



## FACULTY SENATE MEETING MINUTES

Friday January 27, 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  
Huanyu Dou, M.D., FGSBS  
Robert A. Danforth, D.D.S., WLHSDM  
Geoffrey D. Guttman, Ph.D., WLHSDM, Nominating Committee Chair  
Prashant Joshi, M.D.; 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 Ramana Vellipuram, M.D., PLFSOM  
Wendy Walker, Ph.D., FGSBS  
Mingtao Zeng, Ph.D., FGSBS

### ABSENT FACULTY SENATORS

Gloria Loera, D.N.P., R.N., NEA-BC, GGHSON  
Richard W. McCallum, M.D., Faculty Senate President, PLFSOM

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

### OTHER ATTENDEES

Erin Hong, D.D.S., M.S., WLHSDM  
Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Edgar A. Corral, Unit Manager, Office of Faculty Affairs  
Samantha Owen, Senior Analyst, Office of Faculty Affairs

### I. CALL TO ORDER

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

Dr. Jennifer Salinas, Faculty Senate President-Elect, called the meeting to order at 12:01 P.M., and welcomed all participants attending in person and via WebEx.

### II. REVIEW AND APPROVAL OF MINUTES

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

The minutes from November 29, 2022 were sent to all Faculty Senators for review prior to this meeting. Minutes were unanimously approved by the Faculty Senate as presented.

### III. NEW BUSINESS

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

#### a. Faculty Senate Officers Meeting with TTUHSC El Paso President



- Dr. Salinas reported the Faculty Senate Officers met with Richard A. Lange, M.D., M.B.A., TTUHSC El Paso President, on January 11, 2023 to discuss the 2023 Faculty Senate Strategic Plan Goals.

**b. 2023 Faculty Senate Strategic Plan Goals**

- The Faculty Senators received a copy of the proposed 2023 Faculty Senate Strategic Plan Goals prior to this meeting as follows:
  - Diversity and Inclusion Committee
    1. 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
  - Faculty Resources Committee
    1. Review faculty attrition rates and recommend strategies to improve faculty retention and faculty morale
    2. Review processes for the recruitment of faculty and ensure search committee representation by faculty
    3. Explore the implementation of annual 360 degree evaluations of TTUHSC El Paso faculty leaders
    4. Address faculty amenities such as on-campus daycare, physical activity facilities and food options to improve faculty quality of life on campus
  - Research Resources Committee
    1. Promote the continuous dissemination of information on available research resources across TTUHSC El Paso to the faculty
    2. Identify faculty resources for editing services for research grants and manuscript editing
    3. Develop a research grant “how-to” guide to assist faculty in navigating the pre-award and post-award administrative processes
    4. Catalog administrative research infrastructure within TTUHSC El Paso schools and departments to identify resource “deserts” on campus
  - University Affairs Committee
    1. Address faculty IT issues including PC/hardware issues
    2. Work with HR to expedite and streamline recruitment and hiring processes for staff vacancies in clinical areas, labs, and faculty support positions
    3. Address library services for faculty

**Discussion:** Dr. Salinas informed Faculty Senators that updates to the goals were made following the officers’ discussion with the TTUHSC El Paso president.

- The adjustments included removing the faculty salary equity goal for the **Diversity & Inclusion Committee**.
- The **University Affairs Committee’s** goals were refined to include faculty IT issues, but a few specific topics have been dropped, including the mailbox size and Gmail access issue. These areas have been addressed and we will not gain any movement on these issues due to IT security concerns.



- The **Faculty Resources Committee** will focus more on quality of life improvements for faculty.
- The **Research Resources Committee's** goal now includes an initiative to begin the process of creating a research grant "how-to" guide and improve communication on available resources to all faculty. The president was very supportive.

Dr. Salinas asked for input prior to approval. Dr. Vellipuram, University Affairs Committee Chair, noted many of the same goals are listed for the University Affairs Committee from the previous year. Dr. Salinas asked him to specify which issues have already been resolved. Dr. Vellipuram stated his committee had invited Jennifer Erickson, M.B.A., Vice President for Human Resources, to address human resources goals, and held other discussions with the IT and library personnel who serve as the ex-officio members of the committee. He questioned the removal of IT mailbox size and Gmail issues. Dr. Silva noted these specific examples were removed after the meeting with the president because the workaround to IT mailbox constraints is the archival of emails and the issue with Gmail access stems from IT security issues and the virus threats to the network.

Ms. Reyes asked how the Faculty Senate documents specific issues have been addressed and if we've done that, wouldn't we scratch these goals off of our list? Dr. Silva confirmed we have that documentation. Dr. Silva as the Faculty Senate President had reported on the status of all goals at the end of the year in the report at an all faculty meeting in August.

Dr. Vellipuram noted the redundancy of IT and library being included in next year's goals. He requested guidance from the Faculty Senate on suggesting new goals for this upcoming year, as he believes he has addressed every goal on the list. As a point of information, Cindy Camarillo clarified the reason that IT and library services continue to appear in the University Affairs committee's goals is the committee's charge in the Faculty Senate bylaws includes the ongoing review of library services and IT policies:

***TTUHSC El Paso Faculty Senate Bylaws Excerpt:***

***4.3.2 Section B, Faculty Senate Committee on University Affairs***

***b) Duties***

- *Review policies and make recommendations concerning library services, procedures, rules and acquisitions and provide feedback to the managing director of the university libraries.*
- *Review policies and make recommendations concerning IT security, resource allocation, educational technology and software/hardware needs.*
- *Provide faculty feedback to university leaders on matters affecting the faculty in university affairs within areas of institutional scope.*

Dr. Walker, Research Resources Committee Chair, asked if the issue stemmed from actionable items created by the committee which were sent to the Faculty Senate which were determined not to be actionable, but Dr. Vellipuram clarified this was not the problem. He expressed concern that the committee's work hasn't resulted in any action despite routine committee reports presented to the Faculty Senate. Dr. Vellipuram was under the impression the Faculty Senate would act upon his committee reports. As the administrative support for the Faculty Senate's standing committees, Ms. Camarillo noted the committees have done a lot of the legwork but are looking to the Faculty Senate for



guidance on how to develop actionable items to make the Faculty Senate a body that has an impact and can enact change. Dr. Salinas agreed the committees have collected information which has been reported in the Senate, but suggested that perhaps now it is time for the committees to identify areas of action/potential solutions with actionable items to present to the Faculty Senate. Dr. Walker recalled from her past service on the Research Resources committee that the committee's recommendations were effectively written and forwarded to the Faculty Senate for action in the past. This framework of developing and forwarding written recommendations from the standing committees for action by the Faculty Senate was recommended. Dr. Salinas encouraged Dr. Vellipuram to work with his committee to identify actionable items to be presented to the Faculty Senate for approval.

Dr. Salinas asked if the Faculty Senate wants to address the resolution of the previous year's goals prior to approving the goals for the current year. The Faculty Senate agreed to hold off on the adoption of the new 2023 Faculty Senate Strategic Plan goals. Dr. Salinas stated the committees need to do some prep work to identify which goals were addressed and not yet resolved. The new committee chairs will be provided with a list of last year's goals. The standing committees are asked to undertake a review of specific goals and accomplishments.

#### IV. FACULTY SENATE STANDING COMMITTEE REPORTS

##### Faculty Senate Committee on Faculty Resources

##### **Marcos E. Ortega, Ph.D., Faculty Resources Committee Chair**

- a. **Faculty Resources Committee Report-** Dr. Ortega reported the committee met on January 17, 2023. Dr. Ortega, new Faculty Resources Committee Chair, is still trying to get a sense of what has been done and what was not done. From reviewing previous meeting minutes, he noticed committee member participation has been inconsistent and needs to be addressed for the upcoming year. Moving forward, he would prefer for all members to contribute to the committee. He noted that previous committee chair, Praveen Parachuru, B.D.S., M.D.S., Ph.D., and the committee managed to address the President's Awards policy, but it does not seem a dent was made in the other seven goals. He would first like to generate a sense of committee participation. Dr. Ortega reviewed the strategic goals and sensed accomplishing all eight (8) goals was unrealistic to address in a year. Addressing attrition and improving faculty morale are broad items and may be a lot to do in a year. Reviewing faculty development and mentoring are not on the list, but his committee discussed reviewing mentoring at the micro level to help retain faculty and help faculty to put together their packet for promotion to assist faculty in moving up the ladder. He would like to focus on robust faculty development in each school and at the university but he will need to get his committee on board.

##### Faculty Senate University Affairs

##### **Anatha R. Vellipuram, M.D., University Affairs Committee Chair**

- a. **University Affairs Committee Update-** Dr. Vellipuram reported he invited Chief Stoltz, Chief of Police TTUHSC El Paso to the last University Affairs meeting on January 11, 2023 to discuss campus security. Dr. Vellipuram learned that the Police Department offers active shooter training in person, hybrid or virtually to all faculty on campus. The committee recommended a training module for all faculty, not just new hires. The committee suggested an active shooter guide to be accessible online. The committee inquired about a LifeSafe phone app in place at UT Austin for personal



safety. Chief Stoltz is aware of this app and will look into it. The committee discussed “open carry” and Chief Stoltz clarified concealed open carry is not allowed in any clinic setting, or any location that contains gas or chemicals. Chief Stoltz is advocating for upgrading of security cameras. Committee members are advocating for appropriate building signage in the case of an emergency, and for the campus map to be updated. Signage has not been implemented because it would disrupt the building aesthetics. The TTTUHSC El Paso Police Department are able to patrol a wider campus radius with support from the President. Per Chief Stoltz, the signage recommendations could be addressed to the TTUHSC El Paso Safety Committee to lend the faculty’s support for these initiatives. The Faculty Senators also noted it is difficult to direct campus visitors to our buildings.

Dr. Silva introduced a motion for the Faculty Senate to send a memorandum regarding building signage on campus to be sent to the TTUHSC El Paso Safety Committee. Dr. Vellipuram seconded this motion. All Faculty Senators present unanimously voted to approve this motion.

#### **Faculty Senate Nominating Committee Report**

**Geoffrey D. Guttmann, Ph.D., *Nominating Committee Chair***

##### **a. PLFSOM Faculty Senator Mid-Term Election**

- Dr. Guttmann reported the Nominating Committee has sent a request to PLFSOM Faculty Council to request a mid-term election to replace the Faculty Senate seat for Prashant Joshi, M.D., as his term ends March 29, 2023.

##### **b. Diversity and Inclusion Committee Membership Update**

- Salwa Mekled, B.D.S, D.M.D., has left the University, therefore Dr. Guttmann presented a nominee for a new committee representative from the dental school, Wilma Luquis-Aponte, D.M.D., Ph.D. A motion to approve Wilma Luquis-Aponte’s appointment on the Diversity and Inclusion committee was made, seconded and unanimously approved by the Faculty Senate.

##### **c. University Affairs Committee Membership Update**

- Dr. Guttmann presented the nomination of an additional standing committee member, Abhizith Deoker, M.D., for the University Affairs Committee. A motion to approve the appointment of Dr. Deoker to this committee for a two-year term was made by Dr. Guttmann, seconded by Dr. Walker, and unanimously approved by the Faculty Senate.

##### **d. Faculty Resources Committee Membership Update**

- Dr. Guttmann reported the Nominating committee will send out a call for nominations for one (1) PLFSOM representative to replace Zainab Jaber Al Lawati, M.D., M.Ed., as her committee term is ending March 10, 2023.

##### **e. Research Resources Committee Membership Update**

- Dr. Guttmann called for a motion to reappoint Mingtao Zeng, Ph.D., and Alok Dwevidi, Ph.D., on the Faculty Senate Research Resources committee. Dr. Walker and Dr. Vellipuram seconded the motion and the Faculty Senate unanimously voted to appoint Dr. Zeng and Dr. Dwevidi’s membership to two-year terms on the Research Resources Committee.





- Dr. Walker clarified the request for additional committee member(s) with experience with the Scholarly Activity and Research Program (SARP), as well as experience with assessment of large data sets to help strengthen the presence of research infrastructure on this committee. Dr. Guttman will discuss Dr. Walker's suggestion with the Nominating Committee and will send a call for nominations. .

#### V. ROUND TABLE DISCUSSION


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

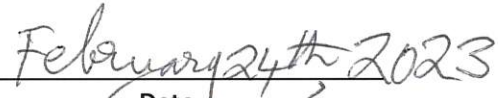
Dr. Joshi stated that Anne Githae, the immigration lawyer in Human Resources, has left the institution and felt the notification of her departure was poorly communicated to faculty who are dependent on this service for visa filings. He asked if there is a contract in place for immigration law services until a replacement is hired, noting that HR staff lack the same level as expertise as an immigration attorney. Dr. Aung explained the acting immigration lawyer is the TTUHSC attorney from the Lubbock campus. Requests and information are supposed to be routed centrally through TTUHSC El Paso's Human Resources Department. Dr. Aung believes a replacement has been hired, and is set to begin working soon.

#### VI. ADJOURNMENT

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

- With no further business to discuss, the meeting was adjourned at 1:10 P.M.

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

  
Date