

A campus newspaper for faculty, staff and students at The University of Texas Health Science Center at Houston

Total Rewards Program Offers Supervisors Guide to Responsive Recognition

By Pamela Lewis, *Institutional Advancement*

“Each individual in our leadership group, from supervisor to executive, plays a key role in partnering with their employees to achieve both the mission and vision of our institution,” says Mary Maher, chief Human Resources Officer.

In that sense, each supervisor, manager, director, dean and executive is an HR manager and, as such, has “a wealth of opportunities available to customize total rewards strategies to recognize staff members’ valued contributions,” Maher says.

One thing supervisors need to realize is that job satisfaction is vital to retaining good employees.

How can you help employees get job satisfaction?

“You’ll often hear people say, ‘I may not make as much as I want, but I love my boss and I love the people I work with’ — that’s part of the work experience. The Gallup Poll has found that the No. 1 contributor to job satisfaction is having a best friend at work. Building community is important to us. We look to have relationships with our co-work-

ers,” Maher says.

So, in these days of so much electronic communication, it is vitally important to make sure that staff members also come together, face-to-face, in small- or medium-sized work groups to talk over work in progress and future efforts and initiatives; work out any problems that are not easy to solve by e-mail or voice mail; and celebrate successes.

Many people work in health care or health education because they want to put their energy toward something that benefits the community. Some believe higher education has good job stability. Others appreciate the good benefits and retirement options.



Mary Maher, Chief Human Resources Officer

Salaries/benefits

Salaries, of course, are also part of an employee’s compensation package. With her sense of humor, Maher reminds us that, “If you’re looking to get rich, get out of higher education.”

It’s important to consider, when you add to the mix benefits that are fully or partially paid by UT, the salary/benefits package is larger than salary alone. And that’s something else supervisors can emphasize to their employees.

Here, for example, is the salary/benefits

package of a hypothetical classified staff employee who has been employed for two years at the health science center and makes a base salary of \$40,000 a year.

- If you add in the fully paid by UT individual employee life insurance, UT contribu-

tion to the medical plan, prescription plan, dental and vision plans, and the Teachers Retirement System, the employee actually “walks away with savings or contributions that brings the package to \$47,500,” Maher says.

- But that’s not all. “Add in holidays, vacation and sick days, and this person could be absent from work for two months and not experience a loss of pay,” she says. “So as you continue to look at what this individual makes — with the extras the organization provides — it’s about \$57,000.”
- Most corporate employers don’t have 13 paid holidays like the health science center does (which in FY07 includes two days off at Thanksgiving, at Christmas two full holidays and three skeleton crew holidays, and a full holiday on New Year’s Day).
- In addition, there are several other employee-elective benefit opportunities, such as long-term care, that the university groups and offers under the UT System umbrella to keep costs down for employees.

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Progressive Leadership Changes Enhance DB, MS Goals

Leadership Changes Build Foundation for Dental Branch Growth

The UT Dental Branch at Houston has made aggressive and progressive leadership changes in the past two years with half of the school’s departments welcoming new chairs.

In the most recent change Peggy O’Neill, Ph.D., D.D.S., formerly served as professor and interim chair of the department of Periodontics, became the interim associate dean for Patient Care with the departure of Peter Triolo, D.D.S., now at the University of Pittsburgh School of Dental Medicine.

O’Neill brings an abundance of leadership experience to her new position. From 1992-95 she served as the vice dean of the Dental Branch, overseeing Academic Affairs and a variety of other tasks. O’Neill, an alumna of the UT Graduate School of Biomedical Sciences (1974) as well as the Dental Branch (1990), is an accomplished teacher and researcher.

The changes, spearheaded by Dean Catherine M. Flaitz, D.D.S., began just one month after she was appointed dean in the summer of 2004. These changes will lay the foundation for the school as it prepares for its upcoming endeavor to construct a new school (See related story page 3.)



Peggy O’Neill, Ph.D., D.D.S.

Diagnostic Sciences

Jerry Bouquot, D.D.S., department of Diagnostic Sciences, promoted to chair in August 2004, has goals to enhance clinical services, which include the biopsy service, the sterilizer monitoring service, radiology and oral medicine.



Jerry Bouquot, D.D.S.

“Also, I want to increase the amount of clinically relevant or translational research performed by departmental faculty,” he said.

Bouquot’s research focuses on the epidemiology of oral cancer and precancerous lesions. He has been a special advisor to the National Institutes of Health and senior visiting scientist of the Mayo Clinic. In addition, he has published more than 200 papers, abstracts and book chapters. Some have been used by state and national governments to determine oral health policy.

He received his D.D.S. and M.S. degrees from the University of Minnesota, with postdoctoral fellowships to the Mayo Clinic and the Royal Dental College in Denmark.

Restorative Dentistry

In November 2004, Arthur Jeske, D.M.D., Ph.D., was named the chair of Restorative Dentistry. A faculty member

since 1978, Jeske has taught local anesthesia, restorative dentistry and dental therapeutics.

Among his goals are recruiting and retaining new faculty and incorporating new technologies in teaching, clinical care and procedures, using an evidence-based selection process. His clinical research interests focus on the evaluation of novel drug delivery systems for pain control and the management of oral lesions.



Arthur Jeske, D.M.D., Ph.D.

He serves on the editorial panels of several dental publications and on the National Board Test Construction Committee of the American Dental Association.

Jeske is a member of the Greater Houston Dental Society and Texas Dental Association. In recognition of all his work in dentistry, he received the Distinguished Alumnus Award from the Medical College of Georgia School of Dentistry, where he obtained his Ph.D. and D.M.D. degrees.

Periodontics

The next appointment came in November 2005 when James A. Katancik, D.D.S., Ph.D., was named to chair the department of Periodontics.



James A. Katancik, D.D.S., Ph.D.

His goals are to strengthen the curriculum in the department and increase the number of departmental faculty to allow for the expansion of research efforts. His research primarily focuses

on diabetes and systemic diseases’ relationship to periodontal disease.

Pediatric Dentistry

The newest chair, Fouad Salama, B.D.S., arrived from the University of Nebraska in the summer to head the Department of Pediatric Dentistry. At Nebraska, he increased the number of residents, added to the curriculum for resident training, supervised research projects and increased the



Fouad Salama, B.D.S.

clinic revenue through an increase in the patient population.

One of his goals is to evaluate and assess all current activities of the department to determine how to

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Walk for Your Heart and Others’

Heart Walk is Nov. 4, and there is still time to register. Become a team captain and create your own team, or join one of the many UT Health Science Center at Houston teams and captains.

Register to walk at <http://www.HoustonHeartWalk.org>. All UTHSC walkers will receive a burnt orange shirt and breakfast the day of the walk. Prizes will be given to the three highest fundraisers and three largest teams. For more information contact Lauren Hughey at 713-500-3024 or Lauren.Hughey@uth.tmc.edu.

See the list of teams current as of Oct. 3, page 4.



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