event, which the UNT Health Science Center helped found, provided free health services to more than 15,000 North Texans this year.
- A 40<sup>th</sup> anniversary history book that is being published to document and share the UNT Health Science Center's unique history.

#### **How to donate:**

After today's kick-off event, employees will receive a packet from their department's [Campus Pride Team Captain](#). These packets include campaign details and pledge forms. Please complete and return them to the team captains.

In addition to the trip drawing, employees who make a donation will receive a thank-you gift and will be eligible for prize drawings held each week of the campaign. Also, each department with 100 percent of employees donating will be eligible for a pizza party. A drawing for the pizza party will be held after the campaign ends.

For more information on the 2008 *Campus Pride* Annual Giving Campaign, contact [Susan Smith](#) (ext. 2174) or [Jen Pendell](#) (ext. 2430) in Institutional Advancement. For information about the State Employee Charitable Campaign, contact [Marco Mendoza](#) (ext. 2230) in Human Resources.

Executive team members and Institutional Advancement employees are not eligible for the trip giveaway. The trip to Cancun and the airline tickets were donations and have no cost to the Health Science Center or its foundation.

#### **Drill tests UNTHSC emergency preparedness**

On Aug. 14, members of several departments and local emergency planners tested UNTHSC's emergency plans, communications and response with an emergency preparedness drill on campus. The two-hour drill was based on an imaginary shooting at the Patient Care Center.

The UNT Health Science Center holds emergency preparedness drills annually to evaluate its planned responses to emergency situations. The UNT Health Science Center has an emergency preparedness plan in place, and has implemented the Red Alert system to notify employees and students of emergencies on or around campus. To ensure that communications would continue

in the event of an emergency, a basic Web site has been developed to replace [www.hsc.unt.edu](http://www.hsc.unt.edu) that can be posted quickly with specific information in the event of a crisis.

**Reminder:** Texas State Law prohibits firearms on campus or carrying firearms in university facilities and on campus. Only licensed Texas peace officers may possess weapons on campus.

For more information on the drill, the scenario and the response, check the official [Safety Office report](#).

### **UNT Health Science Center and UNT Health join Frogs for the Cure**

For the second year, the UNT Health Science Center and UNT Health will participate in Texas Christian University “Frogs for the Cure” at the Oct. 16 football game with Brigham Young University at Amon G. Carter Stadium. Kickoff is at 7 pm. At 5 pm in Frog Alley, the UNTHSC and UNT Health team will begin distributing pink weepuls to help raise awareness for breast cancer research. An interview on [103.3 FM ESPN radio](#) will feature a UNT Health Science Center spokesperson.

For more information on the event, go to the [Frogs for the Cure Web site](#).

## **NEWS BRIEFS**

### **Gala tables almost sold out**

A few tables are still available to UNT Health Science Center departments for this year’s gala fundraiser. The black-tie event – *To Your Health: Unmasking Discoveries* – celebrates the 15th anniversary of the Graduate School of Biomedical Sciences. UNT Health Science Center departments can sponsor tables for 10 at these levels: \$2,500 – Friend, \$5,000 – Patron, \$10,000 – Visionary and \$15,000 – Benefactor. A limited number of individual tickets may be purchased for \$150. However, group seating is not guaranteed for individual tickets.

The gala is Oct. 25, from 6:30 pm to midnight at the [Renaissance Worthington Hotel](#). Visit the [To Your Health Web site](#) for more information, or contact [Susan Smith](#) (ext. 2174) or [Jen Pendell](#) (ext. 2430) in Institutional Advancement.

### **Vote early on campus**

Early voting for the upcoming general election will be available at the UNT Health Science Center Oct. 21-23, from 8 am to 5 pm in the Atrium. This voting location is only for eligible,

registered Tarrant County voters. For more on voting, visit the [Tarrant County Elections](#) site or the [Texas Secretary of State](#) site.

#### **Reminder: Distinguished Speaker Series Oct. 14**

Michael C. Lu, MD, from the departments of Obstetrics and Gynecology and Community Health Sciences at the University of California, Los Angeles, will present “Racial/Ethnic Disparities in Birth Outcomes: A Life Course Perspective,” as part of the UNT Health Science Center’s Distinguished Speaker Series. The talk is set for Tuesday, Oct. 14, at 5 pm in Luibel Hall.

Register at the [Office of Professional and Continuing Education Web site](#). Two hours of CME credit are available, and the public is invited to attend.

#### **Patient education seminar on women’s health on Monday**

Students of the Texas College of Osteopathic Medicine and TOGAS (Texas Obstetrics and Gynecology Association of Texas) will host a patient education seminar on Monday, Oct. 6, at 6 pm in Everett Hall. The event is part of a monthly seminar series focusing on health issues affecting the community and how to manage them. This month’s topic, women’s health, will be broken into four age groups. The seminar will be shared with the Fort Worth Independent School District through ConnectEd later this month. The campus and community are invited to attend the informational sessions, followed by a question-and-answer period. For more information, contact [Amaya De La Garza](#), TCOM ’11.

#### **Free OMT service next week**

The UNT Health Science Center’s Undergraduate American Academy of Osteopathy (UAAO) will offer Osteopathic Manipulative Treatment (OMT) service for faculty, staff and students on Tuesday, Oct. 7, from 4:30 to 6:30 pm in EAD 516. These sessions give students a chance to practice the manipulative medicine techniques they learn in class. The sessions are a great opportunity for employees to learn more about osteopathic medicine, meet some of our students, and maybe relieve some aches and pains. UAAO offers this service on the second Tuesday of each month. Watch Daily News for information about future OMT service.

## **IN THE NEWS**

#### **Money matters**

Harvey Brenner, PhD, professor of social and behavioral sciences, lent his expertise to a [Bloomberg](#) article about the effects of the nation’s weakening economy on the public’s health. The article also appeared in the *Calgary (Alberta, Canada) Herald* and the [Business Report](#) from Johannesburg, South Africa.

### **Healthy vacations?**

The [Fort Worth Business Press](#) featured Carlos Reyes-Ortiz, MD, PhD, associate professor of social and behavioral health, in an article about medical tourism and its impact on the medical industry and the public's health. That same issue of the *Business Press* included a brief about the upcoming [Distinguished Speaker Series](#) event on Oct. 14, the announcement that [Dr. Thomas Yorio was appointed provost](#) and a mention of the [Health Science Center's collaboration with University of Texas-Arlington](#), in a reprint of a presentation made by UT-Arlington's President James Spaniolo.

### **DNA continues work**

The DNA Lab appeared in the news several times recently: an [El Paso TV station](#) ran a story about the Center for Human Identification's recent workshop for law enforcement officials in Las Cruces, N.M.; the [Tyler Morning Telegraph](#) ran a story about Rhonda Roby, PhD, testifying in the "KFC Murders" trial; the South Oregon [Mail Tribune](#) had an article about a cabin fire investigation in which the lab is assisting to identify a dead man; a Fayetteville, Ark., TV station ran a story about America's Most Wanted helping solve the case of a murdered young woman, and the show has asked for the DNA Lab's help; and that same case was featured in Northwest Arkansas' [The Morning News](#).

## **HR UPDATE**

### **October professional development opportunities**

This month, bone up on your customer service skills or pick up some new mentoring strategies at a Human Resource Services (HRS) professional development class. Other October classes include e-mail etiquette, introduction to the generations, stress relief and dealing with difficult people. Get more information and sign up for this month's professional development at the [HRS Web site](#).

## **KUDOS**

**Elena Bastida, PhD**, associate dean for research, School of Public Health

... will have her research highlighted in the November 2008 issue of [American Journal of Public Health](#). Her research, "Persistent Disparities in the Use of Health Care Along the U.S.-Mexico Border: An Ecological Perspective," also will be featured in the journal's press release.

**Rohit Ojha**, SPH student

... was awarded the “Student Prize Paper Award” for 2008 at the [American College of Epidemiology](#) annual meeting in Tucson, Ariz. The award for his paper, “Best Subset Selection and Trend Analysis for Optimizing the Discriminatory Accuracy of Diagnostic Models,” was the only award given to a student at the annual meeting.

**Harbans Lal**, PhD, retired chair and professor of pharmacology

... was elected president of the UNT Health Science Center Retirees’ Association. Dr. Lal was a faculty member at UNTHSC from 1980 to 2000.

**Fang Fang Zhang**, MD, PhD, assistant professor of epidemiology

... received a \$243,202 grant from [Susan G. Komen for the Cure](#) for her breast cancer research. The grant, which is part of the largest commitment of breast cancer research funding by a single nonprofit organization, targets 81 universities and hospitals in 27 states and five countries. The information about the grant appeared on [PR Newswire](#) and in several outlets across the country. Read more about it [here](#).

## **SAVE THE DATE**

**October 3**

**2008 *Campus Pride* Annual Giving Campaign kick-off**

8:30 am

Alumni Plaza

**October 14**

**Distinguished Speaker Series**

Michael C. Lu, MD, MS, MPH, University of California Los Angeles Department of Obstetrics and Gynecology

5 pm

Luibel Hall

[Register with PACE](#)

**October 25**

**UNTHSC Annual Gala**

***To Your Health: Unmasking Discoveries***

6:30 pm

Renaissance Worthington Hotel

<http://www.hsc.unt.edu/toyourhealth>

## **DO Dash 5k/1k**

8 am

UNT Health Science Center Campus

[www.dodash2008.com](http://www.dodash2008.com)

## **November 20-21**

**UNT System Board of Regents Quarterly Meeting**

UNT Denton

## **November 27-28**

**UNT Health Science Center Thanksgiving Holiday**

## **ABOUT THIS NEWSLETTER**

**Campus Connection** is published the first and third Fridays of each month by the Office of Marketing and Communications for UNT Health Science Center employees, students and friends. Please feel free to forward this e-newsletter to others and print it for those who don't have access to a computer.

Our goals are to:

- Keep you informed about the Health Science Center's strategic plan, priorities and goals.
- Promote the UNT Health Science Center values of compassion, integrity, teamwork, innovation, pride and excellence
- Demonstrate how the people and programs of the Health Science Center really do make a difference
- Enable you to be a well-informed UNT Health Science Center ambassador

You're invited to contribute to the continuous improvement of this e-newsletter and other UNTHSC Family communications by sending story ideas, news, suggestions and questions to [news@hsc.unt.edu](mailto:news@hsc.unt.edu).

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