

Employee Advisory Council

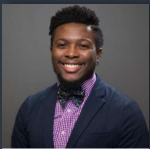
The University of Texas
System

2020-2021 Officers



Nyma Shah, Chair
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Executive Sponsor:

Julie Goonewardene, Senior
Advisor to the Chancellor, Chief
Talent and Innovation Officer

UTS EAC Website:

[www.utsystem.edu/sites/
employee-advisorycouncil](http://www.utsystem.edu/sites/employee-advisorycouncil)



THE UNIVERSITY of TEXAS SYSTEM
FOURTEEN INSTITUTIONS. UNLIMITED POSSIBILITIES.

One System, One Voice

Meeting Summary for January 8, 2021 via
Zoom (Virtual Meeting)

Meeting Summary:

Update from Matt Sorenson, PhD – Innovation Program Manager, UT System:

- Spring will look very similar to the Fall with continued virtual work.
- Enrollment across all UT institutions is up 2%, which is higher than the national average. Texans and beyond desire what UT provides.
- COVID vaccines have been rolled out and several UT sites were among the first in the state to receive and start distributing.
- Website to see what is happening across all institutions when it comes to COVID. UT Institutions Make Impact in Fight Against COVID-19
 - <https://www.utsystem.edu/sites/covid-19/ut-institutions-make-impact-fight-against-covid-19>

Susan Masson – Innovation Program Manager, UT System - spoke on the Internship Program:

- Paid internships for undergraduates as well as graduate programs this year.
- 2020 was to the pilot year, but this is basically a “second pilot” since the pandemic changed how the program was done.
- The program has grown to include 11 different departments with 21-22 positions available.
- Events for recruiting will occur in January and February. March will be the interview process and plan to onboard by the end of March.
- Likely that the positions will be all virtual or a more hybrid approach. So the students would not need to move to Austin.

Special Guest – Karen Mooney, Mentoring and Coaching:

- Karen works at MD Anderson as an Associate Vice President in Facilities and is also an ICF certified personal coach
- There are several categories that seem similar. Good to know the difference between Teacher, Mentor and Coach. So it is good to know the definitions of each.
 - Teacher – Directing you and telling you how to do things
 - Mentor – Advising you based on experience
 - Coach – Asking questions to understand what they have done and learning what they want.
- Important to understand the difference between coaching and mentoring.
 - In coaching, you, as the participant will be doing a lot more of the work.
 - You are driving your career and your choices as the participant.
 - The coach determines who might be qualified to join a coaching program. Some institutions automatically put certain people into a coaching program.

Institution Updates:

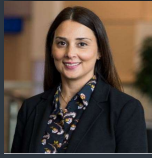
- Most locations are continuing to operate like they were in the fall with some kind of hybrid work environment.
- Many of the institutions have considered space allocation and that that means for the future of working in the office, so there could be more that will move to permanently work from home.
- The health institutions were among the first in the state to receive vaccines and have already been able to vaccinate a large portion of front line workers, staff and students. Will be moving to patients soon.
- Most institutions are working on getting a formal mentoring program.
 - It seems a hybrid approach being able to work internally and externally would be the best.



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Sub Committee Updates:

Diversity and Inclusion:

- Planning to create a toolkit to have “blind” hiring initiatives.
- Going to send a survey out to each of us on EAC to gather information and to be able to add to the toolkit.
- Starting to finalize getting the toolkit and would like to help get it out to each of the institutions.

Campus Safety:

- Main initiative to have a plan in place when things pop up. Not many were ready for COVID and the impacts it would have.
- Also, taking into account the physical safety for everyone that comes on campus.
- Working on a Campus Civility program as well. Would like to create something that can be shared across all institutions.

Telecommuting and Future Work:

- Plan to develop a toolkit for each institution based on some of the items we find that are the same across the institutions. Also planning to have some trainings to integrate everything.
- Met with the Faculty Committee and they voiced some concerns of working too much or not enough. Hoping that we can work together with them so they can voice their concerns at their meeting with the Board of Regents at the end of May.

Mentoring and Coaching:

- Plan to focus more on mentoring vs. coaching for this year.
- Matt Sorenson joined one of the committee’s meeting and has been helping to guide them with what might be beneficial as someone that has helped to run a mentoring program in the past.
- Going to keep working with each of the institutions to make sure they are hitting all the areas that are important.

On the Horizon

- Next EAC Meeting: March 5, 2021



Photo of our EAC Representatives!

