



Reminders on inclement weather planning

As we enter the time of year when Texas weather can quickly swing from the 70s to the 30s, we want to share some seasonal safety tips and reminders of institutional policy.

Information on [Campus Updates](#) walks you through general preparedness resources, including information about driving and travel on campus.

Working requirements for inclement weather days

According to UTSW policy ([EMP-267](#)), employees in positions designated as essential to carrying out patient care or other critical services – including all hospital and clinic personnel – are expected to make their best efforts to report to work as scheduled during inclement weather and other emergencies. They are also urged to make contingency plans to care for family or pets should severe weather interfere with normal routines.

An employee in an essential position who, during an emergency, does not report for work or refuses an authorized request to remain on duty beyond their scheduled shift ending time, may have that time recorded as an unexcused absence, subject to any departmental time and attendance policies. Additionally, they may be subject to disciplinary action. Employee absences due to inclement weather will be charged to their available, applicable leave accruals. If you are unsure whether your role has been classified as an essential position, please speak with your direct supervisor for clarification.

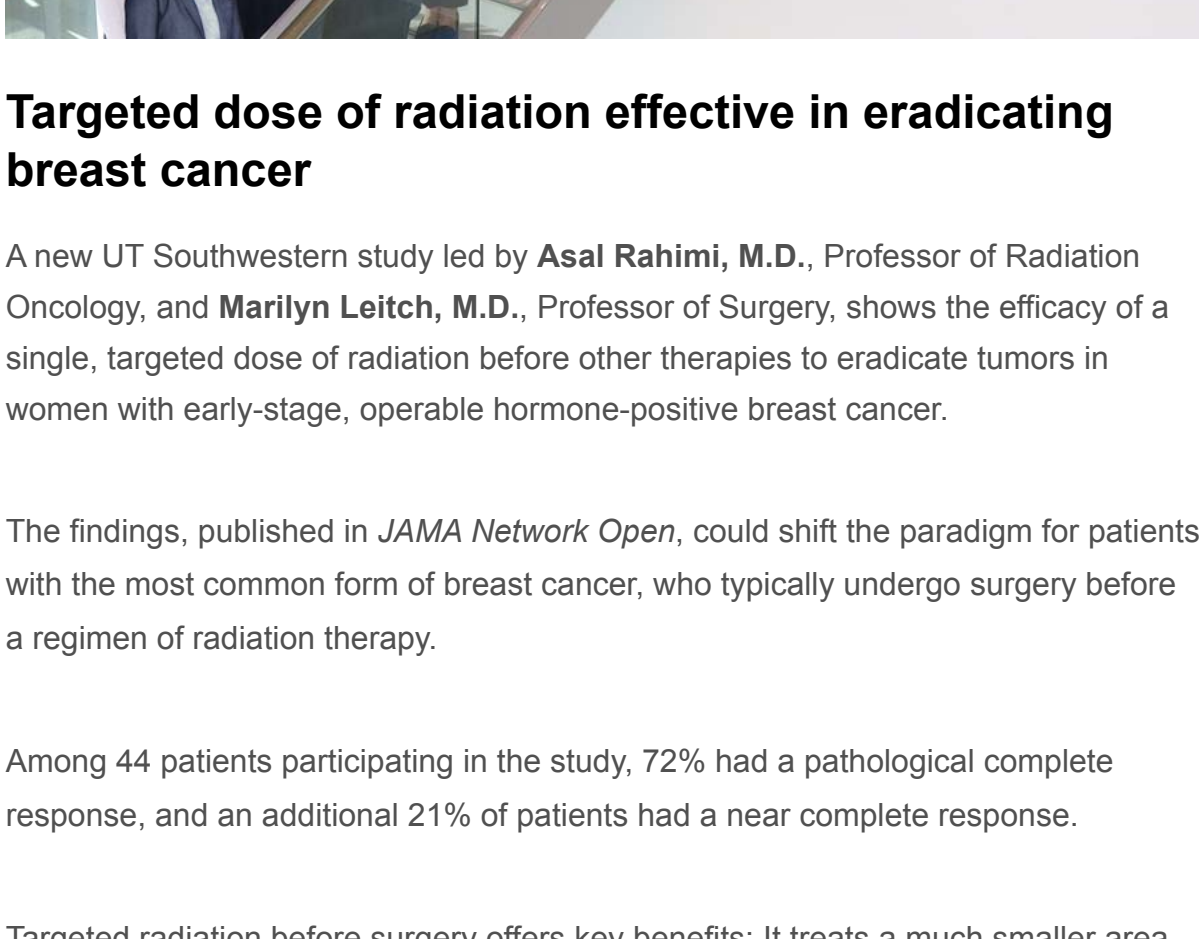
For more details, including guidance and expectations, please read policy [EMP-267](#).

Hospital employees should also be familiar with resources found on the [University Hospital Inclement Weather Resources SharePoint site](#).

Students can expect additional communications from their academic deans regarding remote learning.

If and when the time arises, you'll see a steady flow of communications and guidance.

[Get winter weather awareness tips](#)



Targeted dose of radiation effective in eradicating breast cancer

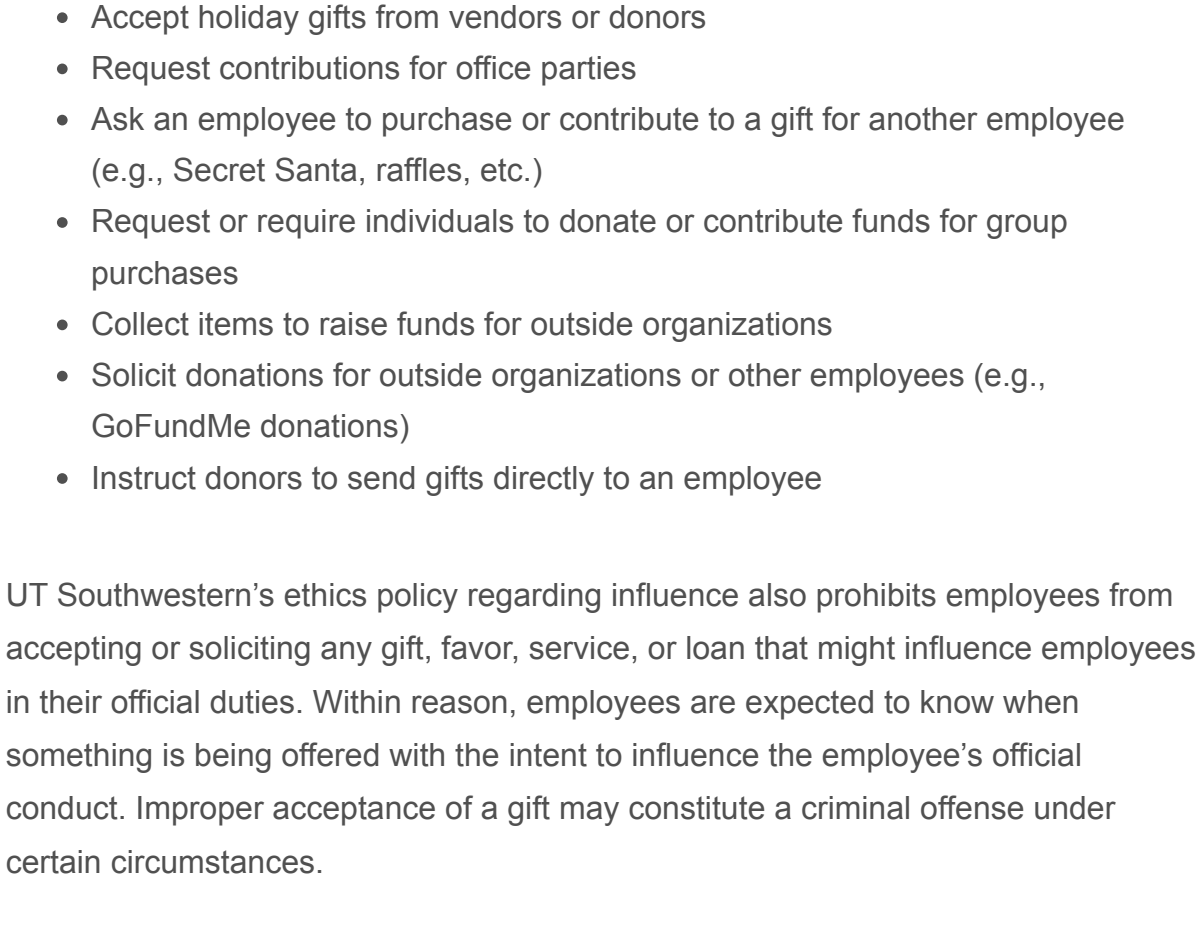
A new UT Southwestern study led by **Asal Rahimi, M.D.**, Professor of Radiation Oncology, and **Marilyn Leitch, M.D.**, Professor of Surgery, shows the efficacy of a single, targeted dose of radiation before other therapies to eradicate tumors in women with early-stage, operable hormone-positive breast cancer.

The findings, published in *JAMA Network Open*, could shift the paradigm for patients with the most common form of breast cancer, who typically undergo surgery before a regimen of radiation therapy.

Among 44 patients participating in the study, 72% had a pathological complete response, and an additional 21% of patients had a near complete response.

Targeted radiation before surgery offers key benefits: It treats a much smaller area – 100 times less tissue volume than whole-breast radiation – and requires just one day of treatment instead of up to 6 1/2 weeks.

[Read the news release](#)



Compliance guidance for the giving season

With the holidays underway, the UT Southwestern Office of Institutional Compliance & Audit Services would like to remind the campus community of policies regarding gifts, donations, contributions, and internal fundraising.

While we appreciate the spirit of the season, UTSW employees should not:

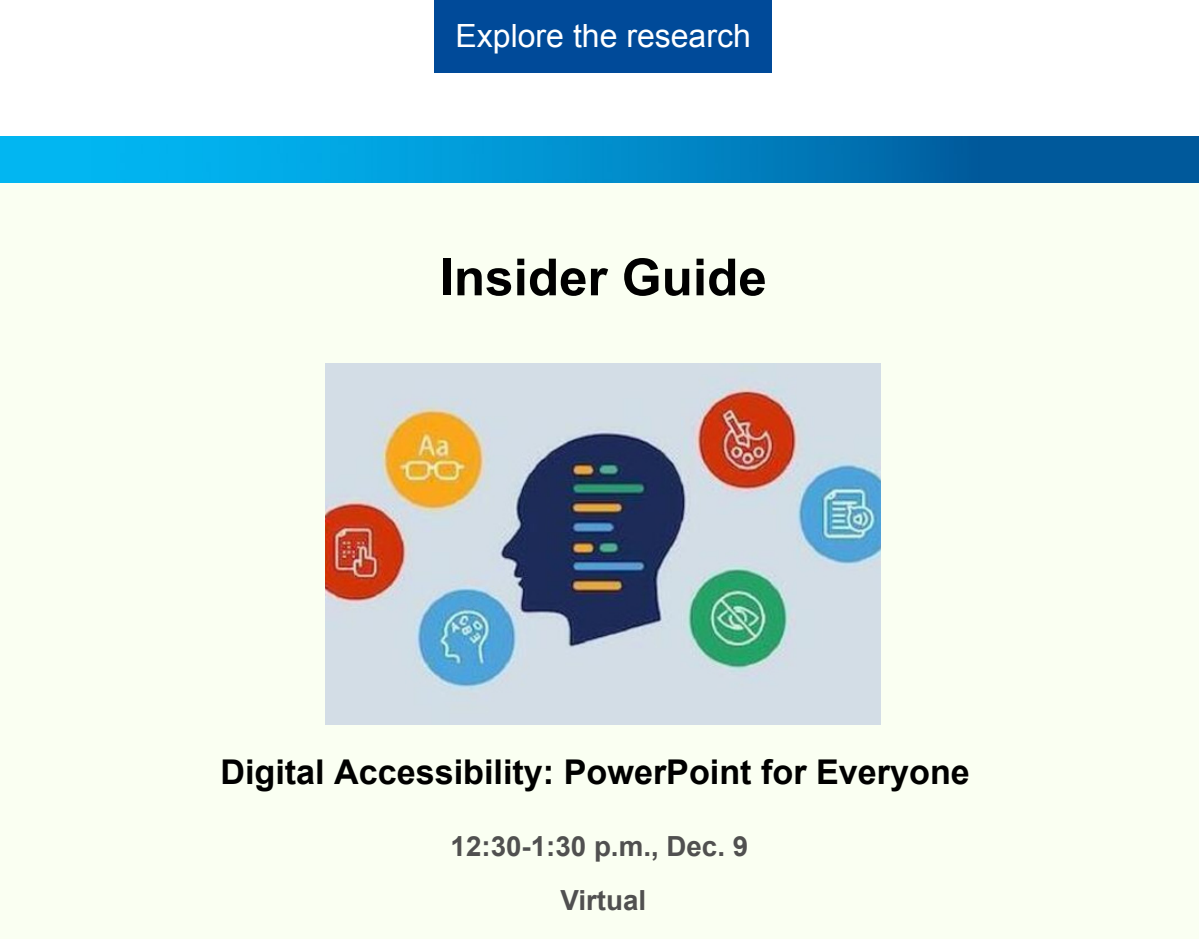
- Sell goods at work (e.g., holiday bake sales)
- Accept holiday gifts from vendors or donors
- Request contributions for office parties
- Ask an employee to purchase or contribute to a gift for another employee (e.g., Secret Santa, raffles, etc.)
- Request or require individuals to donate or contribute funds for group purchases
- Collect items to raise funds for outside organizations
- Solicit donations for outside organizations or other employees (e.g., GoFundMe donations)
- Instruct donors to send gifts directly to an employee

UT Southwestern's ethics policy regarding influence also prohibits employees from accepting or soliciting any gift, favor, service, or loan that might influence employees in their official duties. Within reason, employees are expected to know when something is being offered with the intent to influence the employee's official conduct. Improper acceptance of a gift may constitute a criminal offense under certain circumstances.

Please see:

- [FSS-102: Solicitation](#)
- [FIM-601: Gifts – Solicitation, Acceptance, Processing, and Acknowledgment](#)
- [FIM-601P-01: Procedure for Receipt of Gifts](#)
- [ETH-101: UT Southwestern Ethics Policy](#)

If you are aware of potential violations of these policies, please contact the Office of Institutional Compliance & Audit Services Compliance Hotline at 877-507-7319, via [email](#), or visit [MyComplianceReport.com: Compliance and Ethics Reporting](#).



Going the extra mile to advance biomedical innovation

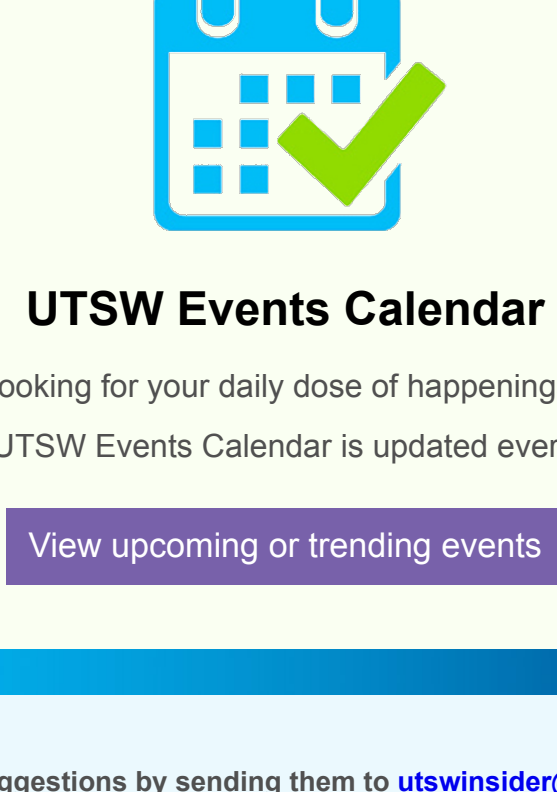
What do projects to diagnose preeclampsia early and combat prostate cancer have in common? They are both winners of the UTSW Biotech+ at Pegasus Park Commercialization Milestone Award, a \$100,000 prize created to accelerate the preclinical development of UTSW technologies.

Lorena Saelices, Ph.D., Associate Professor in the Center for Alzheimer's and Neurodegenerative Diseases and of Biophysics, and **Uttam Tambar, Ph.D.**, Professor of Biochemistry, are sharing this year's award for their innovative research work and its life-changing potential.

Dr. Saelices is working to develop a blood test to detect preeclampsia, a pregnancy complication characterized by high blood pressure, in order to take precautions to prevent it, while Dr. Tambar's goal is to create a therapy combating prostate cancer with targeted glucocorticoid receptor degraders to offer a more sustainable and effective treatment strategy.

[Explore the research](#)

Insider Guide



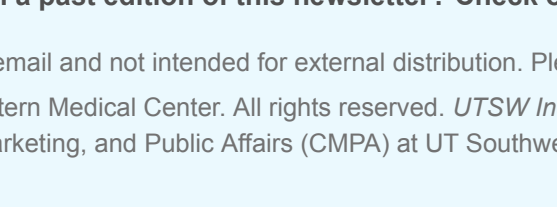
Digital Accessibility: PowerPoint for Everyone

12:30-1:30 p.m., Dec. 9

Virtual

UT Southwestern is working to meet updated ADA digital accessibility standards and is offering several courses to prepare the community. This one-hour session is intended to help you learn how to create clear, consistent, and accessible PowerPoint presentations using simple design techniques and built-in tools. For details on other application-specific training sessions, please visit [Campus Updates](#).

[Sign up](#)



UTSW Toastmasters

5:30-6:30 p.m., Dec. 11

Woodview Tower, LE8.110, 1349 Empire Central Dr.

Are you interested in improving your public speaking and communication skills? Then don't miss UTSW's Toastmasters program, which offers a supportive, fun, and self-paced environment to refine your skills. Open to all employees and students, the club meets on the second Thursday and fourth Tuesday of each month. If you have questions, email [Lisa Farmer](#).

[Get the details](#)

UTSW Events Calendar

Looking for your daily dose of happenings?

The UTSW Events Calendar is updated every day.

[View upcoming or trending events](#)

Share your *Insider* suggestions by sending them to utswinsider@utsouthwestern.edu. Looking for an item in a past edition of this newsletter? Check out our [Insider archive](#).

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