SAC Chair – End of Year Annual Report 2013

Projects and Initiatives:

- **Benefits Subcommittee:**
  - Tuition reimbursement – we were successful in establishing a pilot program under Exec. VP for Facilities area.
  - Staff Emergency fund – We are working to establish a staff emergency fund like the one at UT Austin as an ongoing project. It is funded through contributions from SECC. Funds are managed by UT Foundation. Currently it was too late to get Staff Emergency fund set up as a non-profit so we could contribute through SECC. Will look to establish non-profit status by next SECC timeframe.
  - Employee Recognition Program – We are reviewing options on establishing an employee recognition program like the GEM program at UTMB as an ongoing project. One option is to expand UT Medicine employee recognition program to the rest of campus to increase employee morale.

- **Communications Subcommittee:**
  - Reached out to new supervisor in Facilities Management to see if we can post our SAC flyer in the main hallway of the dental school where employees gather before their shift.
  - Created a new SAC representative communication announcement for new members to use to advertise their appointment to SAC and to communicate with their constituents.

- **Staff Development Subcommittee:**
  - Created and consolidated training opportunities both on-campus and off-campus. Links for these training opportunities are listed on our website. They include 14 links to on-campus staff development opportunities; and 13 links to San Antonio community based opportunities. There are also links to opportunities in Laredo, Harlingen, and Edinburg, along with on-line training and fee-based training opportunities. They have links provided for community involvement and volunteering also listed.

Financial Balance: $3,364.03 as of August 2013

SAC Accomplishments:

- We contracted with Web Services to update and maintain our SAC website effective in 2012. The contract is automatically renewed each year.
- SAC was invited to serve on the Professional Development Committee for the University, and Beth Payne represented SAC on this committee.
- Partnered with UT System EAC (Employee Advisory Council at the UT System level) and hosted the EAC quarterly meeting in March 2013.
- Created a to do calendar and timeline for future use.
- We reached out to Facilities Management to display our flyer to improve communications.
- Tuition reimbursement pilot program was implemented under EC member, Mr. Jim Kazan, in the Facilities Management, and Environmental, Health & Safety areas.
- Employee recognition pilot program was implemented at UT Medicine. We hope to expand it for the rest of campus.
- Increased security between VA Hospital and University Hospital with police presence.
SAC Chair, Ninette Roberson, wrote article for portal publication announcing SAC Nominations and Elections

SAC Chair Elect, Beth Payne, was appointed by the President’s office to the UT System Employee Advisory Council (EAC) for FY14

SAC concerns and suggestions submitted:

- SAC Chair Elect, Beth Payne, was appointed by the President’s office to the UT System Employee Advisory Council (EAC) for FY14

- SAC concerns and suggestions submitted:
  - Pedestrian safety issues by Louis Pasteur Drive, entrance 2, and also cross walk going across Merton Mentor between HSC and the VA – concern was forwarded to both UT Police and Environmental Health and Safety. UT Police reviewed the concern, and determined that general pedestrians were in danger while using the running track around campus from vehicles driving onto campus at the entrances. Status: resolved. Speed bumps were installed to help slow down traffic for pedestrians on the running track. The walkway to the VA was also reviewed; however, the city disapproved creating a crosswalk to allow access to VA Hospital.
  - Updating the signs on the Edinburg campus to make them more visible – concern was submitted to Mike Black. Status: resolved. The building sign was hidden by shrubs and tall grass. The shrubs and tall grass were removed and brick was cleaned off. More sign changes are pending the approval of the consolidation of UT Brownsville and UT Pan Am and the implementation of the South Texas Medical School.
  - AT&T discount amounted to 15%, not 20% - concern was forwarded to JoAnn Rios, in HR’s Work Life Program. Status: resolved. She reached out to UTSA campus as we are partnering with UTSA to obtain these discounts. AT&T had applied the wrong discount which was corrected.
  - Mobile truck vendors on North Campus on a permanent basis as the new Research building has no cafeteria – concern was forwarded to Vikki Ross, Sr. Director of Supply Chain Management. Status: resolved. Per UT system rules, we cannot allow mobile truck vendors on State property.
  - Open parking week of December 17-21, 2012 included reserved spaces – concern was forwarded to UT Police and the Parking control office. Status: resolved. Due to the lack of students and staff here that week, it has always been open parking that week. The Parking Committee met, put reserved cones out for those who still want their spaces reserved, and open parking will not include reserved spaces next year.
  - Microsoft training classes offered on campus – concern was submitted to Jo Ann Rios, in HR. Status: resolved. Per JoAnn, we do not currently have Microsoft training offered through Knowledge Center, however it may be something we can implement at a later date. UTSA does not offer this training either. The school districts do offer training of this nature, and the employee can try there instead.
  - Safety and Security issue discovered in the RAHC in Harlingen. Palm tree covered security cameras going into the building. UT Police and Facilities Management are working to resolve the issue. Status: in progress
支付加班时间的费用，由Edinburg部门提交的顾虑。部门要求员工加班，她同意了。部门在没有获取事先批准的情况下犯了一个错误。他们在事先批准方面没有成功。他们没有成功地支付员工。状态：已解决。

员工认可计划 – UTMB有一个名为GEM计划（Going the Extra Mile）的员工认可计划，该计划相当成功。一个SAC顾虑被提交，询问HSC是否可以创建一个GEM计划来认可员工的贡献并提高士气。在与校长办公室讨论后，建议扩大UT Medicine的员工士气计划，以包括所有HSC部门。我们将继续跟进，以确保在全校园内实施。状态：进行中。

终止和辞职:
- 我们今年在SAC上有4个空缺:
  - Karen Walton
  - Jerry Lynn Beesley
  - Jesse Medina
  - Shannon Lopez

客座演讲系列:
- 9月会议 – Marsha Zimmerman和JoAnn Rios，UT系统员工咨询委员会 – EAC概述
- 11月会议 – 警察局长，UTPD – 安全和安保问题的更新
- 1月会议 – Andrea Marks，VP和CFO – 预算和财政问题的更新
- 3月会议 – JoAnn Rios，EAC – 评估后EAC访问校园
- 5月会议 – John Amos，设施管理 - 园区建设的进度
- 7月会议 – Heather Kobbe，HR员工关系 – 员工关系部门的员工关系信息