



FACULTY SENATE MEETING MINUTES

Friday, August 25, 2023

12:00 P.M. – 1:00 P.M.

MEB 3200A & 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

Abhizith Deoker, M.D. PLFSOM

Huanyu Dou, M.D., FGSBS

Geoffrey D. Guttmann, Ph.D., WLHSDM

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

Stormy Monks, Ph.D., MPH, CHES, PLFSOM

Richard W. McCallum, M.D., Faculty Senate President, PLFSOM

Marcos E. Ortega, Ph.D., WLHSDM

Todd Parco, D.D.S., M.S.D., WLHSDM

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

Laura Rodriguez, M.S.N., R.N., GGHSON

Jennifer Salinas, Ph.D., M.S.W., FGSBS

Clarissa Silva, Ph.D., R.N.EBPC, Faculty Senate Past-President, GGHSON

Wendy Walker, Ph.D., FGSBS

Mingtao Zeng, Ph.D., FGSBS

ABSENT FACULTY SENATORS

Robert A. Danforth, D.D.S., WLHSDM, Nominating Committee Chair

OTHER ATTENDEES

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Tony Castaneda, Director, Faculty Recruitment, Office of Faculty Affairs

Jennifer Mercer, D.N.P, APRN, FNP-BC, GGHSON

Samantha Owen, Senior Analyst, Office of Faculty Affairs

Sudhagar Thangarasu, M.D., PLFSOM

I. CALL TO ORDER

Richard W. McCallum, M.D., PLFSOM, Faculty Senate President

Dr. Richard McCallum, Faculty Senate President, called the meeting to order at 12:00 P.M., and welcomed all participants attending in person and via WebEx.

II. REVIEW AND APPROVAL OF MINUTES

Richard W. McCallum, M.D., PLFSOM, Faculty Senate President

The minutes from the July 28, 2023 Faculty Senate meeting were sent to all Faculty Senators for review prior to this meeting. Minutes were unanimously approved by the Faculty Senate as presented.

III. STANDING COMMITTEE REPORTS

Huanyu Dou, M.D., University Affairs Committee Chair

a. **University Affairs Committee** – Huanyu Dou, M.D., University Affairs Committee Chair, presented her committee report.

AEC Library is closed

The University Affairs Committee received an update on library services from Dr. Lisa Beinhoff, Managing Director of the TTUHSC El Paso



Libraries. Dr. Dou informed the Faculty Senate that library computers from the AEC have been reallocated among other departments across campus. Students will now receive a stipend of \$400 for printing, and all departments must provide a FOAP to be charged for printing.

V. NEW BUSINESS

Richard W. McCallum, M.D., PLFSOM, Faculty Senate President

- a. **Election of the FY24 Faculty Senate President-Elect** - Dr. McCallum announced that Dr. Abhizith Deoker, M.D., PLFSOM is the sole nominee for the Faculty Senate President-Elect position in the New Year. Faculty Senators will receive a voting link for FY24 Faculty Senate President-Elect for a secret ballot election after today's meeting. The voting deadline for Senators to cast their vote is Wednesday, August 30, 2023.
- b. **Faculty Senate Nominating Committee Update**- Ms. Jaclyn Reyes, senior member of the Nominating Committee, presented the committee report in the absence of Dr. Danforth, Committee Chair. Ms. Reyes presented the following slate of nominees for the following standing committee vacant seats:
 1. Research Resources Committee Member Nominee: Umadvi Kandalam, Ph.D., WLHSDM
 2. University Affairs Committee Member Nominee: Alejandro Robles, M.D., PLFSOM

Dr. McCallum called for a motion to approve the appointment of Dr. Kandalam as a member of the Research Resources Committee, and Dr. Robles as a member of the University Affairs Committee, to two-year terms as committee members. A motion was made, seconded, and unanimously approved by the Faculty Senate.

VI. ANNOUNCEMENTS AND UPCOMING EVENTS

Richard W. McCallum, M.D., PLFSOM, Faculty Senate President

Dr. McCallum made the following announcements:

- a. **First Faculty Senate Meeting of FY24:** September 22, 2023, 12:00 P.M.
- b. **Faculty Senate Retreat Date Selection**
 - Dr. McCallum invited Faculty Senators to submit any action items they believe need to be prioritized next year to be discussed at the upcoming Faculty Senate Retreat.
 - The Office of Faculty Affairs will work with Dr. Guttman, President-Elect to identify key dates to identify a date for the Faculty Senate Retreat. A doodle poll will be sent to all Senators to relay their availability. Dr. McCallum insisted the Retreat be scheduled during the month of September.

VII. ROUND TABLE DISCUSSION

Richard W. McCallum, M.D., PLFSOM, Faculty Senate President

Faculty Research Mentors: At the July Faculty Senate Meeting, Dr. Wendy Walker, Research Resources Committee Chair presented a recommendation to recruit more faculty research mentors. Action on this recommendation was tabled. Dr. Aung reported that he has since met with Deborah Clegg, Ph.D., Vice President for Research and Zuber Mulla, Ph.D., Associate Dean for Faculty Development to discuss the current faculty mentorship program.



- Dr. Aung sought to identify any issues surrounding the Faculty Mentoring Program already in place to help combat the mentor shortage. The Research Resources Committee should specify and summarize a list of potential gaps within the existing faculty mentoring program. Dr. Aung will present this list to Dr. Clegg and Dr. Mulla at their next meeting.
- Dr. McCallum expressed his opinion on faculty mentorship as follows: He stressed faculty should be reminded they are required to provide mentorship, and ensure this is reflected within faculty offer letters. The purpose of this would be to assist faculty when applying for promotion, as mentoring is a positive aspect to build upon as a contribution to the institution. Dr. McCallum insisted there should be no additional monetary value awarded to anyone for mentoring, but rather, acknowledgements from chairs or deans of their respective schools. TTUHSC El Paso is not research heavy, which leads to a shortage of research mentors, and for example, faculty at PLFSOM focus on education rather than research. Faculty who would like to become research mentors, must have knowledge in the area of expertise needed.
- Dr. Aung reminded the Faculty Senate that Dr. Clegg has offered faculty a third external party to review any grant proposals prior to submission, which faculty have not utilized yet, in attempt to offset the mentoring shortage on campus.
- Dr. Walker suggested focusing on faculty morale and wellness in order to encourage faculty willingness to mentor, noting the institution has lost a significant amount of senior faculty who were providing a high amount of mentoring. The Research Resources committee previously sent two motions for voting to the Faculty Senate, one allotting more protected time for mentorship, and one modifying the current faculty mentoring program. Dr. Walker advised rephrasing "protected time for mentoring" to "culture of promotion and celebration of mentorship".
- Dr. Aung has spoken with chairs to recruit mid-career faculty when replacing senior faculty, rather than junior or early career faculty, to rebalance the disproportion of faculty career stages within the departments. Hiring more mid-career faculty may offset the mentoring gap we are now suffering.
- A Faculty Senator advised her outstanding mentor from her previous medical school taught her the three different types of mentorship requested of faculty: clinical skills mentorship, educational mentorship and research mentorship. A Faculty Senator suggested generating a website that enables the mentor to relay what mentorship they are able to provide, to allow the mentee to review and decide which mentor best suits their needs. This will aid in identifying faculty members willing to offer mentoring services. Another discussed possibly placing mentorship availability on the department's website, but another Senator was opposed citing potential privacy concerns.
- Dr. Guttman, President-Elect, would like to see a formal process for mentorship across all three schools to foster more collaboration among faculty in the future. Dr. McCallum, President, will be adding "mentorship" to the upcoming September Executive Committee Meeting Agenda to address the mentoring shortage.

VIII. ADJOURNMENT

Richard W. McCallum, M.D., PLFSOM, Faculty Senate President

The meeting was adjourned at 1:05 P.M.


Richard McCallum (Oct 3, 2023 16:20 MDT)

Richard W. McCallum, M.D.
Faculty Senate President 2022-2023

10/03/2023

Date