



FACULTY SENATE MEETING MINUTES

Friday, June 23, 2023

12:00 A.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

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

Wendy Walker, Ph.D., FGSBS

Mingtao Zeng, Ph.D., FGSBS

ABSENT FACULTY SENATORS

Abhizith Deoker, M.D. PLFSOM

Anantha R. Vellipuram, M.D., PLFSOM

OTHER ATTENDEES

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

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

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

Alfonso Flores, Managing Director, Physical Plant and Support Services

Ei Khin, M.D., PLFSOM

Irene Sarosiek, M.D., PLFSOM

Jerzy Sarosiek, M.D., Ph.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 12:05 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 May 26, 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. NEW BUSINESS

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

- a. **TTUHSC El Paso Physical Plant and Support Services Update** – Al Flores, Managing Director, Physical Plant and Support Services, TTUHSC El



Paso provided an update on some campus construction projects:

- A wheelchair accessible sidewalk between the Medical Science Building 2 (MSB2), and the Medical Education Building (MEB) has been constructed.
- An additional sidewalk was also built between the Oral Health Clinic and the newly constructed parking lot across Rick Francis Street. Appropriate permissions from the City of El Paso were required as Rick Francis Street is a city street. The City of El Paso approved our current simple crosswalk design since Rick Francis Street is rated for traffic speed of twenty miles per hour, which resulted in a monetary savings of nearly one hundred thousand dollars.
- The Oral Health Clinic parking lot will have the capacity for 60- 70 vehicles. An official announcement will be sent out next month, July 2023, once the parking lot is ready for use.
- Mr. Flores added that with the current extreme heat, the building chillers may fail as they are not designed to overcome stagnant extreme temperatures. The Physical Plant and Support Services is looking for solutions regarding this matter.

Discussion:

- A Faculty Senator added there is no parking for staff near the dental school. There should be a way to accommodate parking to the few dental staff who provide dental services to the public that is near the dental school. How many of the staff allowed to park on campus actually provide services to the public? Dental staff face challenges arriving on time to the Oral Health Clinic since they have to park at the El Paso Coliseum parking lots and utilize shuttle buses to get to work. It is not unreasonable to allow dental staff to park near the dental school in order to aid in the timely delivery of dental services to the public. Mr. Flores acknowledged TTUHSC El Paso does not have enough parking spaces to accommodate everyone, which is why we utilize the El Paso Coliseum parking areas. The Physical Plant and Support Services is working towards providing solutions to parking challenges as TTUHSC El Paso is in the process of acquiring additional local properties to convert into parking lots.
- The Physical Plant and Support Services is looking into phasing out parking at the El Paso Coliseum and utilizing a parking lot owned by TTUHSC El Paso off Paisano Drive.
- A concern was voiced regarding overgrown tree branches on Robert Brown Avenue. Mr. Flores confirmed these trees are on private property and as such, must be addressed by reporting the overgrown branches to the City of El Paso by calling 311 or via the 311 mobile phone application.
- A Faculty Senator inquired if there are plans to construct an additional wheelchair accessible sidewalk crossing at the corner where the Medical Sciences buildings one (MSB1) and two (MSB2) meet on Rick Francis Street, noting that many employees who work at MSB2 park near the MEB and cross the street there. Mr. Flores explained the safest place for pedestrian crossing is the site of the new crossing built between the MEB and MSB2. No additional sidewalk crossings are planned in that area at this time.

- b. **Texas Senate Bill 17 Update – Diversity, Equity and Inclusion** - Gloria Loera, D.N.P., R.N., NEA-BC, Diversity & Inclusion Committee Chair provided an update. The Texas Senate Bill 17 regarding Diversity, Equity and Inclusion was signed by Governor Greg Abbott and it will go into effect on January 1, 2024. This bill amends Subchapter G, Chapter 51 of the Texas Education Code, by adding Section 51.3525 prohibiting Texas



public institutions of higher education from establishing or maintaining diversity, equity and inclusion (DEI) offices, divisions or other units. The bill also prohibits conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs or activities, developed by an attorney and approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law. Additionally, universities are prohibited from requiring, as a condition of enrollment or performing any institution function, any person to participate in DEI training which (1) is designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, and (2) does not include training developed by an attorney and approved in writing by the institution's general counsel and the Texas Higher Education Coordinating Board for the sole purpose of ensuring compliance with any applicable court order or state or federal law. TTUHSC El Paso leadership is supportive of the current systems and processes in place, which includes the Office of Diversity, Inclusion, and Global Health, the Council on Diversity and Inclusion, as well as the Faculty Senate Committee on Diversity and Inclusion. These are currently being reviewed by the Texas Tech University System attorneys to determine how to move forward in compliance with the new law. Areas concerning students and curriculums do not need to be modified, as they are required to capture social justice, inequities, and health disparities to be in compliance with accrediting entity requirements. We need to ensure we continue to capture all walks of life to provide content to our students on cultural competency.

Discussion:

- Dr. Loera mentioned the funding for the diversity, inclusion, and equity office and activities does not come from the State of Texas and therefore, there could be a retitling or rebranding of the office and activities.
A Senator asked how NIH Federal grants will be affected by Senate Bill 17. Dr. Loera confirmed the new restrictions do not apply to scholarly research or a creative work by an institution of higher education's students, faculty, or other research personnel or the dissemination of that research or work.

c. **Texas Senate Bill 18 Update- Tenure** - KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso reported that Texas Senate Bill 18 was signed by Governor Greg Abbott and will become effective in September 1, 2023. The bill requires amendment of the Texas Education Code Section 51.942- Faculty Tenure, previously titled Comprehensive Performance Evaluation of Tenured Faculty. Texas State Law now provides a definition of what tenure is for institutions of higher education to follow. "Tenure" means the entitlement of a faculty member of an institution of higher education to continue in the faculty member's academic position unless dismissed by the institution for good cause in accordance with the policies and procedures adopted by the institution under Subsection C-1. Dr. Aung addressed the following mandates:

- **Granting of tenure-** Dr. Aung emphasized the Texas Tech University System already follows these guidelines, as only the TTU System's Board of Regents has the authority to grant tenure.
- **Allowing dismissal of a tenured faculty with due process for defined causes-** The TTU System institutional policy already allows dismissal of faculty with due process for defined causes. Senate Bill 18 now provides the defined causes for dismissing faculty. Most of the state's definitions are very similar to what we currently have in our policy. However, General Counsel may recommend amendments



to mirror the state's law. Furthermore, the following element for faculty dismissal is new and must be added to our current institutional policy: **"there is actual financial exigency or the phasing out of the institution's programs requiring elimination of the faculty member's position"**

- **A short-term development plan for a faculty member who receives unsatisfactory rating in any area of any comprehensive performance evaluation-** Our policy already included this provision. However, the state law does not define what "short-term" means, and slight modifications to our policy may be needed.
- **May include provisions that authorize summary dismissal-**
This is new because our policy on due process for dismissal does not include a provision for summary dismissal. The state law defines a summary dismissal as due process by another administrative officer in lieu of due process in front of a panel of faculty peers. This will make the dismissal process shorter. According to the current policy, you have to exhaust all of the faculty member's appeals and the Board of Regents must vote in favor of dismissal for the dismissal to take effect. The law contains a new provision for summary dismissal which states faculty members can be dismissed with a condensed version of due process and requires a mechanism for appeal by the dismissed faculty member. However, the new regulation states this must be done post-dismissal, rather than pre-dismissal, which is different from the current TTUHSC El Paso process.
- **Repealed the provision mandating allowance of alternative dispute resolution process-** The new state law repeals the provision allowing for an alternative dispute resolution process In lieu of the institutional appeal process.

Discussion:

- A Faculty Senator inquired about the differences between the current dismissal process and the new state Summary Dismissal procedures when it comes to salary payments for a dismissed faculty member. Dr. Aung explained that the current dismissal policy has no distinction of whether you are tenured or non- tenured. The only difference is that tenured faculty require a Board of Regents approval for the dismissal. Whether faculty continue to be paid or not is at the discretion of the administration. However, there is a provision stating the institution has the authority to remove faculty members from campus while a dismissal appeal is in process, and suspend salary payments. With the new Dismissal Summary Process during the appeal process, you are already dismissed and no longer get paid, nor have any privileges whatsoever.

IV. STANDING COMMITTEE REPORTS

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

- Research Resources Committee-** Wendy Walker, Ph.D., Research Resources Committee Chair reported that Ajay Singh, M.D., committee member, will be leaving TTUHSC El Paso on August 31, 2023 and asked for a call for nominations be sent out to replace Dr. Singh on the Research Resources Committee.

The committee has achieved one of its strategic plan goals. The TTUHSC El Paso Research Manual Portal went live on June 8, 2023. One suggestion was made during the Research Resources Committee meeting to use Chat GPT to populate content under the sections listed as "coming soon". However, no action was taken with the use of Chat GPT as most committee members were concerned about the accuracy of the information



generated from Chat GPT and the precedent it would set for students. The committee members also discussed generating a list of faculty mentors to be included within the Research Manual Portal. Most committee members were concerned that faculty do not have enough protected time for mentoring, and that they are not recognized appropriately. Dr. Walker proposed to the Faculty Senate that a support system for faculty mentors be developed to establish protected time and ensure recognition. She also proposed two ways to recruit research mentors:

1. Send out a call for nominations e-mail for faculty to self-nominate.
2. Ask Deborah Clegg, Ph.D., Vice President for Research, TTUHSC El Paso to generate a list potential research faculty mentors.

Discussion:

- Dr. KoKo Aung clarified the faculty mentors list to be generated is for **research** faculty mentors. There is already an institutional faculty mentoring program for TTUHSC El Paso established under the Office of Faculty Development. Dr. Aung cautioned that the two faculty mentoring programs could potentially have some overlap. Zuber D. Mulla, Ph.D., Interim Associate Dean for Faculty Development and Dr. Clegg should review the institutional mentoring program to avoid duplication of efforts. Marcos E. Ortega, Ph.D., Faculty Resources Committee Chair mentioned he discussed this subject with Dr. Mulla and agreed with Dr. Aung. There is flexibility in the current institutional mentoring program, and that the main issue is finding mentors. Dr. Walker agreed, and mentioned this recruitment effort is for research faculty mentors and clarified at this time we are simply generating a list of potential mentors and these efforts can be funneled through the existing institutional faculty mentor program. The Research Resources Committee's proposition of ways to recruit for research faculty mentors will be revisited after Dr. Mulla and Dr. Clegg discuss the institutional faculty mentorship program.
- The remainder of Dr. Walker's standing committee report was postponed to a later date due to time constraints.

V. OLD BUSINESS

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

- a. **Institutional Plan to Achieve Accredited Continuing Dental Education Provider Status-** Dr. KoKo Aung provided an update on the status of the continuing dental education provider accreditation. The presentation slides are attached.

VI. ANNOUNCEMENTS AND UPCOMING EVENTS

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

- a. **Next Faculty Senate Meeting-** July 28, 2023, 12:00 P.M. at the MEB 3200 A Conference Room
- b. **Faculty Senate Retreat-** Dr. McCallum suggested to host a Faculty Senate retreat at the end of July or early August to initiate planning for the next Faculty Senate year. The Office of Faculty Affairs will poll Faculty Senators to schedule a two (2) hour meeting.



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.

A handwritten signature in black ink that reads "Richard W. McCallum".

Richard W. McCallum, M.D.

Faculty Senate President 2022-2023

August 7th, 2023.

Date