

TECH TOPICS
“People First”



*YOUR QUICK GUIDE TO TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER AND YOUR ROLE AS AN
EMPLOYEE AT THE ACKNOWLEDGED HEALTH CARE
EDUCATION CENTER OF WEST TEXAS.*

TECH TOPICS

TechTopics provides answers to many of the questions most frequently asked by new employees of the TTUHSC. Other information you may need is available through the links from the TTUHSC home page at www.ttuhsc.edu. To be sure you have the most recent information on TTUHSC policies and procedures, refer to the Human Resources website: <http://www.ttuhsc.edu/HR> and the institutional Operating Policies and Procedures at: <http://www.ttuhsc.edu/HSC/OP/OPINDEX.HTM>

We realize that some employees may not have internet access at their worksite. If you are interested in further information on any of these topics, please feel free to contact your Human Resources office.

TTUHSC WORK ENVIRONMENT

Q: What does Texas Tech University Health Sciences Center do to make this a safe, secure and professional workplace?

A: TTUHSC has several rules and policies intended to create a safe environment for employees, students and patients:

- **TTUHSC is a drug-free environment.** Employees and students may not possess, use or distribute alcohol or illegal drugs on school property or as part of any officially-sponsored TTUHSC activity. (HSC OP 10.03)
- **TTUHSC is a non-smoking/tobacco-free** environment and prohibits the use of tobacco products anywhere on the premises, including parking lots and public areas. This policy applies to all employees, visitors, and patients and is in effect at all times. (HSC OP 10.19)
- **TTUHSC policies prohibit** discrimination and harassment based on race, color, religious beliefs, national origin, sex, age, sexual orientation, citizenship status, disability or military status. TTUHSC is committed to a workplace that is free of harassment; any remarks or behaviors that interfere with this objective will not be tolerated. If you feel you have been harassed, contact Human Resources. (HSC OP 51.01)

- Firearms, other weapons or explosives are not allowed on TTUHSC property. (HSC OP 76.08)
- To report an emergency on campus, dial 9-911.

Q: What is the dress code at TTUHSC?

A: There is no universal dress policy for all employees, although everyone is required to obtain an identification badge. Ask your supervisor about the standards for your department, including the policy about wearing your identification badge. (HSC OP 76.02)

Q: Where do I park?

A: Ask your supervisor where you should park and how to purchase a vehicle parking permit. Parking permits are required for all employees parking on HSC grounds. (HSC OP 76.32)

TTUHSC EXPECTATIONS

Q: What does TTUHSC expect from all employees?

A: Employees are expected to:

- **Maintain confidentiality regarding** all information on patients, personnel or students.
- **Comply with the rules against** the use of tobacco, drugs and alcohol on Texas Tech Health Sciences Center premises.
- **Notify your supervisor if** you are going to be late or absent from work.
- **Obtain prior authorization to** pass out literature or sell merchandise on TTUHSC premises.
- **Be responsible for** building cleanliness and safety. Immediately report safety hazards.
- **Demonstrate respectfulness,** a caring attitude, courtesy, and a willingness to help visitors, students, patients and your fellow employees.

- **Understand your role** in helping to meet TTUHSC's education, service and research mission.

Q: What does my department expect from me?

A: This will be discussed with you during the orientation conducted in your department by your supervisor. During this orientation you should be given a copy of the Position Description Questionnaire (PDQ) for your position. Review this document carefully and ask any questions you may have about duties or performance standards.

Q: How do I report violations of the TTUHSC policies?

A: Call the Help Line at 866-472-8111 for issues related to billing compliance or patient care. Violations of TTUHSC policies should be reported to the HSC Assistant Vice President for Human Resources at (806) 743-2865, extension 224.

PAY AND PERFORMANCE

Q: When do I get paid?

A: Full-time employees are paid on the first working day of the month. Part-time employees typically are paid by an hourly rate and receive a paycheck on a bi-weekly basis. Your supervisor will tell you where you can pick up your paycheck. (Be sure to take your ID with you.) If you want, you can have your paycheck deposited directly into your bank account. Forms for direct deposit are available from Human Resources or the Payroll Office.

Q: How do I report my work hours and leave time?

A: Depending upon your classification, such as monthly salaried or hourly, your reporting procedure will vary. You should consult with your supervisor to determine proper reporting procedure. (HSC OP 70.17)

Q: Will I receive an automatic pay raise at set times during my employment?

A: **There is not an automatic pay increase system** at Texas Tech University Health Sciences Center. However, employees are entitled to \$20 per month longevity pay upon the completion of two years of state service. Thereafter, longevity pay is increased an additional \$20 per month for each additional two years of service completed.

Q: **Does TTUHSC provide bonuses or merit pay increases?**

A: **The policies for merit increases**, including one-time payment and recurring salary increases, are established at an institutional level. These types of approved increases are generally processed during the annual operating budget process. (HSC OP 70.37)

Q: **How do I know what my duties are? What if my duties change?**

A: **The duties for your job are spelled out** on the Position Description Questionnaire (PDQ) for the job. You should receive a copy of the PDQ during the orientation to your department conducted by your supervisor. If you did not receive a copy, please ask your supervisor for one. Every year, you need to review your PDQ with your supervisor just prior to performance evaluations which are conducted during the month of February. This is an annual opportunity to make changes to the PDQ necessitated by changes in your job duties. The duties shown on a PDQ can be changed, however, any time significant job duty changes occur.

Q: **How often will I have a performance review?**

A: All employees should receive a written performance evaluation from their supervisor after 6 months of employment and annually during the month of February thereafter. (HSC OP 70.12)

Q: **What happens if I receive a poor performance evaluation?**

A: **If you receive a “needs improvement”** performance evaluation, your supervisor will tell you what actions you need to take in order to improve job performance. You will then be re-evaluated after three

months to determine if satisfactory progress is being made in deficient areas. Further action may be necessary, including termination, if progress has not occurred.

Q: May I apply for another job at TTUHSC?

A: Yes, TTUHSC offers many opportunities for career growth. You can learn about open positions by checking the online employment service at <http://jobs.texastech.edu>. You can complete an online application, or update and edit your stored application and apply for any position for which you qualify.

***BENEFITS
LEAVE POLICIES FOR TTUHSC EMPLOYEES***

VACATION New full-time employees earn 8 hours of vacation and 2 hours of holiday comp time per month. Part-time employees earn a proportionate share based on percent of time worked. You may not take paid vacation time during the first six months of employment, unless you have previously worked at least six months for a Texas state agency, but you may take holiday comp time. Vacation days must be scheduled and approved in advance by your supervisor. (HSC OP 70.01, 70.06)

Q: Can I use vacation on the first day of the month?

A: Yes, if your balance is from accruals from previous months. You may not use the current month's accruals until you actually work at least one day during the month. (OP 70.1)

Q: I have only been employed for three months. Can I use my vacation time?

A: No, you have to be a state employee for six continuous months to be eligible to use vacation time. But, you may have accrued holiday comp time available to use. (OP 70.01)

SICK LEAVE New full-time employees earn 8 hours of sick leave each month. Part-time employees earn a proportionate share based on percent of time worked. If you need to take sick leave, notify your supervisor at the earliest possible time and complete a sick leave application when you re-

turn to work. If you are absent more than three days, you may be required to provide proof of illness such as a physician's statement and return to work permit. (HSC OP 70.01)

Q: I just started working yesterday and now my child is (or I am) sick. Can I use sick leave?

A: Yes, you accrue 8 hours of sick leave on your first day of work and may now use the sick leave accrual for yourself or your child. (OP 70.01)

Q: If I don't have enough vacation days to cover my vacation, may I use sick leave?

A: No, sick leave may only be used for bonafide illness as described in the leave policy (OP 70.01)

FMLA After you have worked more than 12 months at the TTUHSC, you are eligible to take up to 12 weeks of Family and Medical Leave of Absence for the birth, adoption, or foster placement of a child; a serious health condition which prevents you from performing your job functions; a serious health condition which requires you to care for an immediate family member. Employees employed less than 12 months may be eligible for state family leave for the birth or adoption of a child. You will be paid by utilizing any sick leave, vacation, or holiday comp or comp time accruals and, if necessary, leave without pay. (HSC OP 70.01)

Other Paid Leave Employees are granted paid leave for such events as jury duty, funerals, military duty, parent-teacher conferences or foster parenting duties. See HSC OP 70.01 for details.

Q: My uncle died. May I use funeral leave to attend his funeral?

A: No, unfortunately, an uncle is not considered immediate family as defined in our policy. (OP 70.01)

Q: If I am summoned to jury duty, can I take the whole day off?

A: If you are not picked to serve on a jury panel, you must return to work. If your duty does not take the entire work day, you also must return to work. (OP 70.01)

Q: I am out of leave time; may I take Leave Without Pay?

A: **LWOP may or may not** be granted by your supervisor, depending upon the needs of your department. (LWOP could delay receiving your paycheck in order to correctly pay you for time worked.)

Q: Does TTUHSC have a retirement plan?

A: All faculty and staff who are classified to work at least 50% time for more than 4 1/2 months participate in the Teacher Retirement System (TRS). Faculty, librarians and certain administrative and executive employees may participate in the Optional Retirement Program (ORP) instead of the Teacher Retirement System. All new employees will automatically be placed in the TRS upon their 1st day of employment unless they are eligible for, and have elected, the ORP. New employees with an active TRS or ORP account will be enrolled in a retirement plan effective their first day of employment. In addition to contributions to TRS or ORP, all employees are eligible to tax shelter some of your salary through Texas Tech's Tax Sheltered Annuity plan or the State 457 TexaSaver Plan

Q: What kind of insurance plans does TTUHSC offer?

A: All TTUHSC employees employed at least 50% time for at least four months are eligible to participate in the State of Texas Group Benefits Program. Regular full-time employees will automatically be enrolled in the State health plan (HealthSelect of Texas) the first of the month following their 90th day of employment, at no cost to the employee. Employees may choose an HMO for health coverage if available in their location. Part-time employees will have a payroll deduction for 50% of the premium. Eligible graduate students must enroll in the health plan to be covered. Employees may elect to cover their eligible dependents and pay the additional cost for such coverage. Employees may elect to add these optional insurance plans which will be payroll-deducted:

- Dental Plan
- Long Term Disability
- Dependent Life
- Optional Term Life Plan
- Short Term Disability
- Accidental Death & Dismemberment

If you have questions about your benefit options, eligibility or enrollment, contact the Human Resources office and ask for your Benefits Coordinator.

Q: What is TexFlex?

A: TexFlex allows you to set aside tax-free dollars to pay for eligible health and dependent daycare expenses. Every plan year, you determine the amount that is deducted automatically from your paycheck before federal income and Social Security taxes are calculated and file claims for eligible expenses or use the TexFlex convenience card.

Q: What should I do to change my insurance coverage?

A: Each summer, the State offers an enrollment period during which you can make changes in your insurance coverage. Changes at other times can only be made if you have a Qualifying Life Event such as a change in marital, dependent or employment status. Contact your benefits officer within 30 days of the event.

Q: Does TTUHSC offer an Employee Assistance Program?

A: Yes, to promote health and wellness in the workplace, TTUHSC provides an EAP program for all employees and their immediate family members. The EAP program offers free, private services to help with a range of problems that employees and their families may experience. Call 806-743-1-EAP or 1-800-327-0328 for assistance.

EMPLOYEE TRAINING AND DEVELOPMENT

Q: How does TTUHSC support employees who wish to obtain additional education?

A: Educational support is offered through these programs:

- **The Texas Tech Employee/Dependent Scholarship Fund** offers employee and dependent scholarships to attend Texas Tech University or Texas Tech University Health Sciences Center. Applications are available from the Office of Financial Aid. Employees and their dependents are not eligible for a tuition waiver.
- **Full time employees may attend classes** at any institution of higher education for up to three hours during the normal business week with your supervisor's prior approval. However, any work time

you miss to take classes must be made up, charged to vacation, or taken as leave without pay.

- The Training and Staff Development Office (TSDO) offers training on a variety of topics, including compliance training, safety training, new employee orientation, computer classes, and management and supervisory training. For more information, please go to: <http://www.ttuhs.edu/HR> or please call 806-743-4750.

COMMUNICATION

Q: How do I learn about issues and events at TTUHSC?

A: Each TTUHSC site may have unique communication means, such as newsletters, but you can learn about upcoming events, current issues, and training opportunities by checking the TTUHSC Announcements page:

<http://www.ttuhs.edu/announcements>
and the Human Resources website:

<http://www.ttuhs.edu/HR>

Q: What should I do if I have questions or concerns about my employment at TTUHSC?

A: Contact the HSC Employee Relations Representative in the Lubbock Human Resources office at 806-743-2865.

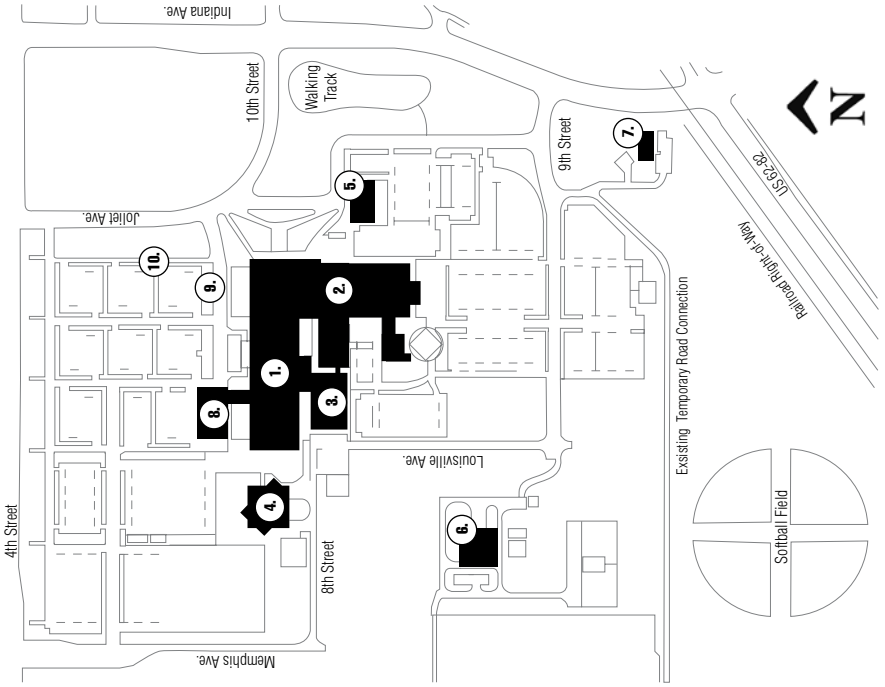
COMMONLY USED TERMINOLOGY

Here are some of the acronyms that we use at Texas Tech University Health Sciences Center:

AHPIP.....	Allied Health Practice Income Plan
CHC.....	Correctional Health Care
EAP.....	Employee Assistance Program
ERS.....	Employees Retirement System of Texas
FMLA.....	Family and Medical Leave Absence
GSBS.....	Graduate School of Biomedical Sciences
HIPAA.....	Health Insurance Portability Accountability Act
HCS.....	Health Care Systems
HR.....	Human Resources
HSC.....	Health Sciences Center
IT.....	Information Technology
MPIP.....	Medical Practice Income Plan
NIP.....	Nursing Practice Income Plan
OP.....	Operating Policies and Procedures
ORP.....	Optional Retirement Plan
PAF.....	Personnel Action Form
PDQ.....	Position Description Questionnaire
PO.....	Purchase Order
RI.....	Check Issuance Request
SAHS.....	School of Allied Health Sciences
SOM.....	School of Medicine
SON.....	School of Nursing
SOP.....	School of Pharmacy
SSRFA.....	Student Services, Registrar & Financial Aid
Techris.....	Texas Tech Human Resources Information System
Techfim.....	Texas Tech Financial System
Techsis.....	Texas Tech Student Information System
TRS.....	Teacher Retirement System of Texas
TSDO.....	Training and Staff Development Office
TTUHSC.....	Texas Tech University Health Sciences Center

**TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
AT LUBBOCK (NOT TO SCALE)**

1. Texas Tech University Health Sciences Center
2. University Medical Center (UMC)
3. UMC Emergency Room
4. Preston Smith Library
5. Medical Office Plaza
6. Central Heating and Air Conditioning Plant #2
7. Ronald McDonald House
8. Academic Classroom Building
9. Future Clinical Towers/Research Center
10. Future International Pain Center



LUBBOCK CAMPUS

Emergency

On-Campus Office Phone.....	9-911
Off-Campus Phone.....	9-911

Non-Emergency

TTUHSC Police.....	806-743-2000
TTUHSC Fire Marshall.....	806-743-2597
Lubbock Police Department.....	806-775-2865
Rape Crisis.....	806-763-7273
Main Switchboard.....	806-743-1000
Office of Admissions & Records.....	806-743-2300
Graduate School of Biomedical Sciences.....	806-743-2556
School of Medicine.....	806-743-2997
School of Nursing.....	806-743-2737
School of Allied Health Sciences.....	806-743-3220
School of Pharmacy.....	806-356-4000

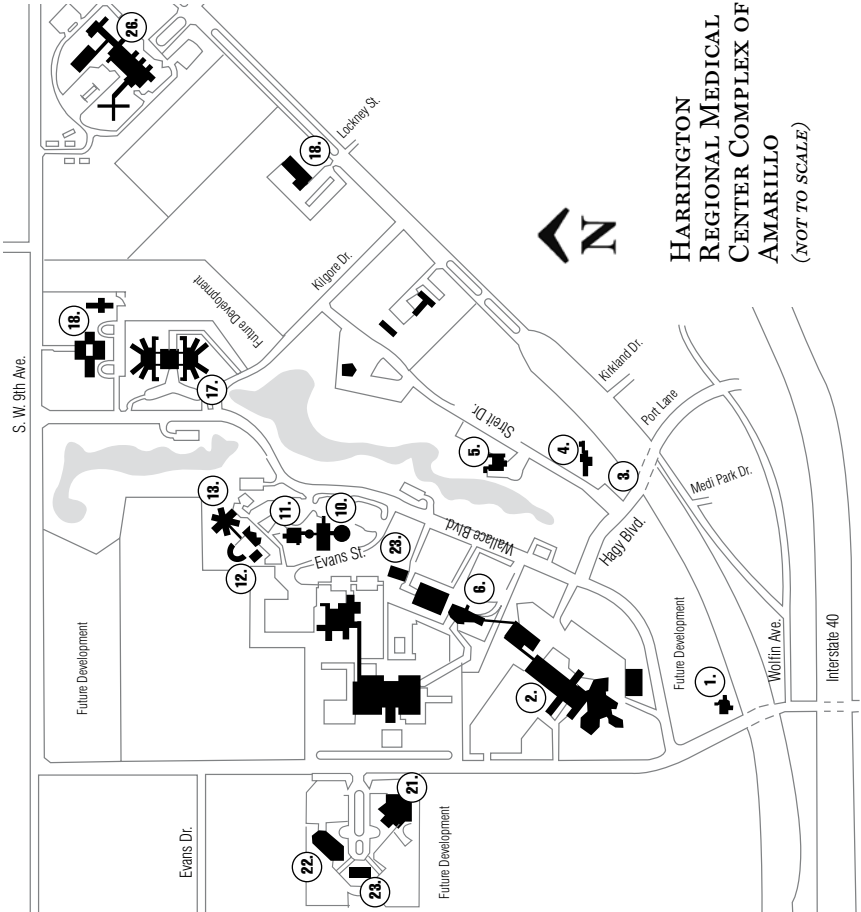
Who to Call

Audio-Visual.....	<i>Classroom Support</i>	806.743.2288
Employment Issues/Concerns.....	<i>Human Resources</i>	806.743.2865
Health Care Systems.....	<i>Health Care Systems</i>	806-791-4433
Housekeeping.....	<i>Custodial Services</i>	806-743-2060
Information Technology.....	<i>Help Desk</i>	806-743-2875
Institutional Operating Policies.....	<i>Exec. VP/Fiscal Affairs</i>	806-743-3080
Legal Issues/Concerns.....	<i>General Counsel</i>	806-743-2986
Library Information.....	<i>Preston Smith Library</i>	806-743-2201
Mail Service.....	<i>Mail Room</i>	806-743-2021
Media Related Issues.....	<i>Communications & Marketing</i>	806-743-2143
Parking Questions.....	<i>Traffic & Parking</i>	806-743-2557
Patient-Related Issues/Concerns.....	<i>Patient/Physician Relations</i>	806-743-2669
Plant Operations.....	<i>Trouble Calls</i>	806-743-2070
Room Reservations.....	<i>Classroom Support</i>	806-743-2288
Safety Issues/Concerns.....	<i>Safety Services</i>	806-743-2597
Student-Related Issues/Concerns.....	<i>Student Services</i>	806-743-2300
Training & Staff Dev.	<i>Training & Staff Dev. Office</i>	806-743-4750
Tours/Institutional Events.....	<i>TTUHSC Relations</i>	806-743-2907
Volunteer Opportunities.....	<i>Volunteer Services</i>	806-743-2959

TTUHSC Campuses

Amarillo HSC.....	88+1+806-354-5411
El Paso HSC.....	88+1+915-545-6500
Odessa HSC.....	88+1+432-335-5111

1. Coffee Memorial Blood Center
2. Baptist Saint Anthony's Health System—
Baptist Campus
3. Potter-Randall County Medical Society
4. Ronald McDonald House of Amarillo
5. Amarillo Botanical Gardens
6. Don and Sybil Harrington Cancer Center
7. Texas Tech University Health Sciences Center at
Amarillo Regional Campus
8. Northwest Texas Healthcare System —
Northwest Texas Hospital
9. Northwest Texas Healthcare System —
Psychiatric Pavilion
10. Amarillo Speech, Hearing and Language Center
11. Children's Rehabilitation Center
12. Northwest Texas Healthcare System — Kilgore Unit
13. Northwest Texas Healthcare System —
Pickens Unit
14. The Don Harrington Discovery Center
15. Texas A&M Veterinary Diagnostic Laboratory
16. Texas A&M Agriculture Research and
Extension Center
17. Bivins Memorial Nursing Home
18. Texas Department of Mental Health and
Mental Retardation— Amarillo State Center
19. The Department of Veteran's Affairs Medical Center
20. Helium Monument
21. Texas Tech Clinic
22. Texas Tech School of Pharmacy
23. Medicine & Allied Health Building
24. Lawrence R. Hagy Child Care Center
25. TTUHSC Facilities Operations & Maintenance



AMARILLO CAMPUS

Emergency

On-Campus Office Phone.....	9-911
Off-Campus Phone.....	911

Non-Emergency

TTUHSC POLICE.....	806-354-5568
TTUHSC POLICE PAGER.....	806-349-2775
AMARILLO POLICE DEPARTMENT.....	806-378-3038
RAPE CRISIS.....	806-373-8022
CRIME LINE.....	806-374-4400

Academic Programs / Admissions

Medicine Education.....	806-354-5417
Pharmacy Student Services.....	806-354-5418
School of Allied Health Sciences.....	806-354-5589
School of Medicine.....	806-354-5401
School of Pharmacy.....	806-356-4015

Who to Call

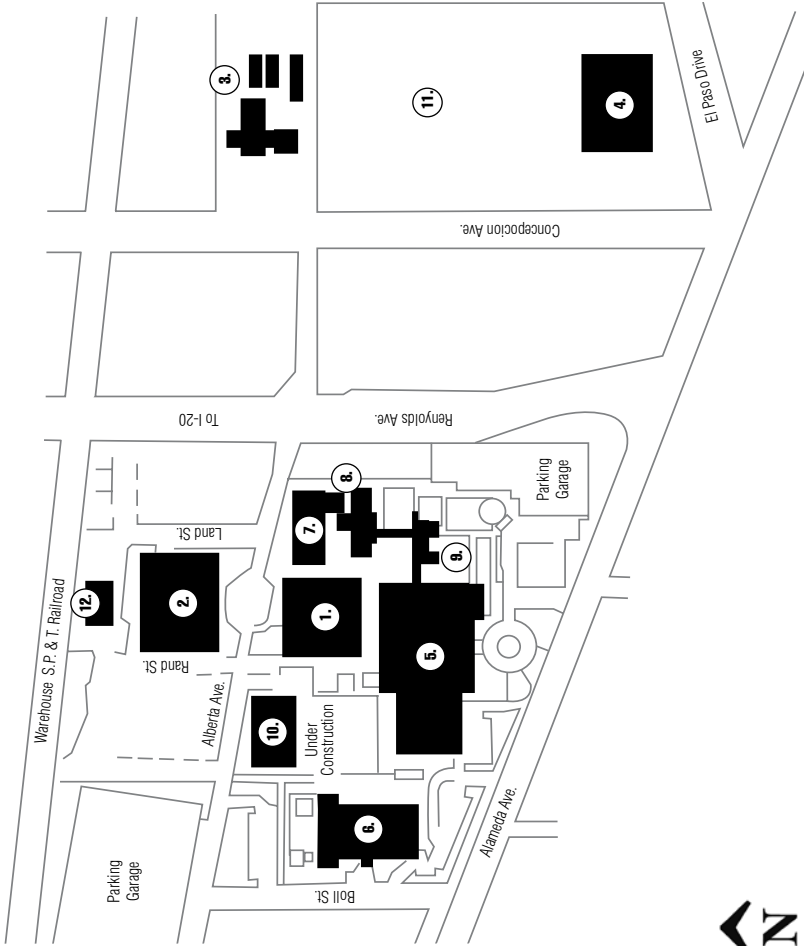
Audio-Visual.....	<i>Audio-Visual</i>	806-354-5455
Custodial Services.....	<i>Facilities</i>	806-354-5647
Employment Issues/Concerns.....	<i>Human Resources</i>	806-354-5409
Health Care Systems.....	<i>Health Care Systems</i>	806-356-5360
Information Technology.....	<i>Computer Services</i>	806-354-5404
Institutional Operating Policies.....	<i>Assistant VP/Fiscal Affairs</i>	806-354-5403
Legal Issues/Concerns.....	<i>General Counsel</i>	806-743-2986
Mail Service.....	<i>Mail Room</i>	806-354-5415
Media Related Issues.....	<i>Communications & Marketing</i>	806-354-5412
Meeting Room Reservations.....	<i>Medicine/Allied Health</i>	806-354-5403
	<i>Pharmacy</i>	806-354-5418
Parking Questions.....	<i>Parking</i>	806-354-5411
Patient-Related Issues/Concerns.....	<i>Clinical Administration</i>	806-354-5555
	Ext. 241	
Plant Operations.....	<i>Maintenance</i>	806-354-5647
Safety Issues/Concerns.....	<i>Safety Services</i>	806-354-5447
Training & Staff Development.....	<i>Training & Staff Dev. Office</i>	806-356-5959
Tours/Institutional Event.....	<i>Communications & Marketing</i>	806-354-5478

TTUHSC Capuses

El Paso HSC.....	88+1+915-545-6500
Lubbock HSC.....	88+1+915-545-1000
Odessa HSC.....	88+1+432-335-5111

**TEXAS TECH UNIVERSITY
AT EL PASO (NOT TO SCALE)**

1. Texas Tech University Health Sciences Center at El Paso
2. Texas Tech University Medical Center (UMC)
3. Archer Property
4. Future Research Facility
5. Thomason Hospital
6. Psychiatric Center
7. Thomason Annex
8. Thomason Clinic
9. Thomason Outpatient
10. Thomason Central Plant
11. Future Medical School Site
12. Clinic Building Central Plant



EL PASO CAMPUS

Emergency

On-Campus Phone	911
Off-Campus Emergency.....	911

Non-Emergency

TTUHSC El Paso Police.....	915-545-6531
El Paso Police Department.....	915-564-6900
Rape Crisis.....	15-533-7700
Crime Line.....	915-564-7350

Academic Programs / Admissions

Office of Student Affairs.....	915-545-6422
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Who to Call

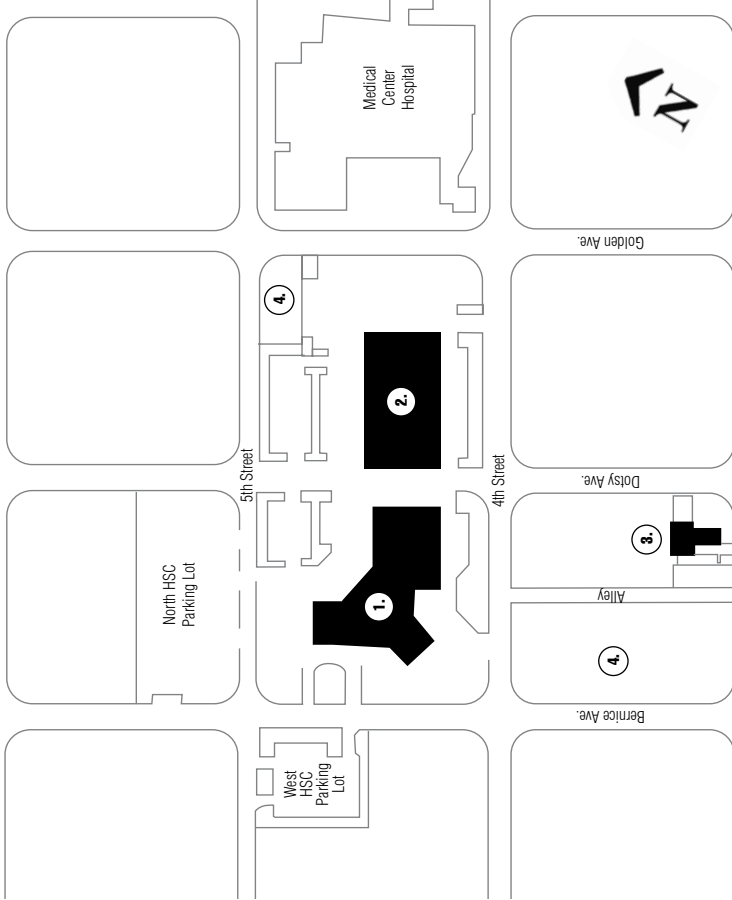
Audio-Visual.....	<i>HealthNet</i>	915-545-6407
Computer Services.....	<i>Information Technology</i>	915-545-6800
Employment Issues/Concerns.....	<i>Human Resources</i>	915-545-6694
Health Care Systems.....	<i>Health Care Systems</i>	806-791-4433
Institutional Policies.....	<i>Ass't. VP/ Fiscal Affairs</i>	915-545-6519
Institutional/Community Event.....	<i>Comm. & Marketing</i>	915-545-6527
Legal Issues/Concerns.....	<i>Risk Management</i>	915-545-6545
Media-Related Issues.....	<i>Communications & Marketing</i>	915-545-6527
Meeting Room Reservations.....	<i>Facilities</i>	915-545-6600
Parking Questions.....	<i>Traffic & Parking</i>	915-545-6531
Patient-Related Issues/Concerns.....	<i>Clinic Operations Group</i>	
Safety Issues/Concerns.....	<i>Quality Improvement</i>	915-545-6501
Student-Related Issues/Concerns.....	<i>Student Services</i>	915-545-6422
Tours.....	<i>Communications & Marketing</i>	915-545-6527
Training & Staff Developmen.....	<i>Training & Staff Dev. Officet</i>	915-545-669
Volunteer Opportunities.....	<i>Volunteer Services</i>	915-545-6840

TTUHSC Campuses

El Paso HSC.....	88+1+915-545-6500
Lubbock HSC	88+1+806-743-1000
Odessa HSC.....	88+1+432-335-5111

**TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
AT ODESSA (NOT TO SCALE)**

1. Texas Tech University Health Sciences Center
2. Texas Tech University Health Center
3. Newly Acquired Property with Church/Storage Building
4. Property Not Owned by Texas Tech University Health Sciences Center



ODESSA CAMPUS

Emergency

On-Campus Office Phone.....	911
Off-Campus Emergency.....	911

Non-Emergency

TTUHSC Odessa Police.....	432-335-5279
Odessa Police Department.....	432-335-3641
Rape Crisis.....	432-333-2527
Crime Line.....	432-580-6083

Academic Programs/Admissions

Dean's Office — School of Medicine.....	432-335-5113
Dean's Office — School of Nursing.....	432-335-5150
Nursing-Graduate/Undergraduate.....	432-335-5157
Dean's Office — School of Allied Health Sciences.....	432-335-5360

Who to Call

Audio-Visual.....	<i>HealthNet</i>	432-335-5197
Employment Issues/Concerns.....	<i>Human Resources</i>	432-335-5112
Custodial Services.....	<i>Housekeeping</i>	432-335-1430
Health Care Systems.....	<i>Health Care Systems</i>	806-791-4433
Institutional Policies.....	<i>Assistant VP/Fiscal Affairs</i>	432-335-5115
Institutional/Community Events.....	<i>Comm. & Market'g</i>	432-335-5119
Legal Issues/Concerns.....	<i>Quality Management</i>	432-335-5151
Media-Related Issues.....	<i>Communications & Marketing</i>	432-335-5119
Meeting Room Reservations.....	<i>Lori Lieck/Mary McClelland</i>	432-335-5150
Parking Questions.....	<i>Traffic & Parking</i>	432-335-5129
Patient-Related Issues/Concerns.....	<i>Clinic Operations Group</i>	432-335-5184
Safety Issues/Concerns.....	<i>Safety Services</i>	432-335-1820
Tours.....	<i>Communications & Marketing</i>	432-335-5119
Training & Staff Development.....	<i>Training & Staff Dev. Office</i>	432-335-1006

TTUHSC Campuses

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NOTES

TEXAS TECH
UNIVERSITY™
HEALTH SCIENCES CENTER