

## **Environmental Health & Safety Strategic Plan 2023-2027**

*Think Broad EH&S Impact | Think Efficiency and Innovation | Collaborate Respectfully | Serve Impactfully.*

Over the next five years, EH&S will challenge itself to reach new heights through the broad impact EH&S of programs and services, increasing efficiency through innovation, collaborating respectfully, and serving impactfully. By adopting a clear strategy, backed by a mission and vision that aligns with the broader mission and vision of UTA, we hope to drive accountability with clear metrics on various programs and services to underscore the value we bring to the community.

### **PLAN HIERARCHY**



**Mission Statement:** We exist to TrailBLAZE health, safety, and environmental protection so that UTA can become one of the nation’s most impactful and inclusive research universities.

**Vision Statement:** We aspire to be the leader in health, safety and environmental protection programs and services at pre-eminent urban public research universities.

#### **Shared Values:**

- Excellence in customer service
- Cultivate professionalism
- Enhance team collaboration through trust
- Proactively establish accountability

## STRATEGIC INITIATIVES & OBJECTIVES

- I. Enhance EH&S programs, services, and facilities to meet the needs of a growing UTA on four focus areas: Hazard Assessment & Exposure Analysis; Hazard Prevention and Control; Safety & Health Training; Stakeholder Engagement/ Management Involvement for these program areas:
  - a. Fire & Life Safety
    - i. 100% building inspections
    - ii. 100% residential hall and apartment inspections
    - iii. 100% Fire and Life Safety Systems inspections
    - iv. Fire & Life Safety Programs Outreach Activities
    - v. Periodic Fire & Life Safety Program Reviews
  - b. Laboratory & Research Safety
    - i. 100% of Laboratory Safety inspections
    - ii. Safety Committee Protocol Compliance Reviews (IRB, IACUC, IBC, etc.)
    - iii. Laboratory & Research Safety Training
    - iv. Laboratory & Research Safety Program Reviews
    - v. Institutional Laboratory Safety Board Engagement
  - c. Environmental Protection and Occupational Safety
    - i. Workers Compensation Program
      1. Return to Work Program
      2. Workers' Compensation Claims Management
    - ii. Occupational Safety Programs
      1. 100% of Safety Equipment Inspections
      2. 100% of non-laboratory and shop space inspections
      3. Accident and incident investigations and corrective actions resolution
      4. Driver Authorization records and training
    - iii. Environmental Protection Programs and Services
      1. Hazardous Waste Management
      2. Storm Water Management
      3. Spill Prevention, Control, and Countermeasure (SPCC)
      4. Petroleum Storage Tanks
      5. Air Permitting Programs
  - d. EH&S Technologies
    - i. Improve CEMS capability for chemical inventory and EH&S Training management
    - ii. Implement SharePoint for Document & Records Management, identify opportunities to automate processes with workflow and automation
    - iii. Implement EH&S Data Management Systems to automate processes and produce actionable metrics
    - iv. Review existing technology systems to ensure proper functionality and integration

- II. Become more data-centric to vividly capture and optimize program performance, assess evolving campus needs to assist with proactive planning.
  - a. Identify valuable datasets and metrics to capture, maintain and trend
  - b. Assess existing data systems to identify how to store, retrieve, and analyze data more efficiently
  - c. Implement improved data management systems with integration to existing systems, eliminate silos and duplications
  - d. Identify and consolidate siloed technology systems
  - e. Train EH&S staff to ensure proficiency with data management systems technologies.
  
- III. Promote professional development and certifications/ licenses to ensure staff maintain skills, increase knowledge, and stay abreast of new compliance requirements, current best practices, and emerging risks.
  - a. Develop a training and professional development plan for each staff member
  - b. Promote professional certifications/license for professional and administrative staff.
  - c. Encourage participation in available UT System Office of Risk Management technical training offerings
  - d. Encourage self-development with available courses from LinkedIn Learning and personal effectiveness courses from the Office of Talent, Culture, and Inclusion.
  - e. Encourage participation in available professional leadership and talent development trainings through the UTA Office of Talent, Culture, and Inclusion.
  - f. Promote rotation to allow regular attendance and/or paper presentation at conferences or professional organizations. This will promote UTA EH&S among peers and professional EH&S organizations.
  
- IV. Increase the UTA community's knowledge and understanding of EH&S programs and services.
  - a. Redesign the EH&S website to increase user experience and engagement
  - b. Increase and enhance campus EH&S training and outreach programs.
  - c. Host at least three department wide outreach events per year
  - d. Partner on campus outreach events to promote EH&S initiatives
  - e. Collaborate with academic units by offering internships, practicum and or volunteer opportunities to provide experiential learning to students.
  - f. Engage with Faculty Senate, Staff Council and Student leadership

Measuring Progress (Annual Accountability Report)

- i. EH&S Contributions to UTA's Mission
  - 1. Service to UTA
  - 2. Service to Arlington Community
  - 3. Continued Covid 19 Support?
  - 4. EH&S Outreach programs
  - 5. Contributions to UT System
  - 6. Contributions that promote UTA through conference presentations and service to professional organizations
- ii. KPI #1-Losses (Personnel and Property)- WCI Incidents/Accidents, Auto, Property, etc.
- iii. KPI #2-Compliance (External Agency inspections and Internal Assessments/Inspections)
- iv. KPI #3- Financial-Expenditure and Revenue/ Cost Savings
- v. KPI #4- Client Satisfaction- Internal staff satisfaction & External client satisfaction with our services and collaborations
- vi. Future Goals and Planned Actions
- vii. EH&S Contributions to Community Service/ Teaching mission of UTA/ Student Success