



## FACULTY SENATE MEETING MINUTES

Friday, March 24, 2023

12:00 P.M.

MEB 3200A & WebEx

### FACULTY SENATORS IN ATTENDANCE

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

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

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

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

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

Marcos E. Ortega, Ph.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

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

TTUHSC El Paso, Ex-Officio, Non-Voting Member

### ABSENT FACULTY SENATORS

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

### OTHER ATTENDEES

Erin S. Hong, D.D.S., WLHSDM

Miranda Alvarez, Associate Director, Office of Faculty Affairs

Ashley Rocha, Coordinator, Office of Faculty Affairs

Htay Thwe, 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 12:03 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 February 24, 2023 were sent to all Faculty Senators for review prior to this meeting. Minutes were unanimously approved by the Faculty Senate as presented.



### III. FACULTY SENATE STANDING COMMITTEE REPORTS

#### Faculty Senate Committee on University Affairs

**Anantha Ramana Vellipuram, M.D., PLFSOM, *University Affairs Committee Chair***

- a. **University Affairs Committee Report-** Dr. Vellipuram presented the 2022 and 2023 University Affairs Committee Strategic Goals and reported on the actions taken to address each 2022 strategic plan goal.
- The committee met with Andrea Tawney, Ph.D., Vice President for Institutional Advancement to address the 2022 strategic plan goal #1 which states “Work with IA to ensure advertisement and positioning of TTUHSC El Paso as the place to work/employer of choice.”
    - Institutional Advancement Report:
      - Issues: Branding, Funding, Staff and communication
      - Unable to provide outreach for all TTUHSC El Paso specialties
      - Suggested that a physician’s relations manager be at the Texas Tech Physicians locations to conduct specific outreach efforts
    - **Discussion:**
      - KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, stated outreach and advertising announcements may not be distributed by the marketing department because the inquiring departments are not providing confirmation that they will be prepared to take on the incoming referrals that would occur from increased advertisement, in a timely manner
      - Dr. Vellipuram stated that hiring departments must develop plans prior to hiring faculty to make sure all needs for the new faculty member are ready and available
      - Geoffrey D. Guttmann, Ph.D., Faculty Senator, WLHSDM, is concerned with the long wait times for a hiring decision to be made for faculty candidates; some candidates have been lost due to delays in hiring
      - Dr. McCallum suggested that new faculty announcements should be done in collaboration with University Medical Center (UMC)
  - The committee also met with Jennifer Erickson, M.B.A., Vice President for Human Resources, to address the 2022 strategic plan goal #2 which states “Work with HR to review, expedite and smoothen out hiring process for staff vacancies in clinical areas, labs, and faculty support positions.”
    - Human Resources (HR) Report:
      - HR is working on assigning a third party service for employment and education verifications
      - HR does not have ability to influence the hiring committee
      - Some HR processes are still done by paper and not electronically
      - Institutional Advancement (IA) inspection of external job ads postings may take more time than usual due to being short-staffed
      - History of paying new faculty at the minimum rate, resulted in compressed and out of balance salaries



#### Discussion:

- Wendy Walker, Ph.D., Faculty Senator, FGSBS, stated the links provided to apply for positions on external websites are open for 10 days and can be misleading and can sometimes display a message that the position is closed once the 10 days have passed
  - Dr. McCallum added that the Human Resources department criteria for selecting faculty position interview candidates is not appropriate
  - Stormy Monks, Ph.D., M.P.H., Faculty Senator, PLFSOM, agreed and expressed her concerns regarding the HR screening process for staff candidates, which has forced her to interview candidates who were not qualified for the position, in order to repost the position. She also encountered multiple barriers in her attempt to promote a staff member, internally
  - Dr. Walker suggested an investigation of the processes for hiring and to employ a consultant to streamline the process
- The committee met with Jose Lopez, Associate Managing Director, Technology Services, Patricia Liano, Associate Managing Director, Technology Services and Alonso M. Luna, Healthcare IT Business Analyst III, Technology Services to address the 2022 strategic plan goal #3 which states: "Address faculty issues including PC/hardware issues, limits on mailbox sizes and access to Gmail, etc."
- IT Services is working on consolidating to solely one EMR system
  - IT is in collaboration with TTU in Lubbock to convert over to Microsoft 360
  - IT personnel are leaving TTUHSC El Paso to find corporate job salaries. In 2022, 80% of IT personnel are working on immigration visas, which delays onboarding due to the immigration visa regulations
- **University Affairs Committee 2023 Strategic Plan Goals:**
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

#### Faculty Senate Committee on Faculty Resources

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

- a. **Faculty Resources Committee Report-** Dr. Ortega reported that he attempted to hold a committee meeting for the second time and did not reach the 50% committee member attendance requirement to meet quorum. Dr. Ortega will meet with Zuber Mulla, Ph.D., M.S.P.H., Professor and Assistant Dean for Faculty Development, PLFSOM, to initiate the review of the faculty development resources available to faculty and to inquire on how often they are utilized.

#### Discussion:

Clarissa Silva, Ph.D., R.N., EBPC, Faculty Senate Past-President, GGHSON, suggested to remove the current Faculty Resources Committee members, and to provide the committee with new members who are willing to participate. Dr. Guttman, Nominating Committee Chair, will send a call for nominations to fill all membership seats on the Faculty Resources Committee.



#### IV. New Business

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

##### a. Nominating Committee Update

- **Faculty Resources Committee-** PLFSOM Representative Nominee
  - Adeel Ahmad, M.D., Assistant Professor, Department of Internal Medicine, Foster School of Medicine
    - Dr. Guttman will send out the call for nominations again. Standing Committee membership seats should not be awarded by default because there is only one nominee.
- **Research Resources Committee-** Additional Member Nominee
  - Ioannis Konstantinidis, M.D., Assistant Professor, Department of Surgery, Foster School of Medicine

Dr. Konstantinidis appointment to the Research Resources Committee was unanimously approved by the Faculty Senate.

- b. **Midterm Special PLFSOM Senator Election-** Updates on the PLFSOM Special Midterm election will be provided after the incumbent PLFSOM Senator, Prashant Joshi, M.D., has left TTUHSC El Paso.

#### V. OLD BUSINESS

**KoKo Aung, M.D., M.P.H., Vice President for Faculty Success**

- a. **Faculty Attrition Data Report-** Dr. Aung's report was deferred to the next Faculty Senate meeting due to the meeting already going over time. He expressed that the time of all faculty attending this meeting should be taken into consideration and respected. The Faculty Senate meetings must end at the top of the hour as advertised and scheduled.
  - Dr. Aung's Faculty Attrition Data Report was tabled and will be placed on the agenda for the April 28, 2023 Faculty Senate meeting
- b. **Approval of 2023 Faculty Senate Strategic Plan Goals-** Dr. Loera presented a motion to approve the 2023 Faculty Senate Strategic Plan Goals, motion was seconded by Dr. Guttman. The 2023 Strategic Plan Goals were unanimously approved by the Faculty Senate.

#### VII. ROUND TABLE DISCUSSION

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

- Dr. McCallum stated that the Faculty Senate Meeting will be changed to the last Friday of each month starting April 28, 2023. He mentioned that all Faculty Senate meeting attendees must plan to stay for additional time at these meetings and not leave at the one-hour mark.

Dr. Silva noted that the Senate should be respectful of people's time and allow presenters to provide their report uninterrupted, and if time permits, open the floor for questions and discussion after they have finished their presentation. She suggested providing time limits for presentations, and volunteered to be the timekeeper during meetings.



## VII. ADJOURNMENT

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

- The Next Faculty Senate meeting will be on April 28, 2023 at 12:00 P.M.
- With no further business to discuss, the meeting was adjourned at 1:30 P.M.

A handwritten signature in black ink, appearing to read "Richard W. McCallum".

[Richard McCallum \(May 4, 2023 13:21 MDT\)](#)

**Richard W. McCallum, M.D.**

*Faculty Senate President 2022-2023*

05/04/2023

Date

# UNIVERSITY AFFAIRS COMMITTEE REPORT

**Anantha R. Vellipuram, M.D.**

Associate Professor  
Department of Neurology  
Foster School of Medicine  
Faculty Senator



# **UNIVERSITY AFFAIRS COMMITTEE STRATEGIC PLAN GOALS**

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# 2022 GOALS

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- **The 2022 goals were as reported in the Faculty Senate report at the All Faculty Meeting on 08/26/2022**
  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 and expedite and smoothen out 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
  4. Gmail, etc.
  5. Address library services for faculty



# PROPOSED GOALS FOR 2023

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- **The 2023 goals are Proposed Goals presented at Faculty Senate Meeting on 01/27/2023**
  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

# INSTITUTIONAL ADVANCEMENT GOALS –

ANDREA TAWNEY, PH.D., VICE PRESIDENT, INSTITUTIONAL ADVANCEMENT

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- Department chairs to have an open line of communication with IA.
- Funding: need to be addressed with Vice President for Clinical Administration, and the department chair.
- Rebranding: “long-term goal is to rebrand as “Texas Tech Health of El Paso” but we are still a long way from making this transition”.
- Office of Research regarding grants for sponsored programs: “streamline processes is underway under the new leadership of Dr. Deborah Clegg, Vice President of Research, and the new CFO”

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- “Dr. Tawney noted that IA’s advertising efforts can only do so much, and it is still up to physicians and clinics to do outreach in the community. IA does not have the staff to conduct outreach for all specialties.” – What is the alternative?
  - Suggestion: having a physician’s relations manager at Texas Tech Physicians to specifically conduct outreach for the specialties.

Issues: branding, funding, staff and communication.



# HR & HIRING PROCESSES –

JENNIFER ERICKSON, M.B.A., ASSISTANT VICE PRESIDENT, HUMAN RESOURCES

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## Slow Recruitment Timeline

- Hiring committee- delay (HR does not have the ability to influence).
- HR is also working with a programmer to streamline additional processes through the PASS system, but some things are still part of a paper process.
- Background checks

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## Recruitment Efforts

- A hiring department may create an ad and then request Institutional Advancement (IA) editors to review and approve the ad. Any external posting whether it is a job board posting or social media posting must be reviewed by IA. IA is short staffed so it does take some time. Few departments ask for external job postings beyond the TTUHSC El Paso job site.
- Salary has been an issue
- Address the issues with culture and the values

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## Compensation and Qualifications

- history of starting staff at the minimum pay rate regardless of their experience - As a result, salaries are compressed and out of balance.

## Communication/ Updates

- Delays in process due to volume of work and few HR staff



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## Onboarding

- HR is working on a potential solution to use a third party employment and education verification service for new hires.

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## Culture and Environment

- Reasons people have cited for leaving include issues with the culture and environment.
- Employees report their supervisory line and faculty/residents are not friendly, professional, and treat staff as “less than”.
- HR is hiring a Director for Training and Development for professional development on respect and interpersonal interactions.

# FACULTY I.T. ISSUES -

JOSE LOPEZ, CHIEF ANALYST, IT ACADEMIC SUPPORT, PATRICIA LIANO, ASSOCIATE MANAGING DIRECTOR, TECHNOLOGY SERVICES AND ALONSO M. LUNA, HEALTHCARE IT BUS ANALYST III, TECHNOLOGY SERVICES

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- Patricia Liano meets bi-weekly with Dr. O'Neil and Dr. Figueroa to discuss consolidating to solely one EMR system, and confirmed she will address all of these issues at their next meeting.
- Consolidating to solely one EMR system
- Current prescription software – not user friendly
- IT is currently in discussions with Lubbock to convert to Microsoft 360 since it is tied to Lubbock's infrastructure in attempt to accommodate researchers. IT is actively meeting with Lubbock counterparts and Patricia Liano will report to Jose Lopez to inform the committee once a timeline is established.



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- A challenge IT is currently facing is losing personnel to corporate job salaries. They currently having 18 vacant positions, 3 in clinical applications.
  - Patricia Liano informed 80% of their staff are from Mexico working on visas, which is a great opportunity for them, but also lengthens the onboarding time for new hires due to visa sponsorships.

# **REVIEW AND APPROVAL OF 2023 FACULTY SENATE STRATEGIC PLAN GOALS**



## **Diversity and Inclusion Committee:**

Gloria Loera, D.N.P., R.N., NEA-BC, *Committee Chair*

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
2. Disseminate information on faculty salary determination processes, benchmarks and practices
3. Review equity of advancement opportunities to leadership roles and identify stipend-eligible positions



## **Faculty Resources Committee:**

Marcos E. Ortega, Ph.D., *Committee Chair*

1. Review faculty development opportunities
2. Review processes for the recruitment of faculty and ensure search committee representation by faculty
3. 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:**

Wendy Walker, Ph.D., *Committee Chair*

1. Develop a research manual to enable faculty to conduct research, to include guidance in navigating the pre-award and post-award administrative processes
2. Promote the continuous dissemination of information on available research resources across TTUHSC El Paso to the faculty
3. Identify research mentors for TTUHSC El Paso faculty members

## **University Affairs Committee:**

Anantha R. Vellipuram, M.D., *Committee Chair*

1. Address faculty IT issues including PC/hardware issues
2. Address library services for faculty
3. Work with HR to expedite and streamline recruitment and hiring processes for staff vacancies in clinical areas, labs, and faculty support positions