

President's Forum
People. Passion. Purpose.
March 3, 2017

Below is a partial list of questions submitted in advance by Faculty, Staff and Students for the President's Forum held on March 3, 2017. Many questions were answered at the Forum. Below are additional questions with responses, which will be added to and updated continuously.

Question: Will any of the money donated by the Longs be allocated to staff for cost of living salary increases?

Answer: No. The philanthropic gift of \$25 million from Joe R. and Teresa Lozano Long will establish a \$1 million distinguished chair endowment for the dean of the School of Medicine; a \$4 million endowment to support scholarships for students from throughout Texas who are attending UT Health and studying to be physicians; and a \$20 million President's Endowment for Faculty Excellence in Medicine held in the Office of the President to support priority faculty recruitment in the School of Medicine in a variety of ways, at the strategic direction of the president. The president and dean of the Medical School will work together in setting faculty recruitment priorities. When donors make a gift to the University, they do it to make a difference for our missions in a way that is very important to them. The areas any gift supports are driven by the interests of the donor, and the University abides by those wishes in the careful stewardship of every gift to accomplish the purposes the donor wants to advance.

Mr. and Mrs. Long wanted to establish endowments which are permanent funds where the gift itself is not spent. Rather, the gift itself is invested while the quarterly earnings are spent. The investment and the earnings from it will benefit the purposes specified by the donor in their endowment agreement forever.

For more information on our University's significant philanthropic efforts, contact Deborah Morrill, Vice President for Institutional Advancement.

Question: Why can't there be more handicapped parking on the campus. There are only those few slots outside the AAB for faculty/staff and the other ones are for students/visitors. Those of us that are handicapped, work in the School of Medicine shouldn't be walking from the Library, School of Nursing area or the School of Dentistry. This is becoming a major problem. Yes, I could get a reserved slot, but I don't make that much/month as say a disabled faculty member.

Answer: The Texas Accessibility Standards (TAS) regulates the size and placement of accessible parking spaces. The Texas Department of Licensing and Regulation (TDLR) is the state agency responsible for enforcing the TAS, which covers a wide range of accessible building components. These parking regulations are also compliant with the federal Americans with Disabilities Act (ADA). We follow the accessibility standards that require a number of things including a minimum number of accessible parking spaces based on total parking spaces in the lot, which is how we must determine the number of handicapped parking spaces available in our respective lots. We do make available to all faculty, staff and students multiple options for parking with various pricing options to accommodate everyone as best we can.

Question: I know we are under a hiring freeze but why can't there be internal hiring? I would think the cost of transferring to another department, even with a pay increase, would be minimal compared to hiring an external candidate.

Answer: The Governor's Office has mandated a hiring freeze is for any positions funded with state dollars regardless if it is an internal hire, external hire, or pay increase. We are not allowed to invest in any new positions or increases in pay using state dollars until August 2017. Transfers are not prohibited. To demonstrate this point, if a state-funded position transfers to another area, we could not allow any pay increase and the position that was abandoned would not be able to be re-filled.

For more questions on the hiring freeze, you may contact your manager.

Question: As a part-time faculty member, I think it would be fantastic if these forums could be livestreamed. Does UT Health have a livestream channel?

Answer: We do have a product we use for livestreaming called Sonic Foundry, which requires you to log in to view it. We use this tool to stream content to off-campus locations or to view remotely. The President's Forum is always recorded and available live through Sonic Foundry. You may also access previous forums in case you missed one.

Here is a link to the last President's Forum:

<https://atsvid.uthscsa.edu/Mediasite/Play/2f94abbc371d4a7b829077b88b00c6191d>

Question: The breakroom in STRF building was so small and lots of faculty and staff do not have place to eat lunch! Please come to see how big the room is and count how many labs we have in the building!!

Answer: Thank you for sharing your feedback. As more occupants have moved into the STRF, the existing 2nd floor break rooms have become inadequate to meet the growing demand. As an alternative, there is a larger break room on the 3rd floor of the building, as well as a break room located just off the lobby on the 1st floor. These rooms are available to anyone in the building. As a reminder, there are also food and seating options on the first floors of the Medical Arts & Research Center (MARC), the Center for Oral Health Care & Research (COHR) and the Research Administration Building.

Question: Will there ever be actual raises for the staff (besides "merit increases")

Answer: The employees of UT Health play a critical role in achieving our academic, clinical and research missions. Each year we review whether to provide cost of living increases or merit increases, and we continue to utilize meritorious performance as the best way to invest in our workforce.

Every year, each manager reviews every staff member's performance in what's called the Annual Performance Review process. Based on the individual performance scores, employees may receive a merit increase if our organizational budget can support increasing compensation through additional and incremental revenue streams. Understanding this, a merit increase is not guaranteed; however, the past few years, our overall financial performance has allowed us to fund a merit pool of 2% of total salaries. Based on the employee's performance, each manager has the discretion to offer employees merit increases ranging from 0% to 6% using that pool of

dollars. In FY 2015 and FY 2016, almost 70% of staff received a merit increase, with an average award of 2.63%. The institution considers compensation of our valued staff as a high priority and has authorized merit increases in eight of the last ten years.

Salary increases may also be in the form of a promotion or a market adjustment. Again, depending on the state budget and the organization's budget, increases due to promotions or market adjustments may be considered by managers at any time. Salary increases typically accompany an increase in responsibility, a change in role, title or level of accountability.

To better understand your respective department's pay processes, you may ask your manager for more information.

Question:

Currently the university's nondiscrimination policy (as recorded in the HOP 4.2.1) states: "It is the policy of UT Health to provide an educational and working environment that provides equal opportunity to all members of the University community. In accordance with federal and state law, the University prohibits unlawful discrimination on the basis of race, color, religion, sex, national origin, age, disability, citizenship, genetic information, and veteran status. To the extent permitted by law, discrimination on the basis of sexual orientation is also prohibited pursuant to University policy."

The university's Title IX page states:

"Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in education. It reads no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance?"

These statements do not currently include gender identity or gender expression among the list of protected classes. I would value leadership in expanding the campus non-discrimination policies for faculty, staff, and students, and also ensuring that all School-specific policies match a new standard that is explicitly inclusive of transgender faculty, staff, and students.

I would also like to recommend creating gender-neutral restrooms throughout our campus, especially if the State of Texas's "bathroom bill" is put in place. Thank you for your attention to this important matter.

Answer:

Thank you for your comments. We are currently identifying locations for All Gender restrooms on the Long Campus, which are listed below. Greehey Campus locations, including the Medical Arts & Research Center (MARC) and the Center for Oral Health Care & Research have not yet been identified.

School of Medicine

2.003.01 and 3.003.01

Academic & Administration Building

2.003.03

School of Nursing

One will be built on the 1st floor as part of the TRB project scheduled to begin this summer

School of Dentistry

One will be built on the 2nd, 3rd and 4th floors as part of the TRB project scheduled to begin this summer

We also offer Lactation Rooms on the Long Campus including:

School of Medicine

1.114E.00 – construction drawings underway

Academic & Administration Building

2.208.00 – construction drawings underway

School of Nursing

One currently available on the 1st floor near the Hurd Auditorium and one will be built on the 1st floor as part of the TRB project scheduled to begin this summer.

School of Dentistry

One will be built on the 2nd, 3rd and 4th floors as part of the TRB project scheduled to begin this summer

We are still working to identify All Gender restrooms and lactation rooms on the Greehey Campus.

Question: Is the University going to support and require whenever possible, “Buy American?”

Answer: We maintain our standard of excellence in everything we do, including purchasing. In all decisions we balance safety, quality, and effectiveness and efficiency.