

William L. Henrich, M.D., M.A.C.P.  
President  
Professor of Medicine

## MEMORANDUM

Date: February 10, 2015

To: Health Science Center employees

From: Dr. William Henrich, President



Subject: Mobile Phone Transition

After thorough research and discussion by a Health Science Center \*Working Group, it was recommended to me that as of January 1, 2015, the Health Science Center discontinue the purchase of mobile phones for employees. In addition, the Working Group has recommended that beginning June 2, 2015 that the Health Science Center discontinue paying for mobile phone data plans.

This decision was based upon a number of factors including compliance with the institutional Acceptable Use policy (<http://uthscsa.edu/hop2000/5.8.10.pdf>), security risks related to the co-mingling of personal and sensitive business content on a common device, and the financial costs associated with providing mobile phones and paying for their associated data plans. Relating to the financial costs, for example, just last year the HSC incurred a cost of \$1.1 million for mobile phones purchased and the accompanying data plans. In addition to this cost, the administrative overhead required to reconcile mobile phone plans and proactively manage a rapidly expanding mobile device inventory has also become increasingly difficult and expensive. Since a vast majority of our employees utilize a mobile phone for personal reasons, the Working Group felt that most employees who need a mobile phone for HSC business would prefer not to carry two phones or to complete monthly paperwork to reimburse the HSC for personal calls and data on a HSC-issued phone.

I brought these issues forward to the HSC's Executive Committee and they have concurred with the following provisions to facilitate transition of existing data plans:

- Employees who make less than \$50,000 per year and who now have and will continue to need a mobile phone for business purposes are eligible for a \$600 per year salary increase to offset the transition to a personal data plan.
- Employees who make more than \$50,000 per year and who now have and will continue to need a mobile phone for business purposes may be reimbursed up to \$600 per year for a phone plan at the discretion of the Department Chair, VP, Dean, or Executive Committee member. Appropriate documentation to substantiate reimbursement will be required.
- Currently active department, on-call, or rotation duty mobile phone accounts will be maintained as Health Science Center assets at the discretion of the Department Chair, VP, Dean, or Executive Committee member.

A representative within your department will provide confirmation for those individuals eligible for salary increase, and detailed information about how to transition your mobile phone account is available at <https://uthscsa.edu/mobilephone>.

The decision for the Health Science Center to discontinue funding mobile phones and mobile phone plans was carefully considered. There are many examples of other universities who have implemented a similar policy. I thank you for your understanding and support of this new policy and greatly appreciate your continuing service to the Health Science Center.

\*Members of the Working Group were representative of all HSC schools and included: Mr. Michael Black, Mr. Yeman Collier, Ms. Andrea Marks, Dr. John Myers, Dr. Kevin Donly, Dr. Dan Johnson, Ms. Teresa Boese, Mr. Curt Schiebel and Ms. Kristy McPhail