Summer means happy campers

If you’re searching for summer camps for kids and teens, there are several options that can be considered here at UT Dallas.

There’s a variety of camps offered, including academic, athletic, communication, residential and other fun activities. Some camps include options for both residential or day camps. Detailed information about the camps can be found at www.utdallas.edu/summercamps.

The camps run at various times between June and August. There are also scholarships available for those participating in the summer camps. The application deadline for the scholarship is April 30.

Academic camps are offered for students ages 12 to 17. These include camps in math, computer science, debate, programming, solar cars, quad copters, physics and CSI (crime scene investigation). The academic camps range in price from free to $2,575.

Fun activity camps are offered for students between 7 and 17 years of age and include robotics, chess and CSI camps. These range in price from $210 to $550.

Athletic camps are targeted for youth ages 5 to 18. The sports include basketball, baseball, volleyball, tennis and soccer. The camps focus on different skills that youth can choose to improve in. Athletic camps range in price from $100 to $245.

The Callier Center conducts communication camps for those between 2 and 18 years of age. These camps are aimed at children with communication disorders such as stuttering, articulation and resonance, social skills and cochlear implant challenges. Those attending receive personalized therapy in a camp environment. The cost for these camps is between $200 and $575.

Also included in the camp offerings are camps to encourage young girls to study and learn about science, technology, engineering, and math (STEM), designed to encourage girls to pursue successful careers in these fields.

RECYCLE, REUSE, RECYCLE RETIRE

Recycling duo Leroy and Jo An White bid farewell to UT Dallas

Recycling at UT Dallas has come a long way thanks to the work of Leroy and Jo An White, who recently retired from UT Dallas.

It was about six years ago that Leroy started to pick up recycling on a regular basis across campus. In 2009, his wife Jo An joined him, and the pair became a fixture at the university. Jo An’s smiling face was always to be seen when they collected the recycling for offices and departments on campus. Weekly, about 40 bins of recycling material were collected among them, including the printer cartridges that generate money for the Staff Council Scholarship Fund.

In February, Jo An and Leroy retired together.

See RETIREMENT on Page 2

Pierrette Lacour, a staff member in Arts and Humanities, made a recycling collage and gave it to Leroy and Jo An White as a gift for their retirement in February.
Their plans for retirement include relaxing like any other retirees, but Jo An wants to regularly keep and maintain her garden. Leroy loves growing vegetables, "tomatoes, lemons, peppers, whatever we can grow," he said. Even after working to benefit the environment these past combined 10 years, they’ll continue to save it in their free time as well.

Pierrette Lacour, a program coordinator in Arts and Humanities, made the Whites a going-away collage to show how much they will be missed and how much the UT Dallas community appreciates them. The recycling program has evolved over the years and will continue, with its participation in such college recycling competitions as Recycle Mania and the compost program.

Jo An said she’ll miss seeing the people on campus and the interactions she had on a daily basis with each department. "They all had their quirks and differences, and learning about them (personally), I’ll miss that," she said.

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**Hit the Town**

The Comet Center in the Student Union sells discounted tickets for movies, museums and other local attractions. Full details can be found on the Comet Center website.

**Movie Theater Tickets**
- AMC Gold
- Cinemark Platinum Supersaver
- Angelika
- Studio Movie Grill

**Merchandise**
- Postage Stamps
- Passport Photos
- Comet Card Protector
- Notary Public Services
- Year-Round Tickets
- Fort Worth Zoo
- Dallas World Aquarium

**Seasonal Tickets**
- Six Flags Over Texas, Arlington
- Dallas Arboretum
- Dallas Zoo
- The Sixth Floor Museum at Dealey Plaza
- Galleria Ice Skate
- Americas Ice Garden

**Six Flags Hurricane Harbor**
- Hawaiian Falls
- State Fair of Texas
- Scarborough Fair

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**UTD’s New Employees**

*February - Present*

Abraham, Shawn
Anthony, Stephen
Arrendado, Jill
Baye, Dawn
Bell, Jennifer
Booth, Robert
Bose, Ranavir
Bower, William
Branham, Frances (Frankie)
Brownlee, Mary Elizabeth
Bryant, Nancy
Carriaga, Michael
Chokkodi, Neelima
Cleva, Richard
Crouch, Bobbye Jo
DePaul, Danielle
Dinh, Dung "John"
Duncan, Trent
Fink, Melyssa
Fountain, Alicia
Griffin, Leonard
Guerra, Maria
Guffey, Kirsten
Guo, Qiao Yi (Joey)
Gurman, Pablo
Ha, Min Woo
Halpern, Patricia
Hardison, David
Henderson, Bryan Scott
Hennigan, Edward
Holloman, Brittany
Horner, Kim
Hough, Melissa
Hussanian, Ali
Jackson, LaTina
Johnson, John
Johnston, Jeremy
Kaiser, Michael
Kallberg, Jan
Kirk, Vanessa
Ku, Sarah
Kunjir, Sanil Ashok
Lee, Julia
Legorreta, Carina
Lewis, Kelli
Lewis, Timothy
Lowman, Karen
Lupin, Louis
Staff Council Interview

Terry Pankratz

Terry Pankratz joined the University of Texas at Dallas as Vice President for Budget and Finance in January, bringing years of knowledge and resources serving in Higher Education. The Staff Council Communications Committee had the pleasure to meet with him and learn about his experience at UT Dallas so far.

Q1: What brought you to UT Dallas?
A: The phenomenal growth and success UT Dallas has experienced during the last several years was a draw. I was very excited about the opportunity to have a great deal of influence on establishing a high performing “corporate culture” in the newly created Office of Budget and Finance.

Q2: What’s an interesting fact about yourself that people at UTD might not know?
A: One of my hobbies is carpentry. Building things is where my passion lies. I guess building organizations is a passion as well. It is all about how to best put things together. Deciding what should stay and what should go. It is easy to assume that everything needs to be changed, but it is a leader’s responsibility to figure out what to improve and what to keep. I enjoy that challenge every day.

Q3: What’s your first impression of UT Dallas? How did you feel on your first day onboard? How do you like your team?
A: Very favorable. My onboarding process was very smooth. UT Dallas has many dedicated and loyal staff members. I enjoyed my first months on the job and people have gone out of their way to make me feel welcome.

Q4: How do you like UT Dallas 3 months in your new role? Any likes and/or dislikes?
A: I continue to learn more about UT Dallas each day—three months in and still looking forward to every day! My only frustration: I wish the traffic could move faster on the President George Bush Tollway. 😞

Q5: What do you find most stressful?
A: The biggest challenge we face is completing the configuration and deployment of the PeopleSoft system. We are still primarily a “paper-based” organization and have not yet successfully leveraged the investment we made in PeopleSoft. This is key priority for the Office of Budget and Finance. As the University continues to grow, change is constant. Working harder or hiring more people is simply not an optimal solution. Change management can be difficult, but helping our employees through major changes is the key to our success. We need and will strive to ensure open communication, employee education and curriculum-based training.

Q6: How do you feel the relationship between your division and the Staff Council should be?
A: I am familiar with the Staff Council and I consider it the sounding board for thoughts and feelings of staff across campus. Hearing the voice of the staff is always important for University operations. I look forward to working closely with the council in the months and years ahead.

Continued on Page 4
Q7: In your last All Staff meeting, you shared with your team the Division of Finance Employee Survey Results. Could you please explain how you got this idea and what you will do differently based on the results?
A: I have been surveying my staff members for the last five or six years. I think an annual staff survey provides a means to gather feedback from staff and measure progress toward shared goals. It also provides a method for identifying areas where performance may be slipping.

Q8: You have talked about the importance of staff morale on several occasions. What would you do to improve retention rate in your division?
A: We have to create a work environment that people want to be a part of. Employee turnover is a reality, but we need to differentiate healthy turnover (i.e. career progression) from unhealthy (i.e. I want out, now!). Respect, communication and appreciation for a job well-done provide the foundation of a healthy and productive working environment.

My charge for the short term: help people feel valued and hold them accountable for their performance.

Q9: Could you give us some high-level insight about your priorities for the next year?
A: 1. Stabilize PeopleSoft. 2. Create an employee-centric customer-focused organization. 3. Effectively manage development projects. 4. Establish the Division’s credibility as an excellent service provider.

Q10: Any last word to the Staff Council newsletter readers?
A: Thank you for taking the time to visit with me and welcome me to UT Dallas. I am thrilled to be here.

Elections for the UT Dallas Staff Council are coming up! Representatives are elected for two-year terms and represent staff from various geographical areas on campus. Representatives convey information to staff and make recommendations to the university president regarding the staff’s interests and concerns.

Keep an eye out for emails about the upcoming elections. Representative seats will be open in the following districts:

**DISTRICT 1** — 3 seats
Terms expiring on August 31 for Nancy Finch, Rochelle Peña and Rhonda Walls

**DISTRICT 2** — 4 seats
Terms expiring on August 31 for Letitia Andrews, Lydia Selvidge, Linda Heard and Betty Maldonado

**DISTRICT 3** — 3 seats
Terms expiring on August 31 for Paula Austell, Jayar Medlock and DeAnn Rose

**DISTRICT 4** — 1 seat
Terms expiring on August 31 for Carrilaine Schneckener

**DISTRICT 5** — 4 seats
Terms expiring on August 31 for Daniel Calhoun, Patrice Holt, Jay Jascott and Sandra Mitchell

**DISTRICT 6** — 2 seats
Terms expiring on August 31 for Dena Davis and one currently vacant seat

**DISTRICT 7** — 3 seats
Terms expiring on August 31 for Betsy Britton, Wendy Newton and Sheila Rollerson
On March 22, UT Dallas President David Daniel hosted a President’s Coffee with a small group of staff. The gathering afforded those present a chance to have an informal conversation with the president on a number of subjects.

- Dr. Daniel explained that, in his role as university president, he is responsible for the overview of financing, budgets and monitoring of year-to-year increases or changes in numerous aspects of the university, including student enrollment, staff and campus development. In that vein, he addressed upcoming building additions that include:
  
  - JSOM expansion – $25 million
  - Bioengineering building – $108 million
  - Callier addition – $20 million
  - Center for Brain Health – $33 million
  - Arts and Humanities: ATEC – $65 million

- Regarding space concerns, Dr. Daniel said the university is recruiting staff at the pace of growth, knowing staffing is an issue. He wants to let staff know that it is high on his priority list to monitor both the increase in staff and concerns it might raise in terms of space.

- In response to a question about grounds, Dr. Daniel explained that the Founders North fountain area has been barricaded for a while, but UT Dallas has received a $15 million anonymous donation and has hired Peter Walker Architects to redesign the area. The concept is a U-shaped lawn terrace, with fountain spouts from the ground. The area will be able to convert to an outdoor event space (not concerts, per se, and requires “permit” for events use).

- There was a suggestion to add a sidewalk to Lookout/Floyd area, where there is currently no path, only a grassy area.

- Dr. Daniel then discussed the possible creation of bike paths for the University but cited logistics issues that hold up the plan. Eventually, though, he does want to incorporate this into campus.

- An update on the “Comet Town” concept: Taking the surrounding Richardson community into account, in the past there have been panels to suggest how the development of the university has affected the surrounding neighborhoods, to which the university wants to remain sensitive. Dr. Calvin Jameson is taking proposals and ideas, and will present a plan to a panel if this is feasible and in UTD’s future.

- Dr. Daniel was asked whether childcare would ever be available to staff. At the moment, he explained, UTD only offers referrals, and there is no way to offset childcare costs without a school of education that has child development center. Dr. Daniel did propose in the future to take over a building close to campus where pre-school could be offered.

- Dr. Daniel also was asked if tuition would ever be free to staff’s immediate children. He said he is willing to address the issue, which hasn’t been raised in a the last three or four years. He will bring it up to Staff Council to make a proposal that has legitimate standing and comparable benefits to those staff members that don’t have the opportunity to benefit from this.

- A suggestion was made to put a “pardon our progress” section on the university’s website to provide the UTD community updates on construction and communicate what closures are ongoing, without sending mass emails. Another suggestion was made to have staff attend graduation ceremonies to show UTD support.

In attendance:

- Rebecca Ballard
  Assistant Registrar
  Records & Registration

- Katie Doctor
  Administrative Assistant II
  Public Affairs

- Dennis Guten
  Web Specialist
  Communications

- Ashley Johnson
  Assistant Director of Development
  Communications - JSOM
  Development & Alumni Relations

- Craig Lewis
  Greenhouse Landscape Coordinator
  Facilities Management

- Norma Richardson
  Academic Support Coordinator
  Computer Science

- Alice Salazar
  Graduate Coordinator
  Arts and Humanities

- Laura Veazey
  Clinician
  Callier Center Communication

- Beth Young
  Assistant to the Dean
  Arts and Humanities