

**From:** "Clancy, Gerard"

**Date:** December 14, 2016 at 5:42:54 PM CST

**To:** [employees](#)

**Subject:** Support for Our Staff and Faculty

Dear University of Tulsa faculty and staff,

As you well know, this has been a challenging time for our university with a direct impact on you, our employees. I am sorry for that and appreciate all the support and ideas you have provided to help us improve our financial position. We have been working closely with the Board of Trustees to provide you with some additional support. The following is a list of measures that will be implemented in 2017:

1. Retirement Benefit - Beginning in July 2017, the university will provide a dollar-for-dollar match for your retirement, up to 4.5 percent contribution from the university and 4.5 percent contribution from the employee. There are more details to be worked out and additional assistance to some of our lower-paid employees might be available. This has been made possible by adjusting our budget in several areas. I know this does not bring us back to where we were, but it is a start in the right direction.
2. Health Clinic - On Jan. 16, 2017, we will open The University of Tulsa Boulder Clinic at 1215 S. Boulder Ave. in our Oxley College of Health Sciences. The Alexander Health Center on the main campus is very busy serving our students, and this new clinic will allow our employees and their family members a new option for primary care. The clinic will be open mornings, five days per week initially. There will be no co-pay for the clinical visits at this time. This clinic will be staffed by experienced nurse practitioners and our new medical director, Dr. Kara Beair-Butler. Dr. Beair-Butler specializes in adult internal medicine and pediatrics and joins us from the University of Oklahoma as our first full-time physician. The hiring of Dr. Beair-Butler was an overall cost savings to us. The establishment of this clinic was made possible by the Chapman Trust Health Funds.
3. Fitness Center - Beginning in January 2017, TU employees may use the Collins Fitness Center without a fee.
4. Research Grant Development - We have two new initiatives to assist with faculty scholarship and research grant development:
  - Dr. Gosia Bodurka has worked for the past 18 months in the Oxley College of Health Sciences, assisting faculty in research grant development. Dr. Bodurka has graciously offered to extend her assistance to all faculty across the university. She will not be able to write grants for you but will assist in researching grant opportunities and grant development. Dr. Bodurka's work is supported by the William K. Warren Foundation Research Funds.

- During the past year, Dr. Bodurka successfully piloted a start-up research grant program for assistant professors called the Shark Tank. Much like the popular TV show *Shark Tank*, assistant professors would be able to write brief proposals and then make oral presentations to a panel of senior faculty. The best proposals will receive start-up research grants up to \$5,000 each. This program was supported by the Board of Trustees.

Thank you for your patience and service to TU. You have my commitment to continue to work to improve our situation as quickly as possible.

I hope you enjoy the holidays,

Gerard Clancy, MD