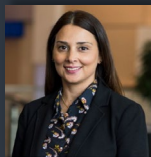


# Employee Advisory Council

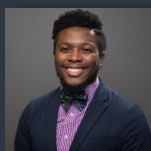
The University of Texas  
System

2020-2021 Officers



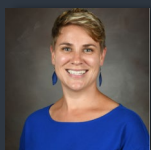
Nyma Shah, Chair  
UT MD Anderson

[nashah@mdanderson.org](mailto:nashah@mdanderson.org)



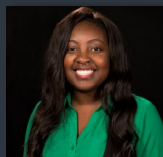
Peter-James Ehimika, Vice-Chair  
UT Rio Grande Valley

[peterjames.ehimika@utrgv.edu](mailto:peterjames.ehimika@utrgv.edu)



Trudy Jacobs, Secretary  
UTHealth-Houston

[Trudy.Jacobs@uth.tmc.edu](mailto:Trudy.Jacobs@uth.tmc.edu)



Elisa Cuellar, Historian  
UT San Antonio

[Elisa.Perkins@utsa.edu](mailto:Elisa.Perkins@utsa.edu)

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 July 9, 2021 via  
Zoom (Virtual Meeting)

### Meeting Summary:

This was our final meeting for FY21 and we spent the time recognizing all the work we have done and how we would work to implement in the next year with keeping the continuity of the same committees.

### Update from UT Chancellor James B. Milliken

- Had a great year despite a pandemic. Did great things since March 2020.
- Increase in student enrollment by 2%.
- Almost 100% remote teaching and still did really well.
- Also, exceeded in telemedicine during the pandemic. Had under 1,000 telemedicine visits in 2019 and over 1 million in 2020.
- Most people were able to work remotely, even some that in the past would not have been able to.
  - Work was done just as well or better prior to the pandemic.
- The fall of 2021 will look more like the fall of 2019 instead of the fall of 2020 in regards to teaching and learning.
- Would like to host some kind of in-person reception for all of the EAC if we are ever allowed to meet in person at UT System again.

Speaker: Dustin Bennett, Training Specialist, UT MD Anderson Cancer Center "Bringing Ideas to Life"

Presented to us on how to implement things that we have worked on and provided some good insights to stay motivated and moving forward.

- Things are successful when there is an incentive. Even if the incentive is simply for you to stay motivated and to keep you moving forward.
- Being intentional to keep momentum.
- Centrality of diversity is personality. Surround yourself with people who are opposite of you.
- We are all at our best when we are doing something we enjoy.
- Keep things in perspective, which means you may need to get up and go for a walk.
- Don't be afraid to fail. Learn from the mistake. Just go for it!
- Consider going to a new space if you're feeling like you're getting burned out.
- Burnout will happen so as a leader, there needs to be time allowed for recovery.

### Institution Updates:

- Each institution provided an elevator speech on what we should know about their campus.
- All of the institutions are doing great things and continued to grow and evolve their work, research and education even during the pandemic.



# Employee Advisory Council

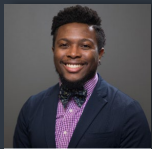
The University of Texas System

## 2020-2021 Officers



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UT MD Anderson

[nashah@mdanderson.org](mailto:nashah@mdanderson.org)



Peter-James Ehimika, Vice-Chair  
UT Rio Grande Valley

[peterjames.ehimika@utrgv.edu](mailto:peterjames.ehimika@utrgv.edu)



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## UTS EAC Website:

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## Sub Committee Updates:

Each committee gave their update directly to the chancellor. They provided their intended deliverables. The chancellor then provided feedback to each committee and complimented us all on the work we have been doing this year.

### Diversity and Inclusion:

#### Intended Deliverables:

- Celebrate the diversity across UT system by inaugurating a Diversity Day. The UT Employee Advisory Council work with the Chancellor's office to form a UT System Diversity Day committee. We will put together a welcome and launch video that will acknowledge and celebrate the DEI work going on across the system and highlight the vision for DEI work leading into the future. The committee will work to communicate with each Institution to share the message at the September Diversity Day Celebration.
- UT system wide we have a consistent definition stated for Diversity, Equity and Inclusion.

### Campus Safety:

#### Intended Deliverables:

- Proposal for all UT Institutions to develop a Campus Civility Policy (or equivalent) focused on the entire campus community
- Recommendations that regular Safety Audits be conducted at each UT Institution including a list of criteria to be evaluated
- Recommendations that all Emergency Preparedness plans be reviewed and updated bi-annually

### Telecommuting and Future Work:

#### Intended Deliverables:

- Develop telecommute guidelines by incorporating effective policy methods from each institution and other successful telecommute programs
- Create a toolkit to include a narrated PowerPoint that will address best practices from all UT System institutions.

### Mentoring and Coaching:

#### Intended Deliverables:

- UT System provide support— including financial—to operationalize mentoring (and coaching) by integrating this into employment growth programs at each institution.

### On the Horizon: New Executive Committee for FY22

- **Chair:** Peter-James Ehimika, The University of Texas Rio Grande Valley
- **Vice Chair:** Brittany Kruse, The University of Texas MD Anderson Cancer Center
- **Secretary:** Trudy Jacobs, The University of Texas Health Science Center at Houston
- **Historian:** Larrimie "Gordon" Gordon, The University of Texas at Austin

We plan to meet to determine meetings for the following year. It will likely be virtual for the start and move to in-person later in the year.

