



FACULTY SENATE MEETING MINUTES

Friday, April 28, 2023

12:00 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

Huanyu Dou, M.D., FGSBS

Robert A. Danforth, D.D.S., WLHSDM

Abhizith Deoker, M.D. PLFSOM

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

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

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

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

Jennifer Salinas, Ph.D., M.S.W., Faculty Senate President-Elect, FGSBS,

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

Anantha R. Vellipuram, M.D., PLFSOM

Lizette Villanueva, Ph.D., R.N., CNE, CHW, GGHSON

Wendy Walker, Ph.D., FGSBS

Mingtao Zeng, Ph.D., FGSBS

OTHER ATTENDEES

Alonso Andrade, M.D., PLFSOM

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

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

Jarett K. Howe, M.D., PLFSOM

Chandra Ojha, M.D., PLFSOM

Samantha Owen, Sr. Analyst, Office of Faculty Affairs

Irene Sarosiek, M.D., PLFSOM

Jerzy Sarosiek, M.D., Ph.D., PLFSOM

Bob Shehan, Senior Director, Information Technology, Office of Research

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 12:03 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 March 24, 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. OLD BUSINESS



- a. **Welcome New PLFSOM Senator-** Dr. McCallum reported the Foster School of Medicine Faculty Council conducted a special midterm Senator election and elected Abhizith Deoker, M.D., Associate Professor, Internal Medicine, Foster School of Medicine to fill the Faculty Senate seat left vacant by Prashant Joshi, M.D. Dr. Deoker will serve for the remainder of the term from April 1, 2023 – October 31, 2023.
- b. **Faculty Attrition Data Report-** KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso provided a report on faculty attrition and retention. The PowerPoint slides are attached.
 - Dr. Aung was asked if the Foster School of Medicine data on the TTUHSC El Paso Exit Reasons for FY 2022 PowerPoint slide is broken down further, and if specific reasons were provided regarding the 10 faculty members who reported job dissatisfaction as their reason for leaving. Dr. Aung stated the data is not broken down further with specific reasons why each faculty member left TTUHSC El Paso.
 - Dr. McCallum suggested to hold all questions until the round table section of the meeting in order to stay on task and cover all items on the agenda or to e-mail Dr. Aung any questions regarding his presentation.
- c. **Nominating Committee Update-** Geoffrey D. Guttmann, Ph.D., WLHSDM, Faculty Senator, Nominating Committee Chair provided an update on the current and upcoming Faculty Senate Standing Committee vacancies.
 1. **Faculty Resources Committee Members-** Dr. Guttmann presented the nominee for the Faculty Resources Committee: **Adeel Ahmad, M.D., Assistant Professor, Department of Internal Medicine, PLFSOM** Dr. McCallum called for a vote, and the Faculty Senate unanimously voted to appoint Dr. Ahmad to the Faculty Resources Committee to a two (2) Year term ending on April 30, 2025.
 2. **University Affairs Committee Members-** Dr. Guttmann reported that Anantha Ramana Vellipuram, M.D., PLFSOM, University Affairs Committee Chair will be leaving TTUHSC El Paso on July 31, 2023.
 - A new committee chair for the University Affairs Committee will need to be appointed upon Dr. Vellipuram's departure. Also, the PLFSOM Faculty Council will need to conduct a special midterm Senator election to for a PLFSOM Faculty Senator to complete the term from August 1, 2023 – August 30, 2025.
 - University Affairs Committee PLFSOM Transmountain Representative, Erica R. Alvarez, M.D., Assistant Professor, Department of Surgery, PLFSOM is departing the institution July 31 2023. The Nominating Committee will send out a call for nominations for fill this standing committee seat.
- d. **Vacant PLFSOM Representative Seat on the Nominating Committee-** Dr. McCallum reported there is one vacant PLFSOM representative seat on the Nominating Committee due to Prashant Joshi, M.D.'s departure. Per Faculty Senate Bylaws Section 4.2, the Nominating Committee includes one Faculty Senator from each school. The Faculty Senate President, President-Elect and standing committee chairs are not eligible to serve on this committee according to the Faculty Senate Bylaws. The Faculty Senate must conduct a vote via a secret ballot to elect one PLFSOM Senator to the Nominating Committee.
 - Dr. McCallum noted only two (2) out of the four (4) PLFSOM Faculty Senators are eligible to serve on the Nominating Committee because



Dr. McCallum is the Faculty Senate President and Dr. Vellipuram is a standing committee chair.

- Eligible PLFSOM Senators for election to the Nominating Committee:
 1. Stormy Monks, Ph.D., MPH, CHES
 2. Abhizith Deoker, M.D
- The Office of Faculty Affairs will send out an e-mail with a voting link to Faculty Senators to fulfill the secret ballot voting requirement in the Faculty Senate Bylaws
- to elect a PLFSOM Faculty Senator to the Nominating Committee.

e. **Faculty Senate Action Items from University Affairs Committee-** Anantha R. Vellipuram, M.D., University Affairs Committee Chair, provided his committee's recommended action items for the Faculty Senate to close out the committee's work related to the 2022 University Affairs Committee's Strategic Plan Goals.

1. Institutional Advancement (IA) Related 2022 Goals – Action Items

- I. **Barriers/Funding:** If a department is unable to afford the development of promotional materials, ask if IA has the ability to help underwrite the promotion of a faculty member's clinical expertise.
- II. **Branding:** Request that IA provides training on the use of the correct institutional and/or school name for uniformity of institutional identification to strengthen the name recognition and brand of TTUHSC El Paso
- III. **Research Grants/Sponsored Programs:** Request an update on streamlining the process for research grants and sponsored programs under the leadership of Dr. Deborah Clegg, Vice President of Research, and the Jessica Fisher, Interim CFO
- IV. **Specialty Clinic Promotion/Outreach:** Request an update on plans for hiring a Physician Relations Manager at Texas Tech Physicians to conduct outreach since IA does not have the staff to promote clinical specialties

2. HR Related 2022 Goals – Action Items

- I. **HR Information Update:** Request an update from Jennifer Erickson, M.B.A., Vice President, Human Resources, regarding progress in the following areas:
 - a. **Hiring Delays:**
 1. Address delays caused by hiring committee reviews
 2. PASS system streamlining of administrative processes
 3. Reduction of onboarding delays through the adoption of a third party employment and education verification service for new hires
 4. Employment ad review times reduction (are they being timely reviewed by Institutional Advancement)
 - b. **Culture and Environment**
 1. Hiring of a Director for Training and Development for professional development on respect and interpersonal interactions

3. IT Related 2022 Goals- Action Items

- I. **IT Information Update:** Request an update from IT on the following



- a. Plans to consolidate to one EMR system
- b. Progress to make current prescription software more user friendly
- c. IT Department's vacant positions and status of issues with recruitment, promotion and salary retention

Dr. McCallum asked for a motion to approve University Affairs Committee action items presented by Dr. Vellipuram, and called the vote for approval. The Faculty Senate unanimously voted and approved the action items.

IV. Faculty Senate Standing Committee Reports

Faculty Senate Committee on Research Resources

Wendy Walker, Ph.D., FGSBS, Research Resources Committee Chair

- **Research Resources Committee Report-** Dr. Walker presented an update on the committee's collaboration with the TTUHSC El Paso Office of Research to construct a web-based research portal for faculty. Bob Shehan, Senior Director, Information Technology, Office of Research constructed the initial draft of the research portal which consists of nine (9) columns containing hyperlinks to available research resources. The research manual has a go-live date of May 10, 2023. Additionally, Dr. Walker reported on the clinical research coordinators services available for faculty. Brenda Castillo and Daniel Deleon, both Clinical Research Coordinators with the Office of Research, are available and can be reached at elp-clinical-research@ttuhsc.edu or 915-215-4814. Dr. Walker presented the need to disseminate the information on these resource to faculty. A webpage within the Office of Research website allows users to initiate a request for clinical research coordinator assistance.

Discussion:

- Dr. McCallum asked if the research manual contains resources regarding the TTUHSC El Paso mentorship program. The mentorship resource link is on the research manual under the Planning/ Grant Proposal column.
- Dr. Monks noted there is an Institutional Faculty Mentoring Program through the Office of Faculty Development. It was agreed that the Research Manual could possibly include a link to this resource. Dr. Walker's presentation are attached.

Faculty Senate Committee on Diversity and Inclusion

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

- **Diversity and Inclusion Committee Report-**

Additional Diversity And Inclusion 2023 Strategic Plan Goals: Dr. Loera reported that her committee composed two (2) additional strategic plan goals for this year, to round out the goal that was approved by the Faculty Senate in March 2023. The new goals will provide faculty with informational resources regarding the process, benchmarks and practices utilized when formulating faculty salaries. Also, the committee will collect data on all department chairs, program directors and other administrative leadership positions, which will include demographic data including



gender, age, ethnicity, race, rank, years of service/ experience and whether or not the position is stipend eligible.

Diversity And Inclusion 2023 Strategic Plan Goals

- Review and recommend faculty training and resources on diversity, equity and inclusion (DEI) competencies and ensure the content is relevant to clinical and non-clinical faculty members. (Approved by the Faculty Senate on March 2023)
- Disseminate information on faculty salary determination processes, benchmarks and practices. (New Proposed Goal)
- Review equity of advancement opportunities to leadership roles and identify stipend-eligible positions. (New Proposed Goal)

Dr. McCallum asked for a motion to approve the two (2) additional strategic plan goals for the Diversity and Inclusion Committee and called the vote for approval. The additional strategic plan goals (#2 and #3) listed above were unanimously approved by the Faculty Senate.

State Legislative Update Re: DEI: Dr. Loera reported on the approved Texas Senate Bill 17 which requires universities to close their diversity, equity and inclusion offices and ban mandatory diversity training. Dr. Loera encouraged the Faculty Senators to become familiar with the proposed legislation and address these proposed bills through each senator's professional societies as these will have an impact on the communities in which we provide care.

V. ANNOUNCEMENTS AND UPCOMING EVENTS

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

- **Next Faculty Senate Meeting**
- Friday, May 26, 2023 at the MEB 3200A & WebEx from 12:00 P.M. – 1:00 P.M.

VII. ROUND TABLE DISCUSSION

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

Dr. McCallum requested that the May 26, 2023 Faculty Senate Meeting time be changed to 11:00 A.M. instead of 12:00 P.M. due to the Memorial Day Holiday. The Office of Faculty Affairs will poll Faculty Senators for the best time for the majority of Faculty Senators.

VII. ADJOURNMENT

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

With no further business to discuss, the meeting was adjourned at 1:05 P.M.


Richard McCallum (May 30, 2023 12:28 MDT)

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

Date