



FACULTY SENATE MEETING MINUTES

Friday, July 22, 2022
1:00 P.M. – 2:00 P.M.
SON 105 and WebEx

FACULTY SENATORS IN ATTENDANCE

KoKo Aung, M.D., M.P.H.; Vice President for Faculty Success,
TTUHSC El Paso, Ex-Officio, Non-Voting Member
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
Praveen Parachuru, Ph.D., M.D.S., B.D.S.; WLHSDM
Jaclyn Reyes, M.S.N., R.N., CNE, CMSRN; GGHSON
Jennifer Salinas, Ph.D., FGSBS
Clarissa Silva, Ph.D., R.N., EBPC, Faculty Senate President; GGHSON
Mingtao Zeng, Ph.D., FGSBS

ABSENT FACULTY SENATORS

Anantha Ramana Vellipuram, M.D.; PLFSOM

OTHER ATTENDEES

Cindy Camarillo, Sr. Director; Office of Faculty Affairs
Edgar A. Corral, Unit Manager, Faculty Recruitment; Office of Faculty Affairs
Deborah Clegg, Ph.D., Vice President for Research, TTUHSC El Paso
Clarissa Gomez, Ph.D., GGHSON

Stormy Monks, Ph.D., M.P.H., PLFSOM
Samantha R. Owen, Lead Analyst, Faculty Recruitment, Office of Faculty Affairs
Sireesha Y. Reddy, M.D.; PLFSOM

I. CALL TO ORDER

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

Dr. Silva called the meeting to order at 1:02 P.M., and welcomed all participants in person and 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 from June, 24 2022. Dr. Joshi suggested a revision to include the name of the Senator who seconded his motion to approve the Faculty Senate Bylaws amendments during the June 24, 2022 Faculty Senate meeting. Corrected minutes were unanimously approved with the suggested addition.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

Gloria Loera, D.N.P., R.N., NEA-BC; Diversity and Inclusion Committee Chair

- a. **Faculty Senate Committee on Diversity and Inclusion Report** - Dr. Loera's provided the report for the Diversity and Inclusion Committee and presented the slide below.



DIVERSITY & INCLUSION COMMITTEE REPORT

- Identified the need to incorporate cultural competency into faculty member orientation to support understanding and awareness of diverse faculty and team members.
- Development of orientation content in progress.
 - Topics to include but not limited to implicit bias, microaggressions, bystander intervention strategies, health disparities, intersectionality, etc.
- Collaboration with the Council of Diversity & Inclusion regarding the development of faculty training based on survey results from forthcoming Diversity Needs Assessment.
- Collaboration forthcoming with the Faculty Resources Committee on the topic of faculty salary equity.

Discussion: Dr. McCallum requested an update at the next Faculty Senate meeting regarding the committee's collaboration with the Council on Diversity and Inclusion.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

Praveen Parachuru, Ph.D., M.D.S., B.D.S.; Faculty Resources Committee Chair

- b. **Faculty Senate Committee on Faculty Resources Report**- Dr. Parachuru reported the committee met on Friday, July 1, 2022 and reviewed HSCEP OP 10.25 - TTUHSC El Paso President's Awards. All awards were created in 2016, the committee members feel the awards need to be revised and updated.

- The committee reviewed the number of nominees per award, whether self-nomination is permitted, and the total number of nominations allowed per school.
- The Committee recommended to not allow self-nominations and that department chairs should submit nominations for President's Awards
- HSCEP OP 10.25 - TTUHSC El Paso President's Awards indicate that Instructors are not allowed to be elected for the President's awards, but are eligible for School and departmental awards.
- The committee will review the total number of awards that will be advertised to all faculty members.
- The committee plans to collaborate with the Faculty Senate Diversity and Inclusion Committee regarding faculty salary equity and will provide an update at the next Faculty Senate Meeting.

IV. OLD BUSINESS

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

- a. **Standpoint Faculty Engagement Survey Report- Faculty Compensation**- Dr. Aung presented the AAMC Standpoint Survey results concerning compensation. See attached report.



Q&A:

Q: Dr. Loera asked when the next survey will be distributed.

A: Dr. Aung clarified that Standpoint surveys are typically sent out every three years, as the results take time to generate and the survey is extensive.

Q: Dr. McCallum questioned why retention is not surveyed.

A: Dr. Aung stated the survey solely is focused on compensation and benefits.

Q: Dr. Salinas asked how the institution is utilizing these results.

A: Dr. Aung noted that all results are shared with deans and department chairs. Dr. Aung met with departments during their department review to discuss and analyze the results. Dr. Aung noted that TTUHSC El Paso Faculty who were born before 1965 are more satisfied with their compensation and benefits, compared to faculty born after 1965.

V. NEW BUSINESS

Geoffrey D. Guttman, Ph.D.; Nominating Committee Chair

a. President-Elect Call for Nominations:

- Dr. Guttman announced the call for nominations for President-Elect
- Nominations are due Friday, August 5, 2022
- All nominations require a two paragraph statement describing potential contribution to the Faculty Senate.
- Timing of elections are based on the approval of the TTUHSC El Paso Bylaws.
 - Under the current bylaws, voting will be conducted by secret ballot on Friday, September 23, 2022 during the first Faculty Senate meeting of the fiscal year (September)
 - If the Faculty Senate Bylaws amendments are approved this summer, voting will occur by secret ballot on during the last Faculty Senate meeting of the fiscal year (August).

b. Faculty Senator Elections by School: Dr. Guttman stated the current Bylaws indicate that the Faculty Senate President will notify each school's governing body to process elections to fill any Senator vacancies pertaining to their school. If the Bylaws amendments pass this summer, the notification would originate from the Nominating Committee. Two Faculty Senate seats will be up for election in December 2022. Both incumbent Faculty Senators are eligible for re-election by their

respective school faculty governance bodies since both Senators have served only one term.

- Mingtao Zeng, Ph.D.; FGSBS
- Gloria Loera, D.N.P., R.N., NEA-BC; GGHSON

Dr. McCallum emphasized all nominees for president-elect must realize the time commitment required when becoming a Faculty Senate Officer.

Dr. Silva thanked the Office of Faculty Affairs for the guidance and support she received, and she reiterated the incoming Faculty Senate President will have the same support as a resource.

c. Quarterly Meeting with TTUHSC El Paso President: Clarissa Silva, Ph.D., R.N.; Faculty Senate President

- Dr. Silva noted the Executive Committee had their quarterly meeting with President Lange on Thursday, July 21, 2022.
- Dr. Silva informed Dr. Lange of the proposed Faculty Senate Bylaws amendments.
- During the meeting, the officers asked about a pay increase for FY23. Dr. Lange agreed to discuss this with faculty at the All Faculty Meeting to be held on July 26, 2022.
- Dr. Lange informed Dr. Silva that the clinical research spaces are free for faculty to utilize as 10% of indirect funds are being allocated towards research.

VI. Upcoming Events and Announcements

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

a. 2022 General Faculty Senate Meeting: July 26, 2022

- Dr. Silva reminded faculty to register for this meeting, and noted 169 faculty members are needed to meet quorum.

b. Faculty Senate Retreat: August 11, 2022

- Dr. Silva informed faculty the Faculty Senate Retreat will take place from 1:00-3:00 PM at MED 3200A.

VII. Round Table Discussion

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

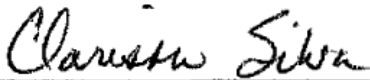
Dr. Silva opened the floor for Round Table Discussion.

- Dr. Guttman added that they also discussed “Start-up Funds” with Dr. Lange.
- Dr. McCallum requested information regarding where the indirect funds are being utilized for research.
 - Dr. Silva clarified Dr. Lange noted the 30% of the indirect will go back to the investigator and department, and the remaining funds are used to fund the clinical research space.
 - Dr. McCallum stated as an investigator, he feels that is not accurate and wants further discussion with Dr. Lange
 - Dr. Salinas noted she receives 7% back of her CPRIT grant which covers space, fringe, staff and equipment.
 - Dr. Dou suggested investigators should receive more of the indirect funds to motivate the investigators.
 - Dr. Clegg explained the Office of Research does not receive any indirect funds, therefore they cannot provide any start-up funds for researchers. Dr. Clegg is now investigating other institutions to see how the indirect funds from research are being utilized. Dr. Clegg suggested to create a

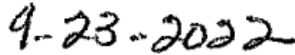
committee to focus on indirect research funds.

- Dr. Guttman reminded there is a Faculty Senate Research Committee in place, and this concern should be directed to their attention.
- Dr. Salinas asked Dr. Clegg if indirect funds are to cover infrastructure cost to produce research.
 - Dr. Clegg clarified the charge for rent is solely because the building has state of the art equipment that requires contracts to maintain the equipment.
- Dr. Clegg informed the campus has two research coordinators free of charge that are available for all staff to utilize.
 - Dr. Dou noted the struggles they face regarding the core facilities not being available.
 - Dr. Clegg is working with Dr. Rajkumar Lakshmanaswamy on a short-term goal to have a core up and running within 6 months as there is no funding to support the CORE facility at this time.
 - Dr. Dou has offered her expertise to assist in the recruiting for CORE staff in order to expedite the reinstallation of the CORE facility.
 - Dr. Silva requested any other questions regarding research to be emailed to Dr. Clegg due to time constraints.

Faculty Senate Meeting was adjourned at 2:06 P.M.



Clarissa Silva, Ph.D., R.N.
Faculty Senate President 2021 - 2022



Date

StandPoint™ Surveys
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StandPoint Faculty Engagement Survey 2021 Results

**Texas Tech University Health Sciences Center
Paul L. Foster School of Medicine
and
Gayle Greve Hunt School of Nursing**



Survey Respondents

- SOM response: 83.0% (253/305)
- Medical School Cohort response: 58.1% (18,883/32,498)
- SON response: 94.7% (18/19)
- Nursing Cohort response: 52.3% (502/959)
- **TTUHSC El Paso Overall response: 83.6% (271/324)**

Compensation and Benefits

Item	N	Very Satisfied or Satisfied	Neither Satisfied nor Dissatisfied	Very Dissatisfied or Dissatisfied	Mean
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SOM Faculty

COMPENSATION AND BENEFITS SUMMARY SCORE		65.5%	13.7%	20.8%	3.57
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SON Faculty

COMPENSATION AND BENEFITS SUMMARY SCORE		68.7%	12.0%	19.3%	3.66
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Compensation and Benefits (PLFSOM)

	You	Peer	Cohort
	Top two	Top two	Top two
COMPENSATION AND BENEFITS SUMMARY SCORE	65.5%	65.8%	67.9%
Q31a. My overall compensation	54.2%	56.3%	59.2%
Q31b. My incentive-based compensation, such as bonuses	34.7%	41.0%	47.0%
Q31c. Health benefits	74.4%	80.1%	77.4%
Q31d. Retirement benefits	86.3%	73.2%	78.5%
Q31e. My overall benefits package	73.9%	74.1%	74.8%

Compensation and Benefits (GGHSON)

	You	Peer	Cohort
	Top two	Top two	Top two
COMPENSATION AND BENEFITS SUMMARY SCORE	68.7%	N/A	67.3%
Q31a. My overall compensation	58.8%	N/A	54.6%
Q31b. My incentive-based compensation, such as bonuses	26.7%	N/A	28.7%
Q31c. Health benefits	76.5%	N/A	77.8%
Q31d. Retirement benefits	88.2%	N/A	82.5%
Q31e. My overall benefits package	88.2%	N/A	78.2%