

FACULTY SENATE MEETING MINUTES

Friday, March 25th 2022

1:00 P. M. – 2:00 P. M.

VIA WEBEX



FACULTY SENATORS IN ATTENDANCE

Robert Danforth, D.D.S.; WLHSDM

Huanyu Dou, M.D.; FGSBS

Geoffrey D. Guttmann, Ph.D., Nominating Committee Chair; WLHSDM

Prashant Joshi, M.D.; PLFSOM

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

Richard W. McCallum, M.D., Faculty Senate President-Elect; PLFSOM

Jaclyn Reyes, M.S.N., R.N., CNE, CMSRN; GGHSON

Jennifer Salinas, Ph.D.; FGSBS

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

Anantha Ramana Vellipuram, M.D.; PLFSOM

Mingtao Zeng, Ph.D.; FGSBS

EX-OFFICIO NON-VOTING MEMBERS PRESENT

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

ABSENT FACULTY SENATE SENATORS

Praveen Parachuru, B.D.S., M.D.S., Ph.D.; WLHSDM

OTHER ATTENDEES

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Edgar A. Corral, Unit Manager, Faculty Recruitment, Office of Faculty Affairs

Desirae Favela, Associate Director, Faculty Recruitment, Office of Faculty Affairs

Clarissa Gomez, Ph.D., Instructor, Office of Outcomes Management and Evaluation; GGHSON

Sudhagar Thangarasu, M.D., Assistant Professor, Internal Medicine-Transmountain; PLFSOM

I. CALL TO ORDER

Clarissa Silva, Ph.D., R.N., Faculty Senate President

Dr. Silva called the meeting to order at 1:03 P. M., and welcomed all participants via WebEx.

II. REVIEW AND APPROVAL OF MINUTES

Clarissa Silva, Ph.D., R.N., Faculty Senate President

Dr. Silva asked the Faculty Senate to review the previous meeting minutes for February 28th, 2022. Dr. Loera made a motion to approve the minutes, and the Faculty Senate voted unanimously to approve the minutes as presented.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

Clarissa Silva, Ph.D., R.N., Faculty Senate President

a. Faculty Senate Committee on Diversity & Inclusion – Gloria Loera, D.N.P., R.N., NEA-BC., Committee Chair: Dr. Loera reported the Diversity & Inclusion committee met, reviewed their strategic goals and agreed to focus on faculty salary and equity. The committee will collaborate with the Faculty Resources Committee as they have also displayed interest in addressing faculty salaries. The committee will also focus on faculty training and resources on Diversity Equity and Inclusion (DEI) competencies. Dr. Loera also serves as a member of the Council on Diversity and Inclusion (CDI) and will ensure the goals and efforts of the CDI do not overlap with the Faculty Senate Committee on Diversity and Inclusion Committee. The Senate's Diversity and Inclusion Committee will meet the third Thursday of every other month. The next meeting will take place on May 19th 2022.

Dr. McCallum asked about the relationship with the Council of Diversity, Equity and Inclusion. Dr. Loera stated the relationship is collaborative. The CDI focuses on the entire institution including students, faculty and staff, whereas the Faculty Senate Diversity and Inclusion Committee focuses only on faculty. Dr. Loera noted that she serves on the CDI and is able to report back to the Senate.

IV. OLD BUSINESS

Clarissa Silva, Ph.D., R.N., Faculty Senate President

- a. **Faculty Senate Strategic Plan Goals** – Dr. Silva opened discussion on the Faculty Senate Strategic Plan Goals, noting that the committees should pare down their list of goals per committee to a number of goals more realistic and achievable.

Research Affairs Committee:

- Dr. Silva requested the Research Affairs' Committee, chaired by Dr. Zeng, to choose and initiate at least two (2) out of the four assigned goals to be completed by August.
- Dr. Zeng stated the goals are too broad and that his committee will focus on one (1) strategic goal, since his committee members are mostly on their first standing committee role. Dr. Silva agreed on Dr. Zeng's plan to address only one strategic goal with the possibility of addressing a second one, if possible, prior to the end of the Fiscal Year.
- Strategic Plan Goal:
 1. Reduce barriers to faculty research projects

University Affairs Committee:

- Dr. Vellipuram stated the University Affairs Committee agreed to condense the committee's strategic goals down to four (4) out of the seven (7) proposed goals. The strategic goals will address Institutional Affairs (IA), Human Resources (HR), IT and Library. Dr. Vellipuram continued to say that his committee will plan to include a well-versed staff member at each of their committee meetings from one of the departments directly impacted on the outcome of his strategic goals. He also inquired on the process of the outcome and recommendations that will emerge from addressing the committee goals, and if approval from the TTUHSC El Paso President is needed.
Dr. Silva stated that the recommendations will be presented to the TTUHSC El Paso President. Dr. Silva also noted that she has requested twice for the Faculty Senate officers to meet with Dr. Lange, President for TTUHSC El Paso.
- Strategic Plan Goals:
 1. Work with IA to ensure advertisement and positioning of TTUHSC El Paso as the place to work/employer of choice.
 2. Work with HR to review, expedite and streamline hiring processes for staff vacancies in clinical areas, labs, and faculty support positions
 3. Address faculty IT issues including PC/hardware issues, limits on mailbox sizes and access to Gmail, etc.
 4. Address library services for faculty

Faculty Resources Committee:

- Dr. Silva requested that an email be sent to Dr. Praveen Parachuru, committee chair, who was absent, to finalize his review and approval of his committee's strategic goals.

Diversity Equity & Inclusion Committee:

- Dr. Loera stated her committee agreed on two (2) goals out of the three (3) strategic goals assigned to her committee.
Strategic Plan Goals:
 1. Address faculty salary equity
 2. Review faculty training and resources on Diversity, Equity and Inclusion faculty competencies
 - Implicit bias, microaggressions, bystander intervention strategies, health disparities, intersectionality, etc

Nominating Committee

- Dr. Guttman, Committee Chair, stated his committee should be able to handle all four (4) strategic goals assigned to his Committee.
- Strategic Plan Goals:
 1. Announces vacancies on standing and ad hoc committees to the voting faculty
 2. Review lists of nominees for standing committees and present nominees to full Faculty Senate for approval
 3. Consults with Faculty Senate President on recommending the naming of chairs of standing and ad hoc committees from among the elected Faculty Senators
 4. Oversees the solicitation of nominees for President-Elect prior to annual election

Executive Committee

Lastly, Dr. Silva addressed the strategic goals assigned to the Executive Committee, and stated that her committee will be able to fulfill all three (3) strategic goals assigned to her Committee.

- Strategic Plan Goals:
 1. Review and revise Faculty Senate Bylaws by year's end
 2. Revise timeframes for seating Senators, electing Nominating Committee, and seating Standing Committee members to improve operational efficiency
 3. Discuss and consider expanded term of office for Faculty Senate President
 4. Hold Annual TTUHSC El Paso All-Faculty General Meeting
 5. Prepare Annual Report of the Faculty Senate

- b. AAMC Faculty Survey Results-** Dr. KoKo Aung, Vice President for Faculty Success, TTUHSC El Paso, presented the remainder of the AAMC survey results that he was unable to complete on November 2021 due to meeting time constraints. PowerPoint presentation can be accessed below.

V. ROUND TABLE DISCUSSIONS

Clarissa Silva, Ph.D., R.N., Faculty Senate President

Dr. Silva opened the floor for the open discussions.

Dr. Silva stated that with Faculty Senate meetings occurring on the fourth (4th) Friday of each month, the May Faculty Senate meeting could be an issue due to the Memorial Day holiday.

Meeting adjourned at 2:00 P.M.

Next Faculty Senate Meeting will be Friday, April 22 2022 at 1:00 P.M.

Clarissa Silva

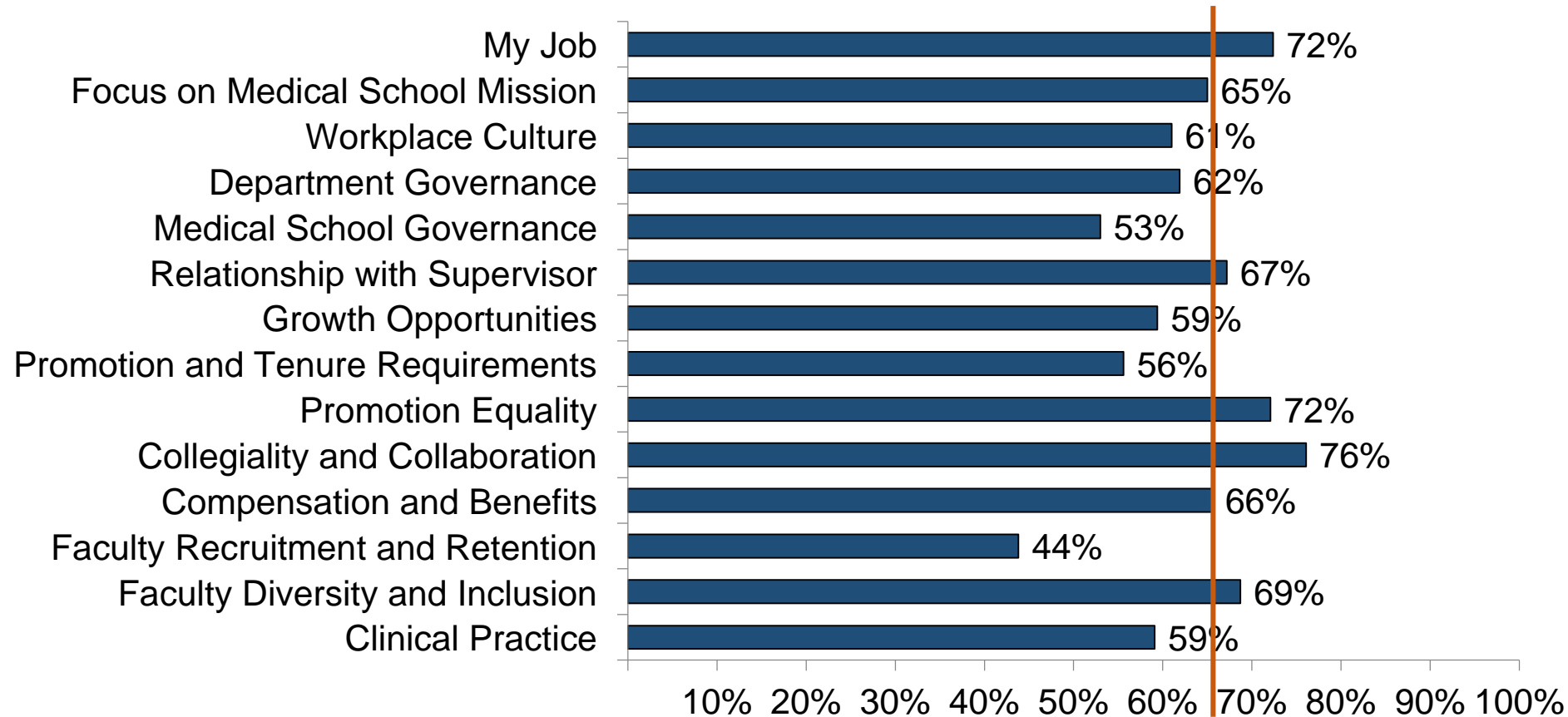
Clarissa Silva (Apr 25, 2022 09:51 MDT)

Clarissa Silva, Ph.D., R.N.

Faculty Senate President 2022 - 2023

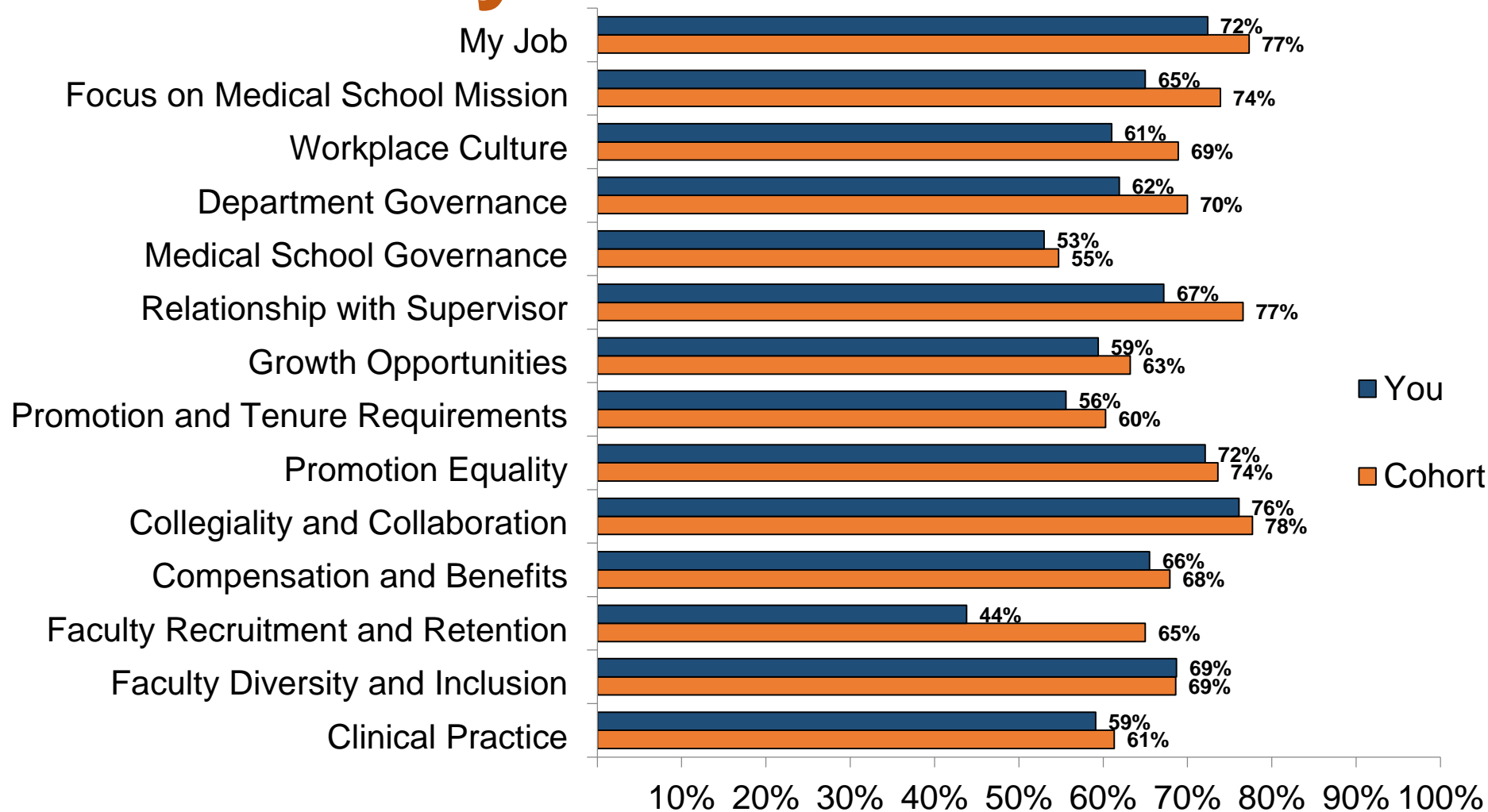
Date

SOM Summary Scores



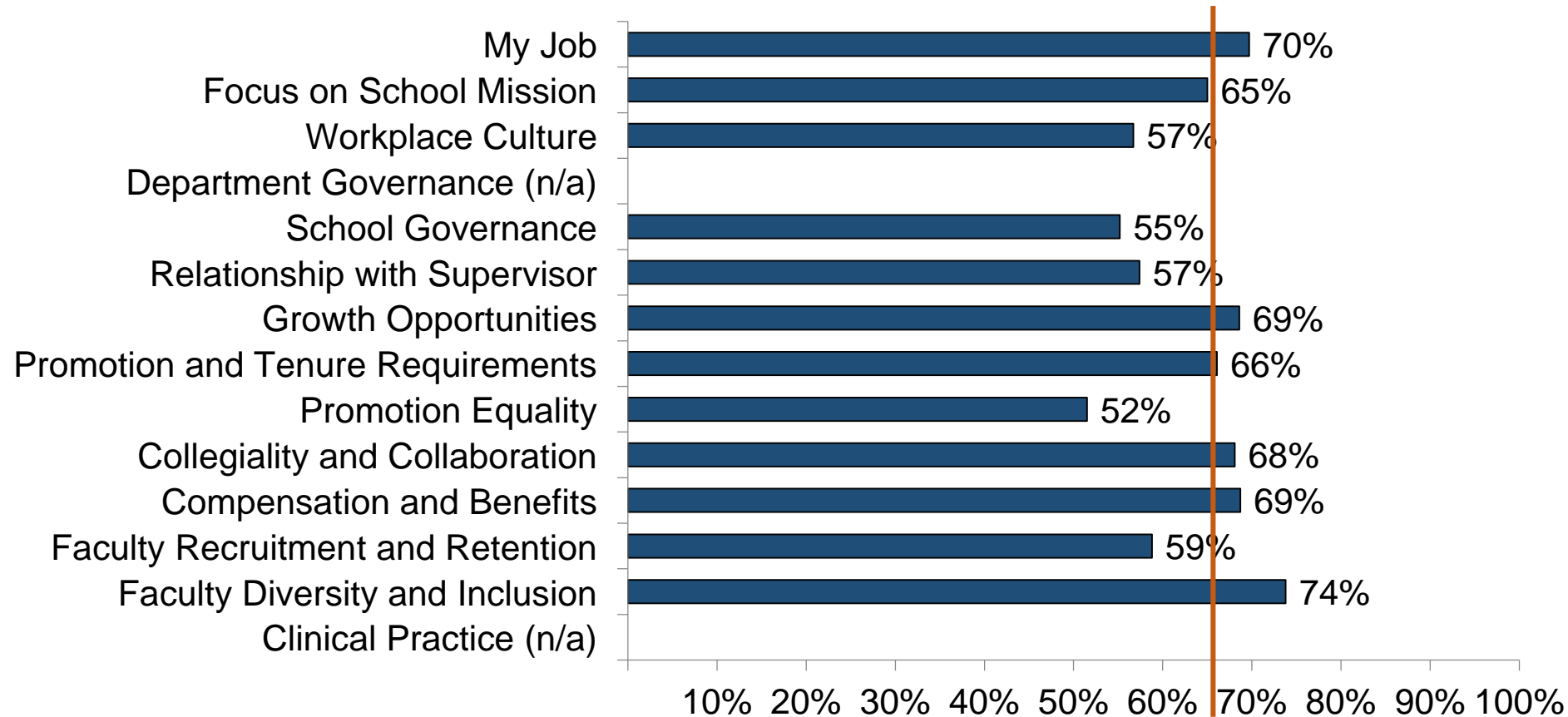
Percent favorable (i.e., agreement or satisfaction)

SOM Summary Scores



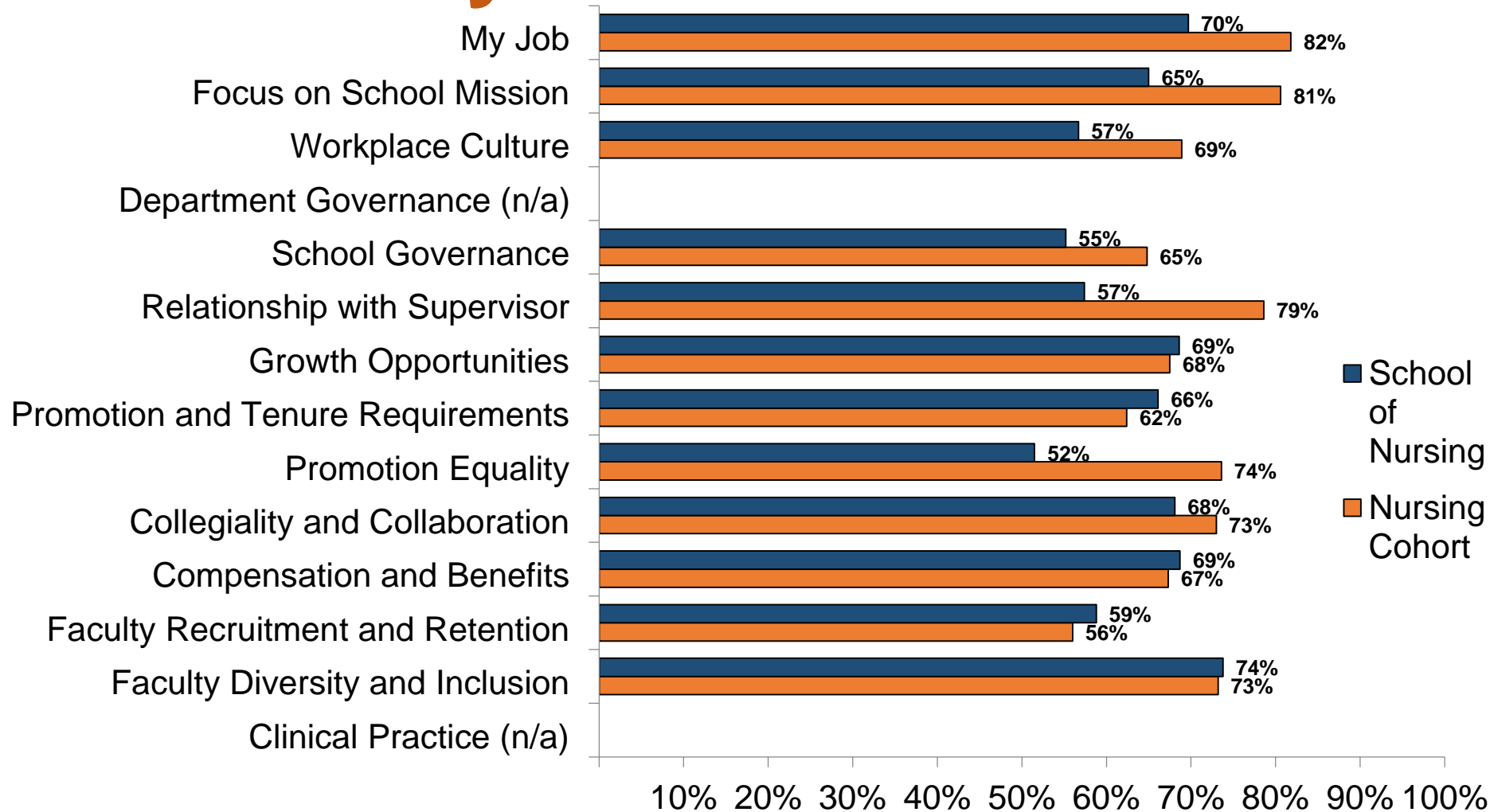
Percent favorable (i.e., agreement or satisfaction)

SON Summary Scores



Percent favorable (i.e., agreement or satisfaction)

SON Summary Scores



Percent favorable (i.e., agreement or satisfaction)

Diversity and Inclusion (PLFSOM)

Item	N	Strongly Agree or Agree	Neither Agree nor Disagree	Strongly Disagree or Disagree	Mean
My department is successful in recruiting women faculty members	225	81.8%	11.1%	7.1%	4.01
My department is successful in recruiting racial/ethnic minority faculty members	221	76.9%	12.2%	10.9%	3.86
My department is successful in retaining women faculty members	220	61.8%	17.3%	20.9%	3.54
My department is successful in retaining racial/ethnic minority faculty members	212	59.9%	21.2%	18.9%	3.52
Diversity is represented at all levels of the medical school*	213	62.4%	16.0%	21.6%	3.57
FACULTY DIVERSITY AND INCLUSION SUMMARY SCORE		68.7%	15.5%	15.8%	3.70

Question 33: Please indicate your level of agreement or disagreement with the following statements.

Harassment (PLFSOM)

Item	N	Strongly Agree or Agree	Neither Agree nor Disagree	Strongly Disagree or Disagree	Mean
If I experienced harassment, I would feel safe reporting the incident at my medical school	223	82.1%	7.6%	10.3%	4.07
If I experienced harassment, I know to whom I can report the incident at my medical school	221	79.6%	6.8%	13.6%	3.95
If I reported harassment, I feel confident my medical school would resolve the incident effectively	207	68.1%	19.8%	12.1%	3.80

Question 33: Please indicate your level of agreement or disagreement with the following statements.

Diversity and Inclusion (GGHSON)

Item	N	Strongly Agree or Agree	Neither Agree nor Disagree	Strongly Disagree or Disagree	Mean
My school is successful in recruiting female faculty members	16	93.8%	6.2%	0.0%	4.56
My school is successful in recruiting racial/ethnic minority faculty members	17	76.5%	5.9%	17.6%	4.00
My school is successful in retaining female faculty members	17	76.5%	0.0%	23.5%	4.00
My school is successful in retaining racial/ethnic minority faculty members	17	64.7%	0.0%	35.3%	3.71
Diversity is represented at all levels of the school*	17	58.8%	11.8%	29.4%	3.53
FACULTY DIVERSITY AND INCLUSION SUMMARY SCORE		73.8%	4.8%	21.4%	3.95

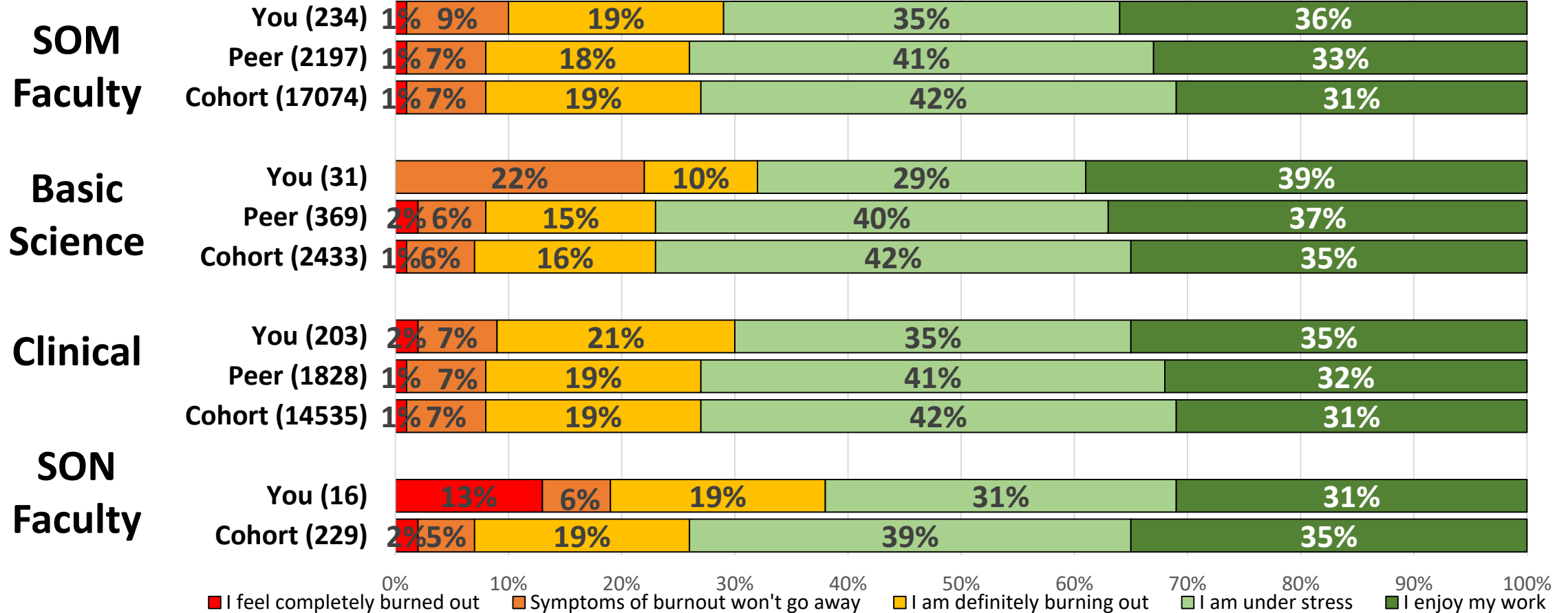
Question 33: Please indicate your level of agreement or disagreement with the following statements.

Harassment (GGHSON)

Item	N	Strongly Agree or Agree	Neither Agree nor Disagree	Strongly Disagree or Disagree	Mean
If I experienced harassment, I would feel safe reporting the incident at my school	16	56.2%	12.5%	31.3%	3.44
If I experienced harassment, I know to whom I can report the incident at my school	16	75.0%	0.0%	25.0%	3.69
If I reported harassment, I feel confident my school would resolve the incident effectively	16	56.2%	12.5%	31.3%	3.31

Question 33: Please indicate your level of agreement or disagreement with the following statements.

Faculty Burnout



Interpretation and Action Planning

Moving Forward: Next Steps

- Analyze data report to further identify areas of strength and areas to improve
- Host a departmental faculty meeting to share and discuss the results
- Engage a few faculty members to work with you to develop action plans addressing the results
 - Select a few (2 or 3) areas for focus
- Follow up with faculty to gather feedback about effectiveness of interventions
- Provide updates on action plans to faculty over the course of the next year

Moving Forward: Analysis and Discussion

- Does this data confirm previous notions of the workplace?
- What data presents new or surprising information?
- What questions about the data remain?
- What data are missing that we should dig into further?
 - Could some of this be gleaned through data analysis or further collection such as through focus groups?

Moving Forward: Action Planning Discussion

- What opportunities for improvement exist?
- What are 2-3 top priorities to consider?
- What changes can be implemented easily?
- What are longer term goals that align with school's strategic plan?
- What is needed from leadership to move forward?
- What else might need to change within the organization's culture or current policies to improve engagement?
- How can accountability for action planning be supported?