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FOR
STUDENT, FACULTY, AND STAFF CAMPUS LIFE
COMMITTEE**

Committee Meeting: 11/8/2007
Austin, Texas

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Convene	<i>10:00 a.m.</i> <i>Acting Chairman</i> <i>McHugh</i>	
1. U. T. System: Annual Meeting with Officers of U. T. System Employee Advisory Council	<i>10:00 a.m.</i> Report <i>Mr. Swindle</i> <i>Ms. Tate</i>	17
2. U. T. System: Update on student diversity at U. T. System health institutions	<i>10:40 a.m.</i> Report <i>Dr. Shine</i>	21
Adjourn	<i>11:00 a.m.</i>	

1. **U. T. System: Annual Meeting with Officers of U. T. System Employee Advisory Council**

Representatives of the U. T. System Employee Advisory Council will meet with the Board to discuss the Council's past year activities and plans for the future according to the following agenda. Council members scheduled to attend are:

Chair: Mr. Michael Swindle, U. T. Permian Basin

Vice Chair: Mr. Glen Worley, U. T. Austin

Secretary: Mr. Randolph Scott, U. T. Health Science Center - Houston

Historian: Ms. Melanie Loving, U. T. Medical Branch - Galveston

Past Chair: Ms. Ann Tate, U. T. Southwestern Medical Center - Dallas

AGENDA

1. Introductions
2. Outgoing Chairperson's report on the accomplishments of the past year and plans for the new fiscal year and an update of the Tuition, Strategic Plan and Grievance Subcommittees.

BACKGROUND INFORMATION

The U. T. System Employee Advisory Council was established in August 2000 to provide a vehicle for communication and to facilitate the flow of ideas and information between employees, the Board of Regents, the institutions, and Executive Officers of U. T. System Administration. The Employee Advisory Council functions to define, analyze, and make recommendations on employee issues to appropriate groups and individuals.

Attached on Pages 18 - 20 is a chart showing the status of prior recommendations from the Council.

**Employee Advisory Council Recommendations
Cumulative List/Update**

Subject	Recommendation	System Administration Response
<p>EAC Web site BOR Meeting 2/13/02</p>	<p>Recommended the implementation of a Web site for the EAC, so staff may have access to the recommendations and discussions occurring in the EAC.</p>	<p>The EAC Web site is in place for access by any staff member. U. T. System provides necessary support to keep it up-to-date and functional.</p>
<p>Employee Educational Benefits BOR Meeting 2/13/02</p>	<p>Encourage individual institutions to review and implement employee educational benefits. The EAC recommended a System-wide review of eligibility, fee/tuition waivers, and/or assistance.</p>	<p>The Executive Vice Chancellors distributed a letter to the Presidents of each institution encouraging review of the employee educational benefits.</p> <p>The EAC formed a committee in 2006-2007 to review educational benefits at each institution and similar institutions outside of UT System. The committee has put together a recommendation that has been sent to the Chancellor.</p> <p>Acknowledged and ongoing.</p>
<p>Parking Benefits BOR Meeting 2/13/02</p>	<p>Review current parking at individual campuses and review for possible collaboration between the institutions.</p>	<p>The EAC is no longer reviewing this recommendation and does not require a response from U. T. System.</p>
<p>Best Practices Document – Nonmonetary Compensation BOR Meeting 2/12/03</p>	<p>Compile all nonmonetary compensation programs from each institution, making it available to all employees through the EAC Web site. This document was completed and placed on the Web site, making it available for all institutions to share. The document is a "living" document to be updated by EAC members periodically.</p>	<p>System Administration has supported the use of the document and the Web support to keep it a functioning document.</p>

Subject	Recommendation	System Administration Response
Wellness Program BOR Meeting 2/3/04	EAC recommended compiling all the wellness programs available at various institutions to be shared between institutions.	U. T. System Employee Benefits Office has placed this information on their Web site for easy access for all faculty and staff.
Diversity Awareness BOR Meeting 11/9/05	Promote greater staff involvement in the diversity initiatives set forth by U. T. System. Staff represent the most diverse groups on campuses and their input will be critical to the overall success of these initiatives.	U. T. System and the Board of Regents were very responsive to including the staff in diversity initiatives and recognize the importance of staff involvement.
Staff Councils BOR Meeting 11/9/05	Establish Staff Advisory Councils at each institution. Currently, three institutions do not have Staff Councils. The EAC believes Staff Councils encourage involvement and ownership in decisions impacting employees and the institutions as a whole.	The Board of Regents agreed with this recommendation and encouraged participation from the Executive Vice Chancellors of Academic and Health Affairs to facilitate the development of these Councils. U. T. M. D. Anderson Cancer Center, U. T. Medical Branch – Galveston, and U. T. Southwestern Medical Center - Dallas are in the process of developing their own councils.
Improved functionality of the EAC BOR Meeting 11/15/06	<p>The EAC spent the 2006-2007 year evaluating the mission and bylaws established 5 years earlier. As a group, the EAC decided that structurally some changes needed to occur to make the group more effective in the upcoming years.</p> <p>1. To minimize the change to the group each year, terms were increased from 2 to 3 years. This minimizes the turnover of representatives from 50% each year to 33%, providing a greater continuity in planning.</p>	Acknowledged and ongoing.

Subject	Recommendation	System Administration Response
	<p>2. The four standing committees were removed from the bylaws. Outlining the committees in the bylaws was restrictive and limited the scope of the EAC. The group believed it was important for the EAC to have the ability to address current issues facing the staff outside of the scope of these committees. All committees are now designed as ad hoc committees with the EAC chair solely responsible for appointing the chair of each ad hoc committees.</p> <p>3. Establish a new SharePoint site making communication more effective within the group.</p>	

2. **U. T. System: Update on student diversity at U. T. System health institutions**

REPORT

Executive Vice Chancellor Shine will report on student diversity at U. T. System health institutions using the attachments.

The total enrollment at U. T. System health-related institutions has increased from 9,480 in Fall 2001 to 11,235 in Fall 2006. Of the 1,755 (19%) increase in students, the bulk of the increase is at the graduate level, which increased by 1,725 students and now represents 45% (up from 35%) of total enrollment at the health-related institutions. The number of undergraduate students actually declined by 201 and now represents 17% (down from 22%) of total enrollment. The number of professional students (medical and dental) increased by 231, but now represents 38% (down from 43%) of total enrollment.

Of particular note is the 1,209 increase in female students who now represent 60% of total enrollment at the U. T. System health-related institutions. International students and students classified as "Unknown" represent the largest percentage increases, 128% and 136%, respectively, in total enrollment over this period. The percentage of African-American and Hispanic students increased 31% and 10%, respectively, over this period. As a percentage of total students, White student enrollment declined from 58% to 50% of total student enrollment.

At the undergraduate level, the decrease of 201 students includes a decline of 42 males and 159 females. The most significant declines were at U. T. Health Science Center - San Antonio (24%), and at U. T. Southwestern Medical Center - Dallas and U. T. Medical Branch - Galveston, both with 14% declines. The shift of occupational and physical therapy programs from a bachelor's to a master's degree as the entry level resulted in the overall decline of undergraduate enrollment.

At the graduate level, the increase of 1,725 students is the result of a 51% increase in males and 52% increase in females. Females remain at 63% of the graduate enrollment at U. T. System health institutions. Enrollment of International, African-American and Hispanic graduate students increased 133%, 95%, and 54%, respectively. While U. T. Health Science Center - Houston has the largest graduate-level enrollment with 2,024 students, U. T. Southwestern Medical Center - Dallas had the largest increase (147%) in graduate enrollment (from 520 to 1,282 students). U. T. Medical Branch - Galveston had the second highest increase (78%), while graduate enrollment at U. T. Health Science Center - San Antonio and U. T. Health Science Center - Houston grew 65% and 13%, respectively.

At the professional level, the increase of 231 students masks the fact that male student enrollment declined by 39 (2%), while female students increased by 270 (15%). As a percentage of professional students, females increased from 45% in 2001 to 49% in 2006. While the number of professional students classified as "Unknown" increased 246% (from 54 to 187 students), the next highest percentage increases were African-American (24%) and Hispanic and Asian-American (at 8% each). Each institution with professional students increased the number of professional students enrolled. U. T. Southwestern Medical Center - Dallas was the only institution with a double digit percentage increase (14% -- 813 to 925 students).

The Joint Admissions Medical Program (JAMP) identifies economically disadvantaged college undergraduates who aspire to Medical School. The program provides mentoring, summer institutes and other enhancements. If successfully completed, participants are guaranteed a place in one of the Texas Medical Schools.

Supplemental Materials:

- **Diversity Information (Total Fall Enrollment by Level, Gender, and Ethnicity) on Pages 55 - 60 of Volume 2.**
- **Diversity Information Highlights on Pages 61 - 64 of Volume 2.**
- **Top 10 Medical Schools for Hispanics on Pages 65 - 69 of Volume 2.**
- **JAMP History on Page 70 of Volume 2.**
- **Description of JAMP on Pages 71 - 78 of Volume 2.**
- **Outreach, Recruitment and Retention Programs on Pages 78.1 – 78.20 of Volume 2.**