

FACULTY SENATE MEETING MINUTES

June 25, 2021, 12:00 PM – 1:00 PM

VIA WEBEX



FACULTY SENATORS IN ATTENDANCE

Christina Blanco, D.N.P., R.N., WHNPBC, FAANP, GGHSON

Gloria Loera, D.N.P., R.N., NEA-BC; GGHSON

Clarissa Silva, Ph.D., R.N., Faculty Senate President-Elect; GGHSON

Rosemary Walulu, Ph.D., R.N., ACRN; GGHSON

Subramanian Dhandayuthapani, Ph.D.; GSBS

Laxman Gangwani, M.Sc., M.Tech. Ph.D.; GSBS.

Munmun Chattopadhyay, Ph.D.; GSBS

Mingtao Zeng, Ph.D.; GSBS

Richard. W. McCallum, M.D., Nominating Committee Chair; PLFSOM

Karinn M. Chambers, M.D.; PLFSOM

Anantha Vellipuram, M.D., PLFSOM

Gustavo J. Rodriguez, M.D., Faculty Senate President PLFSOM

GUESTS

KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso

Edward Michelson, M.D., Chair, Department of Emergency Medicine

Peter Thompson, M.D., Chair, Department of Psychiatry

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Rosemary Prieto, Executive Associate, Office of Faculty Affairs

I. CALL TO ORDER

Gustavo Rodriguez, M.D., Faculty Senate President

Dr. Rodriguez, Faculty Senate President called the meeting to order at 12:03 PM after meeting quorum and welcomed all. Attendees joined via WebEx as voted upon at the May Faculty Senate Meeting.

II. Welcome

Gustavo Rodriguez, M.D., Faculty Senate President

Dr. Rodriguez welcomed and introduced Anantha R. Vellipuram, M.D., Assistant Professor, Department of Neurology, PLFSOM, as the new faculty senator from PLFSOM.

III. REVIEW AND APPROVAL OF MINUTES

Gustavo Rodriguez, M.D., Faculty Senate President

The meeting minutes for May 28, 2021 were unanimously approved by the Faculty Senate as presented.

IV. FACULTY SENATE STANDING COMMITTEE REPORTS

Committee Chairs

a. Faculty Affairs Committee – Gloria Loera, D.N.P., R.N., Committee Chair, reported the committee did not meet in June and is scheduled to meet in July. The Faculty Affairs Committee announced that as an institution, TTUHSC El Paso can now provide Continuing Nursing Educational (CNE) credit hours as the Office of Continuing Medical Education obtained site accreditation to provide CNE educational credit.

b. Research Affairs Committee – Mingtao Zeng, Ph.D., Committee Chair, reported the committee did not meet in June and is scheduled to meet in July. Dr. Zeng reported TTUHSC El Paso has a very successful joint research seed grant program with UTEP. Eight out of eighteen different research projects aimed at improving health care in the Borderland were awarded grants to be utilized by research teams from the University of Texas at El Paso and Texas Tech University Health Sciences Center El Paso.

c. University Affairs Committee – Rosemary Walulu, Ph.D., R.N, Committee Chair, stated the committee did not meet in June and is scheduled to meet in July. Dr. Walulu reported the Office of Diversity, Inclusion and Global Health is in discussions with leadership to determine the next steps for diversity-related committees at the institution.

d. Nominating Committee – Richard. W. McCallum, M.D., Committee Chair, reported the committee met in June to formalize their task to identify the candidates needed to fill two vacancies in the Faculty Affairs Standing Committee. Per Section 4.2.3 of the Faculty Senate Bylaws, two candidates were recommended by the Nominating Committee and presented to the Faculty Senate for approval of committee appointments to the Faculty Affairs Standing Committee: Azucena Ortega-Madani, M.P.H., M.S.N., APRN, C.N.M., FNP-C from the Gayle Greve Hunt School of Nursing, and Sudhagar Thangarasu, M.D. from the Paul L. Foster School of Medicine. All candidates were great nominees and were all contacted regarding their much appreciated candidacy.

- The Nominating Committee’s next task is to identify nominees for the Faculty Senate President-Elect position. Per the Faculty Senate Bylaws Section 2.3.1, the nominating committee has identified four eligible senators for consideration for President-Elect who have not served more than four consecutive years as Faculty Senators. The candidates are:
 1. Karinn M. Chambers, M.D., FACS, PLFSOM
 2. Gloria Loera, D.N.P., R.N., NEA-BC, GGHSON
 3. Richard. W. McCallum, M.D., PLFSOM
 4. Mingtao Zeng, Ph.D., GSBS
- The Nominating Committee emphasized the President-Elect position is a very large role, and time consuming commitment that must be undertaken with serious consideration. All eligible senators are encouraged to take some time to consider their candidacy.

V. OLD BUSINESS

Gustavo Rodríguez, M.D., Faculty Senate President

- a. Faculty Senate Bylaws Review** – The Ad Hoc Bylaws Committee met on June 21st and encountered minor discrepancies. The committee’s final red-lined version is ready to be reviewed by members of the Faculty Senate. During the TTUHSC El Paso All Faculty Meeting on July 19th, the final bylaws draft will be presented to the faculty-at-large for a two-thirds majority vote to amend the bylaws. All senators are encouraged to review the current, final red-lined version of the bylaws.

Discussion

- A suggestion was posed to allow the Senators more time to review the redline version of the Faculty Senate Bylaws
- All senators are encouraged to read the current redlined version of the bylaws and make comments in preparation for discussion regarding final approval.
- During the week of July 5th an electronic vote by Faculty Senators will be conducted via email.

Q&A:

Q: Is the new version e-mailed to the Senate this morning the most current version?

A: Yes, all other versions should be discarded to avoid confusion and an email will follow the meeting with all current documents

Q: Can the current bylaws include a watermark stating “Final Version” or an indicator to avoid confusion?

A: Yes, Rosemary can provide PDF files with final version noted on them.

VI. NEW BUSINESS

Gustavo Rodríguez, M.D., Faculty Senate President and Guests

- a. **General Faculty Meeting** – Per Section 5.5 of the Faculty Senate Bylaws, the President of the Faculty Senate will call at least one meeting each year to address the faculty of all TTUHSC El Paso schools. At this meeting the proposed amendments to the Faculty Senate Bylaws will be presented and a vote will be called. The meeting will be held via Webex on July 19th 2021 at 12:00 P.M.
- b. **Values Based Culture Presentation** – Engagement Team Leaders: Peter Thompson, M.D., Chair, Department of Psychiatry and Edward Michelson, M.D., Chair, Department of Emergency Medicine, reported on the Values Based Culture initiative. The Values Based Culture initiative at TTUHSC El Paso is sponsored by Dr. Lange and focuses on a top down culture change that was initiated several years ago. Dr. Lange wants the “Living Our Values Model” to be widespread across the TTUHSC El Paso. This model includes six core values: Service, Respect, Accountability, Integrity, Advancement, and Teamwork.



*See attached report

Discussion:

- A method to measure and track the progress of this initiative is ongoing and being worked on.
- Initiation events to roll out the initiative will be scheduled soon in order to engage the entire institution.
- Faculty engagement and input is invited and appreciated to enhance the implementation of the Values Based Culture core values.
- These values will be measurable as the implementation evolves during staff and faculty evaluations and how individuals perform under these values.
- The plan and strategy for engagement is being worked on to include a full roll-out of this initiative.

VII. ROUND TABLE DISCUSSION

Open Discussion

Dr. Rodriguez opened the floor for a round table discussion.

Q&A

Q: Has the executive leadership met to make a decision whether or not the Council on Diversity and Inclusion will be part of the University Affairs Committee?

A: No, executive leadership is in discussions to find the best approach. We will meet with the Diversity and Inclusion leadership as well as with Dr. Lange.

Q: It was previously discussed that one of the PLFSOM Senator seats is occupied by the President of the PLFSOM Faculty Council. It is unfair to rotate out one senator after only serving during their term as PLFSOM Faculty Council President. Was this discussed with the PLFSOM Faculty Council?

A: The Vice President for Faculty Success confirmed this has previously been discussed and settled. It is the prerogative of each school's governance body to elect their senators, per the Faculty Senate bylaws. The PLFSOM may determine their selection process for senators at the

school level in accordance to their bylaws. The Faculty Senate does not have jurisdiction over PLFSOM or school governance body bylaws and their process for electing senators.

Q: Why is there a need for the Faculty Council President to serve as a Faculty Senator?

A: It is a PLFSOM matter and the PLFSOM's decision, per their bylaws, on who the school elects as their representative.

Q: Can we call for an executive session to be scheduled in the weeks to come? There are sensitive issues that need to be discussed regarding the Faculty Senate?

A: We will plan accordingly. In the meantime, everyone must read the current final version and make comments by July 5th. We will then proceed with an electronic vote.

Q: Faculty Senate website is outdated. Can IT be contacted to make updates to the website in a timely manner?

A: Point of clarification, the current Faculty Senate website is up to date except for the recent addition of Dr. Vellipuram as a new Faculty Senator, to include the requested changes from Dr. Zeng for the Research Committee. The Office of Faculty Affairs provides administrative support to the Faculty Senate and any changes to website can be sent to the Faculty Affairs staff for any updates requested by the Senate. There is a formal work-order process for website revisions and IA/webmasters have been addressing website changes in a timely manner.

VIII. ADJOURNMENT

Gustavo Rodriguez, M.D., Faculty Senate President

There being no further business to discuss, Dr. Rodriguez adjourned the meeting at 12:57 P.M. He reminded the Faculty Senate to read the latest version of the Bylaws in preparation for the final vote.



Gustavo Rodriguez (Jul 30, 2021 13:43 MDT)

Gustavo Rodriguez, M.D.
Faculty Senate President 2020 – 2021

July 30, 2021

Approved Date



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™
EL PASO

Values Based Culture

TTUHSC El Paso Faculty Senate Meeting

June 25, 2021

Presented by Peter Thompson, M.D.

What is a Values Culture?

- A living, breathing culture of shared core values among all employees
- Shaped by a clear set of essential behaviors establishing a foundation and guiding principles for decision-making, actions and a sense of community
- Alignment between personal values and the organization's values for a unified and motivated workforce
- Management and leadership set examples; live the values they promote



Living Our Values

- **We** will say them,
- **We** will act them, and
- **We** will encourage others.

Values Committee Groups

Steering Committee –Andrew Conkovich, Asst Vice President, Compliance



Communications and Marketing Team

- Alisa Taylor – Team Leader
- Jose Mancha – Team Leader
- Maureen Francis, M.D.
- Rajkumar Lakshmanaswamy, Ph.D.
- David Peregrino
- Al Flores
- Wendy Woodall, D.D.S.
- Warren Love, Graphic Design



Awards Team

- Terry Balderrama – Team Leader
- Oliana Alikaj-Fierro, Ph.D. – Team Leader
- Charmaine Martin, M.D.
- Peter Thompson, M.D.
- David Peregrino
- Ana Alvarado
- Linda Ellis, M.D., M.J., M.A.
- Michelle Williams, Ph.D.
- Rosie Sanchez
- Melissa Ortega, Ph.D.



Engagement Team

- Thomas O'Brien – Team Leader
- Vanessa Solis – Team Leader
- Jessica Fisher
- Ed Michelson, M.D.
- Stephanie Woods, Ph.D.
- Vicki Thomas, Ph.D.

Our Six Core Values

See Handout

SERVICE

**Give more
than expected.**



Service

Respect

Accountability

Integrity

Advancement

Teamwork

INTEGRITY

Lead by example.



ADVANCEMENT

Commit to lifelong learning.



ACCOUNTABILITY

Take ownership of your work.



TEAMWORK

Promote diversity and inclusivity.



How Does This Affect Faculty?

Roll-out of Values Based Culture Initiatives

- Live sessions and/or video training for faculty
- Campus branding campaign/promotion of values
- Website coming soon
- Values in Practice
 - Lead by example with fellows/residents, students, and staff
 - Recruitment/Hiring, Evaluation, Promotions, Discipline
 - HR will incorporate in annual performance appraisals for employees
 - Faculty Affairs will incorporate in annual performance appraisals for faculty and leaders



Questions & Answers

