

## Emery Receives Jimenez Leadership in Action Honor at STAR Awards

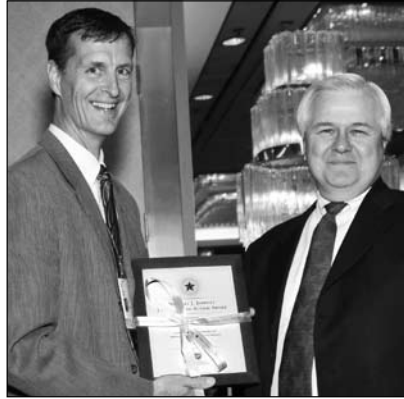
By Pamela Lewis, Public Affairs

A leader known as “Safety Bob” received the first Michael J. Jimenez Leadership in Action Award at the 11th annual STAR (Service, Tradition, Achievement, Recognition) Awards, Feb. 8, at the Houston Marriott Medical Center Hotel. The award reflects the qualities of Jimenez, former vice president and chief human resources officer, who died in June 2005. Service awards were handed out to 420 faculty and staff.

“I want to recognize you, among many other traits, for your persistence in working at one place for five, 10, 15, 20, 25 or 30 years,” said Michael McKinney, M.D., senior executive vice president and chief operating officer, “contributing to the university and to a healthier community through patient care, teaching, research and support services. You are the stars. We recognize you every five years, but you are stars in the off-years, too. We appreciate it; we are indebted to you for your years of service.”

Mary Maher, the new chief human resources officer at the health science center, said, “Normally it is a dark, clear night when I look out and see as many stars as I see in this room. You are the reason that this institution is one that people as lucky as I dream of joining, adding our contributions to yours.”

Thirty-year awards were given for the fourth time in university history, said W. “Dennie” Clemons, chair of the University Classified Staff Council, who offered opening and closing remarks. Twelve people received the 30-year awards: Rodney Beetar, D.D.S., Dental Branch; Patricia Caver, Medical School (MS); Susan Denson, M.D., MS; Charles Ericsson, M.D., MS; Debra Garcia, UT Harris County Psychiatric Center; Robert Hardy, Ph.D., School of Public Health (SPH); Allan Katz, M.D., MS; Malcolm Mazow, M.D., MS; William Seifert Jr., Ph.D.,



Bob Emery, Dr.P.H., receives the first Michael J. Jimenez Leadership in Action Award from Michael McKinney, M.D. Photos by Kim Coffman



William Seifert, Ph.D., center, receives his crystal 30-year service award from Mary Maher, chief human resources officer, and Michael McKinney, M.D., senior executive vice president and chief operating officer. Below, the other 30-year award recipients in attendance.



Rodney Beetar, D.D.S.



Patricia Caver



Susan Denson, M.D.



Debra Garcia



Robert Hardy, Ph.D.



Susan Washington

MS; Betty Tung, SPH; Faye Viola, MS; and Susan Washington, MS.

There were 30 recipients of the 25-year award, 33 of the 20-year, 100 of the 15-year, 77 of the 10-year and 168 of the five-year award.

In presenting the new Jimenez Leadership in Action Award, McKinney said, “There could be no more fitting name for this award.”

“Mike was a lot of help to the university. He was optimistic, a trait which I admired in him,” McKinney said. “And he was real big on the ‘other duties as assigned’ part of his job description. Basically, he did what was right. He was good at all parts of the communication process — talking, writing and listening. He believed in collaboration and he wasn’t much on a caste system. He encouraged everyone to interact. He had energy and

enthusiasm. Those are the traits we will honor every year — looking among ourselves to see who exhibits those qualities.”

The first UT leader honored with this award is Robert Emery, Dr.P.H., assistant vice president for environmental health and safety for the health science center and associate professor of occupational health at the School of Public Health.

“Most of you know him as ‘Safety Bob,’” said McKinney when introducing him, “which says a lot about his leadership style.”

Emery was the unanimous choice of the selection committee from the 17 people nominated. The selection committee was chaired by Sherry Wilson, director of the Employee Assistance and WorkLife Programs, and its members were from among the university’s WorkLife Council. “Dr. Emery had nomina-

tions from around the health science center,” said McKinney, “and I know Mike would be happy that Bob is the first to receive this award.”

“Safety Bob” is considered a motivating force at the health science center, said his nominators, through his effective speaking and listening skills, his strategic insertion of humor into situations, his collaborative efforts and the camaraderie he engenders among faculty, staff and students.

In addition to a certificate, Emery received the \$5,000 monetary award that is funded by the university’s Lone Star Legacy Society.

Emery’s first act upon receiving the check was to pass it quickly to his wife, much to the delight of the audience. Emery offered a list of the qualities held by “excellent leaders — really all you have to do is think about Mike”:

- Possesses a vision and communicates that to others
- Is never outworked; in fact, his or her work ethic is never in question
- Has a positive attitude
- Shows respect to others
- Has patience
- Listens to feedback
- Demonstrates fairness
- Rises to challenges
- Talks about what can rather than can’t be done
- Is a superb communicator
- Provides services to others that exceed expectations.

“Whether we’re a leader today or a leader tomorrow, we should all seize the opportunity to learn about being good leaders and work together toward our common goal of excellence above all,” Emery said in conclusion.

To see more photos from the event, visit [http://www.uthouston.edu/community/star\\_awards/photo2006.html](http://www.uthouston.edu/community/star_awards/photo2006.html). ★

## New Directors Named as First Step in Human Resources’ Reorganization

By Pamela Lewis, Public Affairs

A new organizational structure has been established in the Human Resources Department, with current HR staff members Paul Kattapong and Kay Williamson named directors of recruitment and retention, and organizational relations and development, respectively. (See organizational chart on page 4.)



Kay Williamson

Kattapong will oversee the areas of recruitment, compensation and Web development. Williamson will direct employee relations, training and development, and

equal employment opportunity.

“This reorganization is the first step of a journey taking Human Resources toward becoming a strategic partner and contributor that understands the academic, research, clinical and business environs within and external to the UT Health Science Center organization,” said Mary Maher, chief human resources officer.

“By eliminating silos and investing in our own internal collaboration, we continue building a well-oiled and informed team of HR professionals, enhanced by a myriad of development opportunities to excite and engage our staff and keep us focused on the future,” she continued.

“We have a good deal of hard work in front of us, and we plan to keep you informed of our progress — both by periodically sharing

future changes and experiencing your growing satisfaction with our developing value-added HR service delivery,” Maher said.

Kattapong, who has been with the health science center since August 2004 and has lengthy HR service time in both private industry and health-care operations, said he is “fascinated by the opportunity we have to help the health science center achieve unrecognized potential.”

During the past 18 months as manager of employment, he has found himself “driven to find new and better ways to make our customers and the organization more successful by better understanding their needs, by challenging what we do and how we do it, by creating an HR culture that focuses on value creation rather than transactions, and



Paul Kattapong

by delivering the desired results.”

Williamson has 23 years of service at UT with an extensive background in employee relations, organizational development and training. She believes that the relationship of

employee relations to training is critical. “The focus of the latter is to provide employees opportunities for growth and development so we have a work force with the skills and expertise necessary to accomplish the university’s mission,” she said.

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### Bring a suit to work!

You can help a woman reach success during the upcoming annual Send One Suit (SOS) Week, March 20-24.

The mission of Dress for Success, the organizer of SOS, is to advance low-income women’s economic and social development and to encourage self-sufficiency through career development and employment retention. Each Dress for Success client receives one suit when she has a job interview and a second suit when she gets the job. The Dress for Success Professional Women’s Group program then provides ongoing support to help the client build a successful career.

Needed during SOS Week are:

- Coordinated, contemporary, interview-appropriate skirt suits and pant suits.

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of TEXAS  
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