

# 100 Cups of Starbucks Are on Us at the Scholarship Book Fair, Dec. 1-3

Working on your gift list? Then mark your calendar for the third annual University of Texas Health Science Center at Houston Scholarship Holiday Book Fair, Thursday, Dec. 1, through Saturday, Dec. 3, at Barnes & Noble Booksellers near the Texas Medical Center, 3003 Holcombe Blvd. near the corner of Buffalo Speedway.

The first 100 people to make a purchase benefiting UT scholarships will each receive a coupon for a complimentary

cup of Starbucks Coffee. When you pay for your purchase and redeem the book fair voucher at checkout, ask for the UT Health Science Center Book Fair coffee coupon.

H. Lance Gould, M.D., the Martin Bucksbaum Distinguished University Chair, professor of Medicine/Cardiology and director of the Weatherhead PET Center for Preventing and Reversing Atherosclerosis at The University of Texas

Medical School at Houston, will be on hand to sign *Heal Your Heart, How You Can Prevent or Reverse Heart Disease*, 11 a.m.-1 p.m., Saturday, Dec. 3.

Purchases of books, CDs, calendars, games, DVDs and other items will result in financial help for those students with great needs at all six schools. If total in-store sales during the Book Fair exceed \$10,000, the scholarship fund will receive a 25 percent donation from Barnes & Noble

Booksellers.

Shoppers at the Holcombe Blvd. store must identify themselves as supporting the drive and designate on a voucher the school their purchase will benefit. Vouchers are available at <http://www.uthouston.edu/community/barnesnoble> or by request at the store. For more information contact Elease Jenkins, Office of Public Affairs, [Elease.P.Jenkins@uth.tmc.edu](mailto:Elease.P.Jenkins@uth.tmc.edu), (713) 500-3035. ★

## Performance Appraisal Training Offered for Everyone

A lot of changes have been taking place to help move performance appraisals to an online system. The plan calls for a series of steps and transitions, so a little history is in order.

At the beginning of FY 2004, all management Administrative and Professional staff members and many others took part in classes on goal writing and performance appraisals. The appraisal of those goals and the performance appraisal for management A&P in the last fiscal year is being completed now.

This year classes have been offered to the A&P on giving consistent and fair appraisals. The classes will now be expanded to all managers, supervisors, classified staff and anyone else interested in the process.

The forms found online at the Training and Development site, <http://hr.uth.tmc.edu/>

Training\_Development/training\_development.html have been modified this year so that all management A&P and classified supervisory and managerial personnel use the same form. The second form is for non-supervisors.

To help with the transition, Human Resources' Training and Development group is offering classes to all managers and supervisors, as well as all classified staff. The classes will teach how goals should be written and how and why a fair and consistent performance appraisal should be done. They also will provide a look at the Learning Management system and how the online appraisals will work.

Classes will last an hour and be presented at various locations around the university. Remaining classes on the November schedule:

### Non-Supervisory Classified Staff Performance Appraisal Training

Tuesday, Nov. 15 – 2 p.m., University Center Tower, Room 1505C

Wednesday, Nov. 23 – 9:30 a.m., Medical School, Room B610

Monday, Nov. 28 – 2 p.m., Dental Branch, Room 139

Wednesday, Nov. 30 – 1:30 p.m., Medical School, Room B610

### Manager/Supervisor Performance Appraisal Training

Friday, Nov. 18 – 9 a.m., Dental Branch, Room 139

Tuesday, Nov. 22 – 3 p.m., University Center Tower, Room 1525

Tuesday, Nov. 29 – 10 a.m., University Center Tower, Room 1525

For more information contact Denise S. Carpenter (713) 500-3083, Bill Fetter, Ph.D., (713) 500-3136, or Brent Powell, Ph.D., (713) 500-3135.

## Nurturing Employees Becomes Goal for University Managers

Michael McKinney, M.D., senior executive vice president and chief operating officer, has ended the Workplace of Choice initiative, calling for managers across the campus to take responsibility for creating a better work environment.

"Webster's dictionary defines 'initiative' as 'an introduction to,' and for the past year the Workplace of Choice Steering Committee and I have worked diligently to introduce the concept that this university community can and must become a better place to work," McKinney said. "This introductory period is now over, and, it is time for all employees who supervise or manage others — and that includes classified employees, A&P administrators, faculty, chairs of departments, deans and vice presidents — to be responsible for

nurturing our employees and creating departments in which people truly want to work."

McKinney said that the university will expect all supervisory

and administrative employees, chairmen, deans and vice presidents to be responsible for creating a better place to work. "Performance in this essential element will be measured in next year's performance review," he explained. "All leaders must have the goal of nurturing their employees."

McKinney expressed his appreciation to the Workplace of Choice Steering Committee for their hard work during the initiative phase. "It is now time for the responsibility to shift to supervisory and administrative management," he said. "All of us have to work together to make this happen." ★

## FY06 Budget Picture Shows Trend Toward Financial Health

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have substantial "reserves" (i.e., accumulated "margins" from prior years), we can't spend as much of it as we might like, because there are restrictions on how we can use this financial strength.

The biggest such limit is an overall caution about using prior years' balances for current year operations. The debt capacity of UT System (which benefits the health science center through low cost borrowings) and reserves for "business interruptions" (those several days of closure resulting from Hurricane Rita cost

us \$3 million in lost income) are among the best reasons for not spending these accumulated margins.

Once more we're walking the "break-even" budget tightrope. Maintaining that budget equilibrium will again be our fiscal priority for this current biennium. But the usually circumspect Dillon did smile and acknowledge that, "we're certainly in a bit easier position, financially, than we have been in several recent years." ★

## Administrative Changes Made in Finance, IT and President's Office

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Dillon, who serves as the university's chief financial officer, joined the UT Health Science Center staff in 1996, serving in a variety of financial roles. He is currently responsible for leading the university's service areas of accounting, budgeting, financial reporting, pre- and post-award research administration and finance, payroll, treasury, procurement, auxiliary enterprises, practice plan finance, Harris County Psychiatric Center finances, facilities finance, and human resources.

**Miller appointed Chief Information Officer** Richard Miller, interim chief information officer since November 2004, was appointed Chief Information Officer effective Oct. 16.

"I am very pleased to have the opportunity to promote a very qualified and effective leader," said Michael McKinney, M.D., senior executive vice president and chief operating officer. "Since his appointment as interim CIO, Rick has taken on the increased responsibility of the oversight of a combined workforce, dealing very effectively and efficiently with the IT Governance Committee and the Executive Budget Committee. In short, he has done everything we would want a CIO to do, including planning for the future," McKinney added.

Miller has been employed at the health science center for 18 years. As interim CIO,

he has overseen a reorganization of the Information Technology roles and responsibilities within the university.

"Our support of administrative work at the health science center is going quite well," he said. "At the moment, challenge No. 1 is that we have tremendous IT work ahead of us to support the mission-critical clinical, education and research functions of the health science center."

### Assistant to the President

Charles "Bill" McClain has joined the staff in the Office of the President, filling the position of assistant to the president, James T. Willerson, M.D. In that role, McClain is responsible for overseeing and coordinating the administrative support operations of the office, assisting Willerson with the scheduling of and preparation for briefings, meetings and other university functions.

McClain most recently worked as vice president for operations at Procorp Associates Inc., an international management consulting firm based in The Woodlands. He has 40 years' experience in a variety of positions including chief of staff to the county judge of Bexar County and chief of public affairs for the United States Army. McClain retired from active federal service in 1995 with the rank of major general. ★

## Find a New Pathway to Discovery at 2005 Research Day

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Faculty podium presentations begin at 9:30 a.m. in the second floor auditorium of the Institute of Biosciences and Technology, 2121 Holcombe Blvd.

■ 9:30 a.m., Introductory Remarks — Peter J. A. Davies, M.D., Ph.D., the executive vice president for research

■ 9:40 a.m., The Trials and Tribulations of Collaborative Research, Eric Boerwinkle, Ph.D., the Kozmetsky Family Chair in Human Genetics and professor and director, Division of Epidemiology, School of Public Health

■ 10:20 a.m., Spina Bifida: Genes, Brain and Behavior, Jack M. Fletcher, Ph.D., professor, Department of Pediatrics, and associate director, Center for Academic and Reading Skills, Medical School

■ 11:10 a.m., Multidisciplinary Approaches to Reveal the Secrets of Memory Mechanisms John H. Byrne, Ph.D., the June and Virgil Waggoner Chair and chairman, Department of Neurobiology and Anatomy, Medical School

■ 11:50 a.m., Pharmacoinformatics as a Prototype Multi-Institutional, Interdisciplinary Training Program, George M. Stancel, Ph.D., the John P. McGovern Professor of Biomedical Sciences and dean, Graduate School of Biomedical Sciences, and Closing Remarks, James T. Willerson, M.D., president  
Poster presentations will begin at 12:30 p.m. across the street at the Edwin Hornberger Conference Center in the Texas Medical Center, 2151 W. Holcombe, where lunch will be served to all in attendance. Pablo Okhuysen, M.D., program director, General Clinical Research Center, will offer information, 12:30-1:30 p.m., on conducting research through the GCRC.

Presentation of awards will take place at 3:30 p.m.

Research Day is coordinated by the health science center's Office of Research. For questions contact Susan Fernandez, (713) 500-3471, or [research@uth.tmc.edu](mailto:research@uth.tmc.edu).