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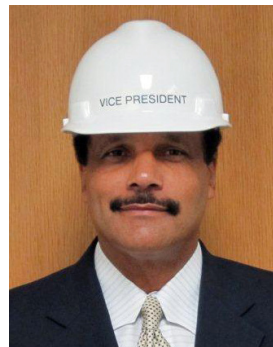
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GEARING UP FOR THE FUTURE



When I think of vision, the founders of UT Dallas come to mind. Erik Jonsson, Eugene McDermott and Cecil Green had the goal to create an "MIT of the Southwest." And today, when people cast their eyes upon our campus, they can see that our founders' vision is alive and well.

The UT System Board of Regents just gave final approval for our plans to build the largest residence hall on campus to date (page 5) and to expand the Naveen Jindal School of Management by an additional 110,000 square feet (page 5).

Plans for the 600-bed Student Housing Living Learning Center will feature a 25,000-square-foot activity center and a dining facility that seats 650 guests.

These major projects represent another major milestone in our strategic plan for continued growth by providing much-needed housing and classroom infrastructure.

In addition to improving interior space, the architecture and design of the projects will complement the robust projects either completed or underway on campus.

These additional amenities to campus are making UT Dallas more welcoming by the minute. But the campus is not only growing up and out, it is also growing internally through our service excellence initiatives. Over 800 individuals have received certificates as a part of our "Catch Comet Pride" program.

In addition, we see the pilot expansion of Comet Cruiser service to Preston Road (page 11), the launch of a mobile food service (page 12), new bicycle racks and repair stations (page 10), more parking spaces (page 5), tobacco-free zones and signage (page 16) and Comet Cab service (page 11).

Each of these small but significant additions combine to effectively support students, faculty, staff and guests like never before. We have increased our enrollment by over 5,000 students in five years, hired 60 new faculty, and added more than 1 million square feet of space.

You can see where we're headed, right? We've set the course for Tier One and our trajectory is quickly moving us to that destination.

So if you haven't already, by all means please, put on your hard hat and buckle up!

Dr. Calvin D. Jamison
Vice President for Administration

COMMUNITY NEWS



Corporate Challenge Torch



Winning shirt design and cake entry



UT Dallas Corporate Challenge Run-Walk Team

Corporate Challenge 2012 Recap

UT Dallas helped raise more than \$160,000 for Special Olympics of Texas this year through its participation in the city of Richardson's Corporate Challenge 2012. Corporate Challenge gathers Richardson-area businesses for 10 weeks of sports, fun and fitness while raising money for Special Olympics.

This year, UT Dallas teams battled within Division BB, garnering 10 medals in 22 contests to finish in fourth place. UT Dallas pride was on display repeatedly. UT Dallas won the top prize in its division for best t-shirt design by Arts and Humanities' graphic designer Michelle Long. The University has been involved in Corporate Challenge for 14 years of the event's 15-year history, and a number of UT Dallas staffers sign up to compete annually.

"Corporate Challenge allows UT Dallas to be a good corporate citizen by helping to raise money for an important cause," said Vice President for Administration Calvin D. Jamison. "At the same time, it aligns with the University's wellness initiatives."

For UT Dallas police officer Oscar Sanchez, the wellness aspect is most appealing. "It's a way to stay physically fit and better myself. Each time I compete in Corporate Challenge I try to better my times. I stay motivated by motivating others to do some type of activity," he said.

UT Dallas retiree Carol Lanham, a former administrative assistant in Facilities Management, has participated in Corporate Challenge for 13 years. "We have a lot of fun representing UT Dallas. Many of these competitions are held near campus immediately following our shifts," Lanham said. Lanham brought home the bronze medal in miniature golf this year. "Ultimately I do it for the camaraderie, but I am also competitive, so it's always fun to win," she said.

Some staffers had to get over their initial fears about competing in order to get involved. Alexey Root, a senior lecturer in the School of Interdisciplinary Studies, has been a member of the Corporate Challenge swim team since fall 2000, but said she hesitated to participate at first. "I thought I was too slow a swimmer. It turns out that Corporate Challenge is not as competitive as high school varsity sports," Root said.

Swim team captain Dr. Nick Valcik, associate director of Strategic Planning and Analysis, has been involved with Corporate Challenge since 1998, the year UT Dallas first enrolled in the competition. "I find it very rewarding to represent the University in a positive way to the community and to work with UT Dallas employees on improving their swimming techniques or even just teaching them how to swim," he said.

Valcik, a former certified Red Cross swim instructor who taught city of Plano Parks and Recreation swim classes from the mid-'80s to mid '90s, said year-round practices help unify the team. "We reserve lanes in the Activity Center natatorium for practice on Mondays and Wednesdays between 5 p.m. and 7 p.m. Some of us swim in addition to these reserved times," Valcik said. The swim team has amassed 43 individual medals, including 19 golds, 10 silvers and 14 bronzes, and nine team medals, including three golds, four silvers and two bronze.

"We have great talent on our teams," said Tracy Dorsey, assistant director of Human Resources and chair of UT Dallas' Corporate Challenge committee. "We have a high rolling bowler who struck a perfect game of 300 during competition. We have a badminton team that has brought home the gold six years in a row (2007-2012). There is so much diversity of talent on our Corporate Challenge team, but we unite as one to make a difference in the lives of others."

Workplace Options Helps Balance Work and Life

Looking for child care, stress management tools or even a pet sitter? Workplace Options at UT Dallas can help.

Workplace Options provides resources and tools for daily living needs such as childcare, education, elder care, health and wellness, and legal and financial issues. Its website offers monthly webinars and more than 5,000 articles, tips, resources, self-assessments and tools. In addition to online services, free and confidential telephone support is available around the clock.

Workplace Options is available to UT Dallas staff, faculty and students. The free program is designed to help balance work and life responsibilities.

The Galerstein Women's Center, in conjunction with the Joint Subcommittee on Childcare and the Committee for the Support of Diversity and Equity at UT Dallas, brought the program to campus.

To access Workplace Options, sign into Galaxy and click on the link for "Child Care & Life Resources." For more information about Workplace Options, contact the Women's Center at womenscenter@utdallas.edu or 972-883-6555.

Fall 2012 Student Welcome Back

Staff members volunteered to help out with the Fall Welcome Back event to celebrate the return of students to campus. The event was held Monday, Aug. 27, and Tuesday, Aug. 28.

Fall Welcome Back is especially exciting since campus is hustling and bustling again, after most students return from spending the summer away from campus.

Stations were dotted across campus during the two-day event. Volunteers chatted with students, and offered directions, campus maps and freebies. New and returning students appreciated the sunglasses and ice cold water served in color-changing UT Dallas cups on the hot, sunny days of Texas summer. UT Dallas pens and pencils were a hit, especially for those students headed to class.

The Office of Administration coordinates the Fall and Spring Welcome Back events for students in celebration of the beginning of a new semester.



CONSTRUCTION UPDATES

Completed Fall 2012

Residence Hall West (III) – The latest residence hall opened in time for the start of the fall 2012 semester and houses another 400 freshmen.

Soccer Fields – Four new soccer fields opened in September, just south of six existing soccer fields adjacent to the baseball/softball complex.

Lot T – Located near the Natural Science and Engineering Research Laboratory (NSERL), this new parking option opened in time for fall 2012 and added 500 parking spaces.

Under Construction

ATEC building – The \$60 million, 155,000-square-foot building broke ground September 2011. The building is slated for completion in 2013 and is about 70 percent complete.

Residence Hall V – Similar to its predecessors, the 400-bed facility will feature a lounge and recreation area with a kitchen, laundry room, study rooms and a media room. Located off of Loop Road, near the three existing halls, Residence Hall V will open in 2013 and is about 23 percent complete.

Parking Structure I – Groundbreaking for this new parking facility was held Tuesday, December 4. The five-story, \$11.4-million structure will adjoin the Satellite Utility Plant (SUP) on its eastern side, filling the open space westward to the corner of Drive A and Drive G. The University's first parking structure is to be in service in fall 2013 and will add 750 parking spaces.



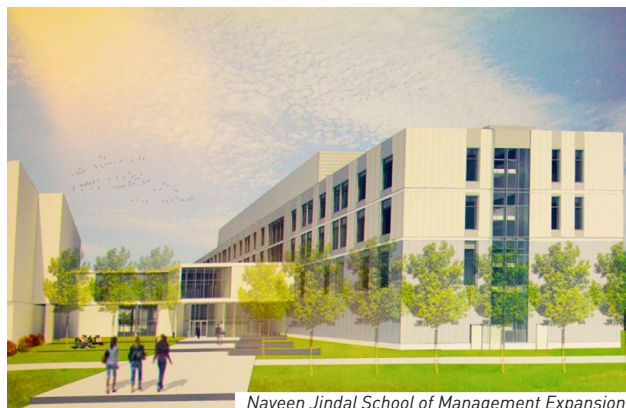
Residence Hall West



ATEC building



Residence Hall IV



Naveen Jindal School of Management Expansion

Coming Soon

Parking Structure Phase III – The new parking structure will anchor the north end of campus, near the Natural Science and Engineering Research Laboratory (NSERL), in 2015.

Residence Hall IV – With an expected completion date of 2014, the 600-bed building will bring expanded amenities, including an 800-seat dining hall and a recreational facility.

Naveen Jindal School of Management Expansion – The new construction will add 108,000 square feet to the existing facility. The project will include classrooms, seminar rooms, classroom laboratories, student support space and offices. The addition is expected to be complete by 2014.

Lot U – This new parking addition will be located at the south part of campus near the athletic fields. When complete, it will add 700 spaces.

GREEN SCENE



Founders Rock Garden Redesign

Facilities Management (FM) led the redevelopment of the rock garden, located between the Founders and Founders North buildings, to celebrate the 50th anniversary of the Department of Geosciences at UT Dallas. FM crews trimmed trees, planted new greenery, reworked the walking path and added campus-made mulch to the entire garden. Geosciences Professor Emeritus Dr. James Carter added new rock specimens to the garden. Along the walking path, the garden showcases 19 large rocks. Piles of rocks along the wall of Founders are in line from oldest to youngest. The rock garden has become a place to celebrate the earth's geological history in a comfortable, nicely landscaped setting.

Carpet Recycling

Facilities Management's remodeling team does refurbishment jobs all across campus. Foreman Keith Ferguson has been implementing green remodeling techniques over the past few years. It is a campus standard to use low volatile organic compound (VOC) paint and to minimize wastes. Low VOC paint generally is less toxic than other paints and emits fewer fumes. Ferguson recently explored recycling options for older materials removed from jobsites and found carpet recycling to be a viable option. Tandus Flooring buys the old, vinyl-backed carpets, which are then turned into new recycled carpets. The first load of materials from UT Dallas was shipped out in September. Recycling the old carpet and buying new carpet made of recycled materials is just another way the University has become greener.

Tree Moves

With all of the upcoming construction on campus, UT Dallas has to clear space. FM tries to save native trees and relocate them to other areas of campus. When construction began on Parking Structure I, crews removed five trees just west of the Satellite Utility Plant (SUP). They used these trees to fill gaps between existing trees along Lookout Drive and Floyd Road. To prepare for Parking Structure III construction near Rutford Avenue and Loop Road, FM also saved 14 live oaks.



Let There Be Light!

The Central Energy Plant recently was upgraded with energy efficient lighting. LED and T-5 bulbs replaced older metal halide bulbs inside and outside of the building. The upgrades significantly improve the lighting quality and safety in the building. The upgrade project will save 7.5 kilowatts (kW) and more than 20,000 kwh per year. The University has received a \$2,000 rebate from the Oncor Incentive Program for completing this project.

Before



After



UT Dallas: A Green University

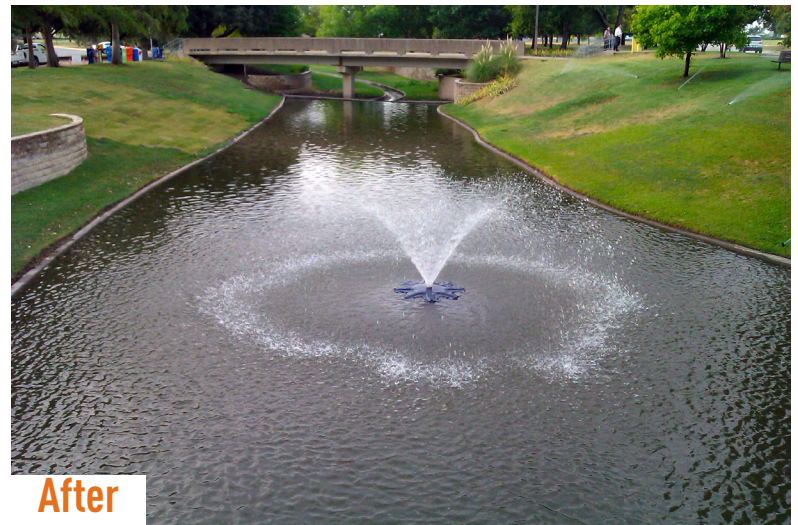
UT Dallas was a new addition to *The Princeton Review's* 2012 edition of *Guide to Green Colleges*. The guide is presented in partnership with the U.S. Green Building Council. UT Dallas is one of 322 colleges and universities profiled in the guide. Check out *The Princeton Review's* 2012 *Guide to Green Colleges* at http://www.princetonreview.com/uploadedFiles/Sitemap/Home_Page/Green_Guide_and_Green_OA/Green_Guide/Guide%20to%20Green%20Colleges.pdf.

▼ Stormwater Drainage Project and Campus Wildlife

Cottonwood Creek is a main stormwater feature on the east side of campus, near Drive G and Lot C. Regular maintenance of the feature involves removing silt from the bottom of the "pond." FM ensured that the water was drained slowly from the pond so that fish could safely make their way out of the area. Fish continued on down the creek; turtles living in the muddy banks were relocated further downstream. All of the removed silt was added to the campus compost operation.



Before



After

LANDSCAPE ARTIST KEEPS UT DALLAS CAMPUS DECORATED WITH COLOR



Even the most casual visitor to UT Dallas will notice the bursts of fall color around campus.

That's the handiwork of landscape supervisor Jay Jascott and his crew who keep UT Dallas blooming with nearly constant color. During spring and fall, the crew adds nearly 25,000 seasonal flowers along the campus mall, at the entrance roads and in main flower beds. Their palette emphasizes UT Dallas' official orange and green colors, anchored by lots of native grasses and evergreen foliage. In fall, pansies bring out the orange highlights. Spring brings the firecracker yellow-orange of marigolds and cosmos, and the deep orange-red of snapdragons, zinnias and canna lilies.

"Constant color is what we shoot for," Jascott said. "When one flower starts to fade out, another will start blooming."

Landscaping in the hot, dry Texas summers can be a challenge, but the UT Dallas crew knows what flowers, shrubs, trees and grasses will thrive here. Flowering plants that do well here include Stella d' Oro daylily, bearded iris, red Turk's cap and red yucca.

A variety of landscaping designs includes the stately magnolias at the campus entrance to a more casual look elsewhere. The grounds department strives for a look that is "maintained and manicured but not unnatural," Jascott said.

Native grasses—green fountain, Mexican lovegrass and copper-colored red rooster—sprout up outside the Residence Halls. Median beds are filled with dwarf yaupon holly shrubs and loropetalum, a maroon-leaved shrub. Landscaped beds can contain native plants and grasses: salvia leucantha, Mexican bush sage, green fountain grass, butterfly weed and Mexican buckeye. One xeriscape-style design features red muhly grass and yucca plants.



Jay Jascott and the landscaping crew responsible for keeping campus looking beautiful.

Chris Walker designs the flower beds, then researches what's available with Craig Lewis, who heads the greenhouse production. Lewis then grows the needed plants.

Three staff arborists—Jascott, Sam Eicke and Frank Rodriguez—maintain a variety of live oak, red oak, chinquapin oak, magnolia, bald cypress and bur oaks, just to name a few.

"I used to be a turf guy, but trees have become my latest passion. Trees, I feel, are the most important thing. Everyone sees them first," Jascott said. "I like making sure everything is healthy. I like nature—period. I'm blessed to have a job that gets me outside."

-Robin Russell, Office of Communications

VCB WINS ARCHITECTURAL AWARD

The Visitor Center and University Bookstore, the gateway to UT Dallas for visitors, prospective students and alumni, has been selected for a 2012 Metal Architecture Design Award.

The award highlights creativity in the metal construction industry and the use of steel in innovative design. Photographs of the building were published in the July issue of *Metal Architecture* magazine.

Opened in June 2011, the 32,000-square-foot building houses the Visitor Center and University Bookstore, as well as a coffee shop, copy center and technology store.

The building's striking design has energized the entrance to the campus, said Tom Lund, senior project manager in UT System's Office of Facilities Planning and Construction [OFPC].

"The [center] is a small architectural jewel that welcomes visitors to UT Dallas. It is our front door to unique educational opportunities and is helping to redefine the University's architectural vocabulary into alignment with the vision of a Tier One university," Lund said.

Larry Speck, an architect at Page Southerland Page and lead designer for the building, believes the jury was most impressed with the "iconic rotunda" at the entryway. The 35-foot tall, open-air glass and steel rotunda includes a giant fan to mitigate extremes in Texas weather.

"The University requested a real landmark at this front door of the campus, and the rotunda lives up to that," Speck said. "The exposed steel construction not only gives a clean, precise image, it also speaks to the analytical mind of UT Dallas students. In an engineering sense, you can see how all of the loads of the structure are explicitly resolved and elegantly detailed."

The use of an exposed steel column-and-beam system in the open area allows for uninterrupted spans and greater visual impact.

Dr. Calvin Jamison, vice president for administration, said the building's noteworthy design enhances the entire campus.

"The Visitor Center and University Bookstore provides a great first impression of UT Dallas for those visiting campus. It's gratifying to receive recognition for a very functional and flexible building," Jamison said. "This award, in addition to others we've received, highlights that not only have we experienced tremendous growth, but the facilities we are constructing are worthy of national recognition."

General contractor for the building project was Turner Construction Company.

Jurors who selected the 10 honorees were Mark Dewalt, principal at Chicago-based Valerio Dewalt Train Associates; Henry Tom, a member of Line and Space architecture firm in Tucson, Ariz.; and John Saldana, founding principal with ROJO Architecture in Tampa, Fla.

-Robin Russell, Office of Communications



ALTERNATIVE TRANSPORTATION

LATEST OPTIONS MAKE IT EASIER FOR STUDENTS TO GET AROUND

Alternative transportation programs at UT Dallas are making it easier than ever to get around without owning a car.

“We want to provide alternatives that keep the campus traffic flow smooth, pedestrian friendly, efficient and safe for the UT Dallas community, no matter how they choose to get around campus,” said Dr. Calvin Jamison, vice president for administration.



The University has added a second Comet Cruiser route to serve students who live near Preston Road and the tollroad.

Bikes are a Popular Option

Bikes are an increasingly popular way to get around campus.

“I love biking around campus because it’s fast, and for me, more fun. Once I’m on my bike, I can get anywhere on campus in two minutes flat, which is really nice,” said Nate Fairbank, Student Government vice president.

Cyclists can stow their bikes at more than 150 bike racks, which are located near every residence hall and apartment building, and near an entrance to every academic and recreational building on campus.

Five new bicycle repair stations on campus provide tools for free bike repairs, such as changing a flat, adjusting brakes or fixing a loose chain. Users can even scan a QR code with their smartphones to get links to videos with repair instructions.

Bike repair stations are located at Residence Halls North and South, University Village (Phase 8) Mail Center north of Lot H, at the Activity Center and at Green Hall.



New repair stations cater to the growing number of bike riders on campus.

Comet Cruiser Adds Bus Route

UT Dallas operates free campus shuttle buses in cooperation with DART to connect the University to the DART system and local residential and shopping areas. No pass or identification is needed.

Comet Cruiser Route 884 was added in July to accommodate UT Dallas students living in apartments near Preston Road and the President George Bush Turnpike.

DART Route 883 links campus with the George Bush Turnpike rail station and local residential and shopping areas.

For bus schedules and route maps, visit utdallas.edu/parking/how-to-ride.html.



Comet Cab Shuttles Students

Comet Cabs, a weekday shuttle service, provides free transportation from parking lots and residence halls to campus buildings.

The 14-seat, electric vehicles operate two regular routes every 10 minutes during peak parking hours on weekdays.

The parking lot shuttles run a continuous loop between the remote areas of parking Lots A and B to the McDermott Library walkway, then to the Naveen Jindal School of Management, before returning.

The residential shuttle travels from Residence Hall West eastbound on Loop Road and then south on Rutford Avenue. The cab turns left at Drive A to the Activity Center driveway, before returning back the same route.

For more information, call 972-883-7777 or visit utdallas.edu/getaround.



The Comet Cab shuttle service ferries riders between parking lots, residence halls and campus buildings.

-Robin Russell, Office of Communications

FOOD TRUCK EXPANDS CAMPUS DINING SERVICES

UT Dallas introduced a convenient new on-campus dining option when its first food truck rolled out the first day of classes this fall.

The curbside menu features Asian, Indian and Mediterranean cuisines. Among the offerings are ethnic sandwiches in pocket bread and Asian wraps as well as burger sliders. Sides include fries, fresh fruit, chips, cookies, and hummus and pita with fresh veggies.

The menu is open to change, based on diners' preferences, said Carrie Chutes, manager of auxiliary services.



The food truck is parked at one of several locations on campus, depending on the time of day, Chutes said. Hours and locations are posted on the Dining Services website. The truck operates from 11:30 a.m. to 2:30 p.m. and 9 to 11 p.m.

At lunchtime, the truck is parked in Lot K, behind the Student Services Building. For late-night meals, students can visit the truck in Lot L, across from Residence Hall South, off Rutford Avenue.

"It's one of our solutions to feeding our growing campus," Chutes said. "Students have mentioned wanting late-night dining options."

Taking food closer to residence halls and apartments also helps alleviate long lines in the Student Union at regular mealtimes.

"This is a way for students to grab a quick bite on their way to class," Chutes said.

Also, a newly expanded quick-buy section in the Student Union's Comet Café has helped better accommodate lunch and dinner crowds.

The new section, called Outtakes Grab-and-Go, is in the former Dining Services office, between the Comet Café and the Dining Hall. It includes a salad bar, drink station, assorted cold sandwiches, pre-packaged salads, hot rice bowls, sushi, chips, snacks and fruit.

Outtakes Grab-and-Go hours are from 10:30 a.m. to 6:30 p.m. Monday-Thursday and 10:30 a.m. to 4 p.m. Friday.

-Robin Russell, Office of Communications



Did you know?

The UT Dallas food truck appears in the slideshow of *The Wall Street Journal* article "Food Trucks: The Newest Rivalry on College Campuses." Haywood McNeill, communications specialist in the Office of Administration, submitted the photo.

WINTER, HOLIDAY PREPAREDNESS AND SAFETY

Weather Preparedness

North Texas typically sees relatively mild winters, but circumstances can change in an instant. Follow these tips and be prepared.

Around the house:

- Clear rain gutters.
- Disconnect and drain outside hoses and cover outside water spouts so that pipes do not freeze.
- Check windows and doors for air leaks and have them repaired.
- Trim low-hanging or dead tree branches.
- Be sure to have a few days of supplies and food in case a bad storm hits.
- Keep your Christmas tree watered because a dry tree can easily catch fire.
- Make sure the smoke and carbon monoxide detectors work.

Get your car ready for winter: Check all fluids and be sure to top them off, which can help keep ice from developing in places such as your gas tank and hoses. Be sure all tires have enough tread and air.

Stay informed of developing winter weather events. Update your cell phone number so that UT Dallas can send you text alerts in the event of an emergency or disruption to normal University operations via UTDAAlert. To find out more, visit utdallas.edu/textme.

Holiday Safety and Crime Prevention

Here are tips on how to keep safe and prevent crime during holiday shopping and travel.

Shop safely:

- Avoid carrying large amounts of cash. If you carry cash, split your money up into separate groups; that way when you pay, your entire amount is not on display.
- Do not wait until the last minute to complete your holiday shopping; avoid rushing around.
- There is safety in numbers. Go shopping with friends.

Always park your car in well-lit areas, and be aware of your surroundings.

Dress for comfort and safety. Those stylish shoes may be no match for the slick sidewalk after rain or ice hits. Think smart and avoid risking injury.

Be sure all doors and windows of your home are locked and working properly. Avoid leaving valuables or mail items such as Christmas cards, bills, bank statements and other papers inside your car or outside your home.

When traveling, keep a bag on you with a change of clothes, basic toiletries and prescriptions. Let family and friends know your itinerary while you are traveling.

Remember to slow down, think, prepare and enjoy the season.

EMPLOYEE AWARDS

STAR Awards

3rd Quarter

Luisa Sanchez – *Facilities Management*
Richard Jordan – *Human Resources*
Marta Larin – *Facilities Management*
David Spigelmyer – *Police Department*
Kathleen White – *Environmental Health & Safety*

4th Quarter

Haywood McNeill – *Office of Administration*
Elena Morten – *Parking & Transportation*
Robbie Rochileau – *Human Resources*
Melanie McCollom – *Human Resources*
Cassandra Velasquez – *Police Department*

Outstanding Employees



Chris Rench, printing services manager in Procurement Management, was named the Third Quarter 2012 Outstanding Employee: “Chris Rench has provided leadership in the Print Shop that has positively affected the future of this auxiliary enterprise. The Print Shop’s primary customers - Communications and Enrollment Management - can rely more on our own Print Shop than ever before,” said Pete Bond, assistant vice president for Procurement Management.

Jay Jascott, UT Dallas landscape supervisor in Facilities Management, was named the Fourth Quarter 2012 Outstanding Employee: “Jay is the epitome of service. He goes out of his way to work with campus stakeholders, from local garden clubs to students concerned about water conservations. His commitment to the community is evident not only in the way he leads his team, but also in the projects he takes on,” said Richard Dempsey, associate vice president for Facilities Management.



CARE Awards



From left to right: Richard Dempsey and Deborah Sauer with President David E. Daniel at the CARE award ceremony.

Deborah Sauer, administrative services officer in Facilities Management, and Jay Jascott, landscape supervisor, were among those employees recognized during the semi-annual CARE awards held in December.

The CARE Award, which stands for “Celebrate Achievement - Reward Excellence,” honors staff members who have demonstrated superior performance, offered outstanding customer service and enhanced the University’s image. These individuals are nominated by fellow staff members, faculty members, visitors and patrons of the University.

HR LEADERSHIP **Spotlighting Colleen Dutton**

With her goal of making UT Dallas one of the best places to work, Colleen Dutton, assistant vice president for Human Resources (HR), is focused on enabling the success of others.

“What we do in Human Resources should help others be their best at what they do best,” Dutton said recently during an appearance before the Staff Council. “We aim to develop leaders to move UT Dallas forward.”

Six months into the job, Dutton, the former director of employee relations and talent management at Rice University, has reviewed key processes that impact staff, including employee relations, compensation, benefits, recruitment, hiring and training with an eye toward determining what works and where the University can improve and streamline processes and workflow.

One result of her review is a slight retooling of the HR department. In October, Dutton hired Marita Hawkins as director of benefits, and she plans to hire more staff in 2013, including a director of institutional equity and employment specialists/staff recruiters.

But the cornerstone of her growth plan involves planting a “tree.”

HR will help cultivate and prune the UT Dallas Talent Management TREE: Total rewards; Recruitment, retention and recognition; Excellence in performance; and Employee engagement.

Dutton created the TREE model as a holistic approach to establish UT Dallas as an employer of choice by encouraging professional growth and a positive workplace culture. Each branch of the TREE builds and supports the infrastructure of talent management through various actions, efforts and programs, such as career ladders for staff positions; revision of the compensation structure to align with current needs and future trends; enhancement of leadership development and succession planning; streamlining on-boarding and employment processes; and creating opportunities to embrace and contribute to the culture that makes UT Dallas a unique workplace.

“The goal is to continually add leaves to each branch reflecting initiatives and programs that will best serve the UT Dallas community as we continue to grow and evolve as a leading research institution,” Dutton said.



Colleen Dutton Fast Facts

As a young girl, Colleen played football, built forts, threw water balloons and raced cars. She attributes this to her older brother and her all-male cousins.

Before coming to UT Dallas, she worked at Rice University in HR leadership roles for 12 years.

Being new to North Texas, she and her husband, David, are settling in and exploring the area. They enjoy the Richardson/Plano area and have found everyone to be warm and friendly.

Her new home is only a few miles away from campus, which she says is great because she doesn't have to spend as much time commuting as she did for many years dealing with Houston traffic.

She started her career in Richmond, Texas, working as a health administrator for a Department of Criminal Justice prison, Jester Unit III. She also has worked as an HR manager at two hospitals.

Some of Colleen's favorite things – Food: chocolate chip cookies; Movie: *Steel Magnolias*; TV show: Big Bang Theory, Modern Family and So You Think You Can Dance? Music: all sorts (Good vocals are key)

Her father, James Baker, passed away in August 2011 but is still her role model. His favorite saying was: “If you can't raise the bridge, lower the water.”

She hopes to travel to Hawaii, Ireland and Australia.

TOBACCO-FREE POLICY

On Friday, Aug. 31, 2012, all buildings on the UT Dallas campus became tobacco free.

The use of any tobacco products also is prohibited in parking lots, sidewalks, walkways and other attached parking structures immediately adjacent to Berkner Hall and the Natural Science and Engineering Research Laboratory (NSERL), which currently house ongoing research funded by the Cancer Prevention and Research Institute of Texas (CPRIT).

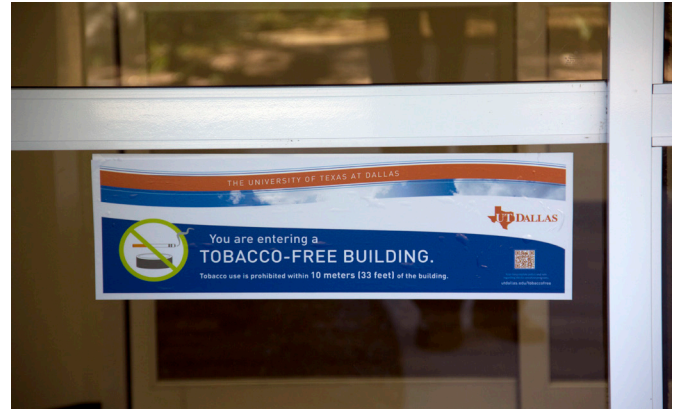
Members of the UT Dallas community will still be allowed to use tobacco products in other areas of the campus, but must be at least 10 meters away from campus buildings or any area designated tobacco free by signage.

Employees, students and visitors will be prohibited from using tobacco products such as cigarettes, cigars, pipes, water pipes (hookah), electronic cigarettes, smokeless tobacco, snuff and chewing tobacco.

UT Dallas' current smoke-free policy prohibits smoking within any University building, and within 25 feet of any building opening through which air can easily travel. The new policy will prohibit the use of any tobacco products in campus buildings, as well as campus advertisement of such products, distribution of tobacco product samples, and improper disposal of or littering with tobacco products.

The campaign has been initiated out of a long-standing concern for a healthier work, research and educational environment. In addition, grant requirements mandated by CPRIT earlier this year now require recipients to adopt a tobacco-free workplace policy.

The University will continue to monitor the progress of this policy and provide cessation programs and resources to assist members of the campus community who are interested in becoming tobacco-free.



AUDIT AND COMPLIANCE CORNER

Good controls help each department and the entire University fulfill the mission of our institution. Take this quick true or false quiz to help assess the strength of your controls in some key areas that affect most departments.

- 1) It is never okay to share your login and password information with anyone else.
- 2) "Lunch at Chili's" is an adequate business purpose for a business expense reimbursement.
- 3) If you receive a reimbursement that exceeds your documented business travel expenses by any dollar amount, you should notify management.
- 4) Departments should reconcile all cost center activities within one accounting period after the month the activities occurred.

Answers

1) True. UT Dallas' Information Resources Acceptable Use Policy states that you should never share your password or any other information used for identification and authorization purposes with anyone. Not only do you put the University in jeopardy, you can be held liable for anything that happens on your account.

2) False. According to UT Dallas Entertainment and Official Occasions policy, a business purpose "should be addressed in a specific and concise statement." Your business purpose should be specific enough to address the reason for the purchase, not what the purchase is. Your attached receipt, or other supporting documentation, explains what the purchase is. "Lunch at Chili's to interview Mr. Spock, candidate for the director of the Star Trek Department" would be a more appropriate business purpose.

3) True. UT Dallas Travel Expense Reimbursement policy states that it is the sole responsibility of the employee to notify UT Dallas Procurement Management immediately if the reimbursed amount exceeds the incurred expenses. The dollar amount of the reimbursement that exceeded incurred expenses is irrelevant.

4) True. According to UT Dallas business practices, "Reconciliation, review and approval of cost center financial records should be performed on a monthly basis by knowledgeable personnel within 30 days of month-end close." Additionally, the cost center owner, or a delegate who was not the reconciler but was knowledgeable of the financial activity, should approve the reconciliations to ensure a proper segregation of duties exists. Proper segregation of duties is not only important to demonstrate good stewardship, but also minimizes the risk of error, noncompliance or even fraud going undetected.

UPCOMING EVENTS

10-WEEK CHALLENGE BEGINS MONDAY, JAN. 28

Start off the New Year with a healthy challenge. The 10-Week Wellness Challenge, a team-based weight loss and physical activity program formerly called the 100-Day Challenge, will run from Monday, January 28, to Friday, April 5, 2013.

Register your team as soon as possible. The first three teams to sign up will receive a prize.

Teams must consist of two to 10 people. To sign up, select a team name and team captain. Gather your team members' names, email addresses and shirt sizes. Register your team at livehealthynorthtexas.org by entering the group ID LHDUTD under "Start A Team." Upon registering, you will be prompted for payment for your entire team using a major credit card on a secure site. Registration is \$20 per person.

For more information, visit utdallas.edu/wellness.



20TH ANNUAL SCHOLARSHIP GOLF TOURNAMENT



Let's get into the swing of things! UT Dallas' 20th Annual Scholarship Golf Tournament will be held Thursday, April 25, 2013, at Sherrill Park Golf Course in Richardson.

Money raised from the tournament goes toward an endowment that benefits the Betty and Gifford Johnson Graduate Scholarship and the Patti Henry-Pinch Undergraduate Scholarship. Funds also support the UT Dallas Academic Bridge Program.

After a hiatus in 2007 and 2008, the benefit tournament was revived in 2009. The Office of Administration, in conjunction with Graduate Studies, has held the tournament fundraiser since 1992.

For more information about the tournament, or if you would like to volunteer at the tournament, email administration@utdallas.edu.

OUT AND ABOUT WITH ADMINISTRATION



Three images above: The Administration Leadership Team (ALT) held off-site strategy meetings for two days this summer to organize and prepare for the operational challenges that lie ahead.



Facilities Management collects cardboard on Freshmen Move-In Day for recycling.



First-place winners of the Comet Cupboard Donation Box decorating contest show off their handiwork at the October Quarterly Awards presentation and breakfast.



The University broke ground on its first parking garage on Tuesday, Dec. 4.



Dr. Jamison was the Homecoming 2012 parade grand marshal.



Temoc ready to charge at Homecoming 2012, followed closely by Dr. Jamison.



University Police showcased their float in the Homecoming 2012 parade.

NEW ADMINISTRATION EMPLOYEES

ADMINISTRATION

Vanessa Balderrama

Karen Garcia

Diana Kao

EHS - PARKING

Annusha Jonnalagadda

Samone Lowry

Elena Morten

FACILITIES MANAGEMENT

James Chaney

Brad Davis

Paul Forgey

Julie Frahm

Garry Rhymes

Jordan St. Clair

Anthony Stulsky Jr.

Mac Thompson

Juan Viesca

Huey Vu

Michael Walker

HUMAN RESOURCES

Rangon Bhattarai

Marita Hawkins

Melanie McCollom

Stefanie Pan

Roberta Rocheleau

Rocio Ronde

Becky Zirkle

POLICE

Carol Edwards

Jesus Gonzales

Jessica Granstaff

Lindsey Hamm Jr.

Estrella Hill

John Johnson

Zane Johnston

Isreal Torres

PROCUREMENT

April Bareis

Freda Chen

Janice Gebhard

Yu Gue

Peter Haddox

Joel Wilson

Shaun Lane

Becky Mickey

Leonard Warren

DID YOU KNOW?

- UT Dallas added 953 parking spaces last year. Another 2,355 spaces will be added by 2014.
- A new Outtakes Grab-N-Go meal area served nearly 2,400 customers the first week of school, relieving some of the crowding in the Comet Café.
- Additional seating in the Comet Café and Comet Lounge now accommodates 100 more seated diners.
- During the first week of the fall 2012 semester, the Comet Cruiser Route 883 served 19,966 riders.
- Most of the flowers you see around campus are grown in the campus greenhouse, which can house more than 15,000 plants.

