



FACULTY SENATE MEETING MINUTES

Friday, September 27, 2024

12:00 P.M. – 1:00 P.M.

MEB 3200A & WebEx

FACULTY SENATORS IN ATTENDANCE

Luisa A. Bowcutt, M.S.N., APRN, CNM, HSON

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

Abhizith Deoker, M.D., FSOM, Faculty Senate President

Huanyu Dou, M.D., FGSBS

Alok Dwivedi, Ph.D., FSOM

Subodh Kumar, Ph.D., FGSBS

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

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

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

Marcos E. Ortega, Ph.D., HSDM

Ramadevi Subramani Reddy, Ph.D., FGSBS

Jon D. Wagner, D.D.S., M.D., HSDM

Mingtao Zeng, Ph.D., FGSBS

ABSENT FACULTY SENATE MEMBERS

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso, Ex-Officio,
Non-Voting Member

KoKo Aung, M.D., M.P.H.; Vice President for Faculty Success,
TTUHSC El Paso, Ex-Officio, Non-Voting Member

Todd Parco, D.D.S., M.S.D., HSDM

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

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

OTHER ATTENDEES

Ricardo Badillo, M.D., FSOM

Deborah Clegg, Ph.D., Vice President for Research, TTUHSC El Paso

Maureen Francis, M.D., FSOM

Tamer Fandy, Ph.D., FSOM

Deanna Vilardell, M.S.N., R.N., HSON

Cindy Camarillo, Managing Director, Office of Faculty Affairs

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

Samantha Owen, Section Supervisor, Faculty Wellness, Office of Faculty
Affairs

I. CALL TO ORDER

Abhizith Deoker, M.D., FSOM, Faculty Senate President

Dr. Abhizith Deoker, M.D., FSOM, Faculty Senate President, welcomed attendees and called the meeting to order at 12:05 P.M.

II. REVIEW AND APPROVAL OF MINUTES

Abhizith Deoker, M.D., FSOM, Faculty Senate President



The minutes from the July 26, 2024 Faculty Senate meeting were sent to Faculty Senators for review prior to this meeting. The minutes were unanimously approved as presented.

III. NEW BUSINESS

Abhizith Deoker, M.D., FSOM, Faculty Senate President

Blue Cross Blue Shield Health Select Update Phillip Rivera, Managing Director of the Managed Care and Credentialing, Privileging and Provider Enrollment at FSOM presented an update regarding the ongoing contract negotiations with Blue Cross Blue Shield Health Select for patient care services. A contract negotiation has not occurred in the past 12 years, which is a problem since the cost of living has gone up significantly, especially in the last 3-4 years. Blue Cross Blue Shield (BCBS) has updated their fee schedules and this has a potential impact on the quality and ability to hire physicians and provide substantial patient care. BCBS made 50% of their business from TTUHSC El Paso, and there was only a 3-3.5 % gain towards TTUHSC El Paso. The negotiation was needed to make a change. A possible solution would be for TTUHSC El Paso to submit a letter of termination of contract to BCBS, but this would impact the patients' ability to continue care at TTUHSC El Paso since it would be out of network. An update and decision will be announced the following week.

Q: If this proceeds and patients at UMC of El Paso are admitted, they will be in-network in the hospital, but the Texas Tech physicians will be out-of-network. Some patients may not wish to be admitted knowing of these charges?

A: Patients must be notified of this change because they will get a higher bill which will show out of pocket charges.

Q: Is there an option to extend the termination date?

A: Yes. Since I got here a year ago, we started setting up meetings to discuss this but BCBS kept delaying and cancelling. We finally got them to meet and hear our side. But with new laws requiring transparency, they know that others in the El Paso market will follow. BCBS of Texas covers multiple states to include Texas, New Mexico, Indiana, Oklahoma and Illinois.

- **Bylaws Revisions** Dr. Deoker shared a discussion from the Faculty Senate's Executive Committee meeting regarding bylaws revisions. He announced that Dr. Loera will remain as the Chair of the Ad Hoc Bylaws Review Committee. The committee was originally charged with developing a new committee and the Performance Excellence Committee was proposed. The committee is now charged with developing red-lined bylaws language to eliminate the Nominating Committee while preserving one position similar to the Nominating Committee Chair. This will free up three (3) Faculty Senators to serve as Committee Chairs.

A bylaws approval vote is a major undertaking and requires faculty from all schools to participate, therefore the prior recommendations will be grouped with new changes for one bylaws adoption vote.

IV. STANDING COMMITTEE UPDATES



Faculty Resources Update by Marcos E. Ortega, Ph.D., Faculty Resources Committee Chair

Dr. Ortega reported the Faculty Resources Committee addressed some committee objectives for faculty clarity, including:

- Faculty Retention – The committee would like data relating to faculty retention.
- Auxiliary Facilities and Child Daycare – The committee discussed these examples and noted a survey could be implemented to determine if there is a need for such amenities.

Dr. Ortega mentioned that space has been an ongoing issue and the funding to provide faculty amenities would be complex. A new faculty member noted their disappointment upon learning no gym is available here for faculty, as this has been available at all previous institutions. Faculty would like a place to go onsite for a 30–45 minute reset. A discussion regarding the gym noted this requires a lot of funding, and space is a second issue. Several years ago, buildings were being considered as gym sites, but faculty noted that clinical and educational spaces have been prioritized. Faculty suggested outsourcing childcare and having an outside entity be responsible for resources in shared space.

Dr. Ortega mentioned that clarity is needed on faculty resources including promotion, tenure, salary adjustments, workload, compensation, and work-life balance. The committee would like to gather data by conducting a survey asking faculty which amenities would be of great service to faculty and provide substantial accommodations.

Q: What is the knowledge gap being addressed by the survey?

A: The knowledge gap is understanding increases of salary, promotion, and faculty's roles. The survey may provide feedback on workload, work-life balance, and perspectives on job gratification. We can obtain data over the years to find a trend.

Q: When it comes to surveys you have two problems. One is participation, and the second is some of the departments are scared to fill out these surveys. How would you be addressing these issues?

A: Dr. Ortega responded that it begins individually and with the schools. The issues and concerns that faculty have expressed, do not feel valued or heard, leading faculty not to be vocal and participate. He suggested that the Faculty Senate needs to be a stronger advocate within departments and the schools. Many people do not know what the Faculty Senate does.

Q: I had a question about asking the faculty how they feel about their salary compared to others in their department?

A: This is based on workload. If you think your workload is fair, do you think you are being compensated fairly for what you're doing?

Q: Is there parity in salary across schools? There may be some things going on because we see people moving from one school to another school.

A: That was a question on the initial survey, and in some instances, you will get incentivized like some of us already do. We will bring the data to the faculty senate for review and discussion.



Research Resources Update by Mingtao Zeng, Ph.D., Research Resources Committee Chair

The Office of Institutional Advancement was invited to present at the Research Resources Committee meeting on how they support faculty research programs through Corporate & Foundation Relations. The presentation was given by Janine Young, Director and Christopher Rosenbluth, Senior Writer. The Office of Sponsored Programs was also present: Esmeralda Zazueta, Director and Luis Garcia, Research Administrator III.

IA-Corporate & Foundation Relations

• Responsible for

- Identifying funding opportunities from
 - Private Foundations
 - Corporations / Corporate Foundations
- Cultivating relationships with private funding organizations
- Preparing requests to private funding organizations
- **Assisting Faculty / PIs with private grant submissions**
 - Research opportunities / RFPs
 - Strategic planning / funding approaches
 - Structuring / editing requests
 - Assisting with interim / final reports
- Processing in-kind gifts with a value over \$1,000
 - Please notify IA of all in-kind donations, even those below \$1,000
- Stewarding private funder relationships
 - Helping to maintain long-term partnerships
 - Maximizing future funding

IA - Corporate & Foundation Relations

• Requesting Grant Support

- **Faculty member must register project in Cayuse**
 - **At least 30 days before due date**
- Any faculty member may reach out to IA for assistance
 - Looking for RFPs
 - Contacting any private funder
 - Structuring a narrative
 - Editing a proposal
- **IA and OSP will:**
 - Determine whether or not the project is sponsored
 - If it is, project will be managed and submitted by OSP
 - If not (if it's a philanthropic grant), it will be managed and submitted by IA, through TTFI
 - For all grant submissions to private funders, IA will review and provide edits/comments
- All private foundation proposals must be approved by IA in Cayuse

Dr. Dwivedi commented that if you are working on any manuscripts as part of a grant and you are looking for tutorial services, they are available. If you want to get IA's input, they can assist with foundational grants, NIH federal grants and even the manuscripts. Also, if you have any kind of accomplishments you can send a newsclip and picture and IA will place it on our websites.

V. ANNOUNCEMENTS AND UPCOMING EVENTS

Abhizith Deoker, M.D., FSOM, Faculty Senate President

- **Faculty Senate Meeting: October 25, 2024**
- **Piper Professor Ad Hoc Committee** Faculty Senate will be seeking nominations for the award

VI. INDUCTION OF OFFICERS

Abhizith Deoker, M.D., FSOM, Faculty Senate President

Induction of Officers Ceremony

1. **Outgoing Past President** – Dr. Deoker announced the end of Dr. McCallum's service as an officer and Senator and thanked Dr. McCallum for his years of service to the Faculty Senate as the Immediate Past President and served as the Faculty Senate President and President-elect.

Dr. McCallum thanked the Faculty Senate and mentioned that he appreciated working with his colleagues in their Senate roles over the years. He thanked Dr. Clarissa Silva, former Faculty Senate President, and stated she was a great example and inspiration. He did his best to be



committed, organized, and focused. He has high hopes for the new officers to continue the Senate's work. He wished Dr. Deoker and Dr. Monks all the best in their continued success in leading the Senate. He would like to continue working with committees and research.

Dr. McCallum thanked Tony Castaneda, Samantha Owen, and Cindy Camarillo from the Office of Faculty Affairs. He mentioned Cindy is the glue, and appreciates the magnitude of details, time, and organization contributed to the Faculty Senate.

2. **Incoming President** - Dr. McCallum presented the gavel to Dr. Deoker. He explained that Dr. Deoker urgently assumed the office of the President on February 23rd, 2024, earlier than expected, when as President-Elect he was called up to fill the vacant role of President when the Senate President left the institution. Dr. Deoker will continue as the President and will begin his full term in office as the 2024-2025 Faculty Senate President.

Dr. Deoker thanked Dr. McCallum and the Senate. He stated there is great responsibility to assist the Senate and noted he is grateful for everyone being helpful and organized for the meetings. He mentioned there are challenges within the institution and we need patience, team collaboration, and time for successful outcomes. He thanked the Office of Faculty Affairs for their continued staff support.

3. **President-Elect** - Dr. Deoker congratulated Dr. Monks for her election and welcomed her as the new Faculty Senate President-Elect for 2024-2025.

Dr. Monks thanked the Faculty Senate and expressed that she has learned that throughout the institution, many groups have the same goals to accomplish. Her goal is to streamline the processes of achieving these goals across campus, noting many faculty lack individual time and this could help keep us on track. She would like to focus on objectives that have the ability to progress. She asked anyone to reach out to her if any assistance is needed.

4. **New Faculty Senator** – Dr. Deoker welcomed Deanna Vilardell, M.S.N., R.N. as the new faculty senator representing the Hunt School of Nursing.

VII. ADJOURNMENT

Abhizith Deoker, M.D., FSOM, Faculty Senate President

The meeting was adjourned at 1:04 P.M.

Abhizith Deoker, M.D.
Faculty Senate President 2023-2024

Date