



FACULTY SENATE MEETING MINUTES

Friday, January 26, 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
Luisa A. Bowcutt, M.S.N., APRN, CNM, GGHSON
Robert A. Danforth, D.D.S., WLHSDM, Nominating Committee Chair
Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect
Alok Dwivedi, Ph.D., PLFSOM
Huanyu Dou, M.D., FGSBS
Subodh Kumar, Ph.D., FGSBS

Gloria Loera, D.N.P., R.N., NEA-BC, GGHSON
Richard W. McCallum, M.D., Faculty Senate Past-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
Laura Rodriguez, M.S.N., R.N., GGHSON
Mingtao Zeng, Ph.D., FGSBS

ABSENT FACULTY SENATORS

Geoffrey D. Guttman, Ph.D., WLHSDM, Faculty Senate President

Ramadevi Subramani Reddy, Ph.D., FGSBS

OTHER ATTENDEES

Scott Crawford, M.D., PLFSOM
Jennifer Mercer, D.N.P., GGHSON
Monica Ramirez, D.N.P., GGHSON
Muhammad Moiz Tahir, M.D., PLFSOM
Deanna Vilardell, M.S.N., R.N., GGHSON

Cindy Camarillo, Managing Director, Office of Faculty Affairs
Tony Castaneda, Director, Faculty Recruitment, Office of Faculty Affairs
Samantha Owen, Senior Analyst, Faculty Recruitment, Office of Faculty Affairs

I. CALL TO ORDER

Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect

Dr. Abhizith Deoker, PLFSOM, Faculty Senate President-Elect, called the meeting to order at 12:00 P.M. as Dr. Guttman was unable to attend, and welcomed all participants attending in person and via WebEx. Noted that quorum was present at the meeting.

II. REVIEW AND APPROVAL OF MINUTES

Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect

The minutes from the December 1, 2023 Faculty Senate meeting were sent to all Faculty Senators for review prior to this meeting. Minutes were unanimously approved by the Faculty Senate.



III. NEW BUSINESS

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

Joint Accreditation for Continuing Professional Education Dr. Aung, reported that last year, TTUHSC El Paso underwent accreditation process with the Accreditation Council for Continuing Medical Education (ACCME) and the American Nurses Credentialing Center (ANCC) and upgraded the learning management system platform.

- ANCC: TTUHSC El Paso received full accreditation from ANCC for Continuing Professional Development which is valid for another 4 years, through January 2027.
- ACCME: TTUHSC El Paso is still in the re-accreditation process with ACCME. Dr. Aung was told that the institution would be receiving 4 year accreditation, however, this is pending additional reports and informational submissions by our institution through this summer.
- ADA CERP: With the development of the dental school, TTUHSC El Paso would also like to receive American Dental Association (ADA) Continuing Education Recognition Program (CERP).
- Joint Accreditation: To streamline accreditation processes and align with the standards of various accreditation organizations, TTUHSC El Paso is in the process of seeking Joint Accreditation for Interprofessional Continuing Education. Upon successful application, TTUHSC El Paso aims to obtain fundamental accreditation for medicine, pharmacy, and nursing, along with additional accreditation for dentistry. This strategic move offers the advantage of consolidating requirements, necessitating only one accreditation review. Transitioning to the Joint Accreditation is a yearlong process. It is crucial for TTUHSC El Paso to ensure that its existing individual accreditations remain in good standing during the transition to prevent any gaps in coverage. Once Joint Accreditation is secured, TTUHSC El Paso will discontinue its individual accreditations. Dr. Aung presented the steps involved to apply for Joint Accreditation and the timeline for the Joint Accreditation Process. Dr. Aung also presented the institutional fees, including the accreditation fees. Dr. Aung noted that managing multiple accreditations poses a challenge due to the different requirements associated with each accreditation organization. Consolidating into a single set of requirements for accreditation would simplify the process, reducing the complexity experienced by the faculty and involved with delivering continuing professional educational activities as many of our educational offerings are target to more than one discipline.

Dr. Aung added that the Office of Continuing Professional Education has been working with the Woody L. Hunt Dental School and, specifically, Dr. Woodall to launch a continuing education course for dental hygienists that includes training related to the administration.

Q: What is the expectation for the start time for this new Joint Accreditation?

A: The timeline depends on when we can receive full re-accreditation from ACCME, which is unknown at this point. TTUHSC El Paso is required to submit additional documents by October with examples of activities taking place between January 2024 and October 2024 by the August deadline. Dr. Aung does not know when TTUHSC El Paso would be notified of receiving the ACCME accreditation. It is necessary for the existing individual accreditations for continuing professional education to remain in good standing to prevent any gaps in coverage during the transition to new joint accreditation.



IV. OLD BUSINESS

Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect

- a. **Bylaws Update** Dr. Deoker reported the Faculty Senate Bylaws were approved by the TTUHSC El Paso Voting Faculty by a vote of 155 in favor and 15 opposed. President Lange approved the bylaws on Thursday, December 28, 2023. The revised Faculty Senate Bylaws are on the website on the Faculty Senate's webpage.
 - 1.
- b. **Response from Facilities and Physical Plant**

Faculty Senate submitted inquiries to Facilities and Physical Plant on December 1, 2023.

 - Dr. Deoker presented the responses provided by Calvin Shanks, Senior Director, Physical Plant and Support Services, Safety Services for each request by the Faculty Senate. The requests and responses were available on the slides presented in the January Faculty Senate Meeting which can be viewed at <https://ttuhscep.app.box.com/file/1445802543965?s=37tpc2m7etijl4il5pgyaoqzghzq64>.
 - Dr. Danforth added in regards to the response on bird droppings that the response does not consider the faculty's discomfort in walking on the sidewalk in a way to avoid the droppings. Dr. McCallum believes that this will develop into a larger issue that will present itself for the campus maintenance.
 - Dr. Danforth added that there has been some action regarding the bird droppings in front of MSBI and under the bridge where tree limbs have been cut down to prevent birds from stopping there. There has been an improvement of bird droppings around those areas and on the stop sign by the bridge.

V. Standing Committee Reports

a. Nominating Committee Reports by Robert Danforth, D.D.S., Nominating Committee Chair

Dr. Danforth reported the standing committee vacancies:

- Faculty Resources Committee- PLFSOM-TM Representative
 - Dr. Danforth reached out to Dr. Schuller, Chair of the Department of Internal Medicine- Transmountain about a potential representative and has not received a response.
- Research Resources- PLFSOM Representative
- University Affairs- FGSBS Representative and WLHSDM Representative

Dr. Danforth asked his fellow Senators to encourage their peers to consider a committee position. Dr. McCallum suggested a new colorectal surgeon, Dr. Wicker, at PLFSOM Transmountain that might be a good candidate for one of these committees. He added that she joined TTUHSC El Paso a few months ago and is looking for opportunities to be involved within the institution. Dr. McCallum also recommended Dr. Badillo, a GI specialist, to potentially serve as a PLFSOM candidate.

Dr. Deoker asked the Senate to nominate faculty members for committee positions. Dr. Deoker reinforced the importance of having equal representation



on these committees so that agenda items can move forward and become actionable items.

b. University Affairs Committee Update by Todd Parco, D.D.S., University Affairs Committee Chair

- **Library Space** Dr. Parco reported that Dr. Lisa Beinhoff, Managing Director for Libraries, TTUHSC El Paso, addressed a concern at the committee meeting regarding lack of space within the campus library. Dr. Parco does not know where more space can be added at this time. This issue may be addressed in the future, noting that the construction of the dental school could provide a solution for added space.
- **MEB Building Access** Dr. Parco raised a concern regarding access to the MEB building in the early hours of the day. He stated that the access cards do not work on a consistent basis or the faculty member waits for someone to open the door. Dr. Crawford added that not only is badge access an issue, but sometimes the doors to the buildings are locked, creating another obstacle. Dr. Parco recommends sending a letter to the police chief to address the concerns for both faculty and learner access into the MEB.
- **Pay Increases** Dr. Parco presented a concern regarding pay increases within the institution about the lack of merit-based pay for faculty members. An example is when the departure of a faculty member creates additional work for faculty during their absence without any reward or compensation. The committee would like to follow up on pay incentives that could improve faculty retention. Dr. Parco stated that staff members have received a 1-2% increase in pay due to inflation, but faculty members have not experienced this pay raise. Dr. Parco would like to present this topic to the Senate to determine if this is an issue the Senate would like to further investigate.

The Faculty Senators discussed this topic. A Senator stated this topic has been raised multiple times at the PLFSOM Faculty Council and this is an HR matter. A Senator added that each school has its own process and in some schools, compensation is based on rank and experience. A Senator noted that pay increases typically occur after 5 years of service, at the time of the faculty member's promotion. The Senate discussed whether annual evaluations for faculty members exceeding expectations resulted in compensation increases, and Dr. Parco acknowledged that annual evaluations have no value towards the faculty member's compensation at this time. Dr. Parco added that scoring highly on faculty evaluations only creates more responsibilities with lack of reward for this effort. The Faculty Senate agreed this topic requires discussion because of its impact on faculty retention and faculty turnover.

A Senator asked Dr. Parco and the committee if this limitation is based on the budget or state level restrictions. A Senator observed that other institutions are recognizing merit-based pay increases. Dr. Aung confirmed the salary is determined by each faculty member's supervisor, not the institution's leadership. Dr. Aung added that faculty conversations regarding salary should be held with the faculty member's supervisor. Dr. Parco asked about a general, university-wide cost of living adjustment for all faculty. Dr. Aung has not seen such cost of living adjustment in his experience with state institutions. Dr. Aung adds that the university primarily relies on revenue generated from patient care, rather than state budgets. He discussed how salaries are adjusted to maintain the balance during periods of reduced patient care. Dr. Deoker tasked the Faculty Resources Committee to gather more information on this topic.

Action/Follow-up: Dr. Deoker suggested this matter be referred to the Faculty Resources Committee for further review. Dr. Ortega, Faculty Resources



Committee Chair, stated that the Faculty Resources Committee can discuss this at their next meeting. Dr. Deoker added that once the Senate has more information from the Faculty Resources committee, the Senate can discuss this topic further.

VI. ANNOUNCEMENTS AND UPCOMING EVENTS

Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect

Dr. Deoker announced that the next Faculty Senate February Meeting will be February 23, 2024 from 12:00-1:00 p.m. in MEB 3200A.

VII. ROUND TABLE DISCUSSION

Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect

Dr. Deoker opened the meeting up for round table discussion.

- **Mentors** Dr. McCallum asked Dr. Zeng for an update regarding the cadre of mentors and urged that there needs to be movement. Dr. Zeng is planning on discussing this subject with Dr. Mulla. Dr. Zeng noticed that there is already a group of mentors within the Faculty Development Office's programs and all that is needed is a way to pair a faculty member with a mentor in an efficient manner. Ideally, as soon as a new faculty member joins the institution, they would be paired with a mentor to follow them throughout the research mentorship program. Dr. Dwivedi thinks it would be a good idea to have Dr. Mulla present the number of available mentorships. Dr. Zeng stated that currently, an application is needed to become a mentor. Dr. McCallum asked: How many mentors are there? Dr. Zeng did not know the exact number, but stated mentors are paired up with faculty members based on leadership characteristics that match those of the mentee. Dr. Ortega stated that in his meeting with Dr. Mulla last year and the following was identified: a) there are not enough mentors and he needs more senior faculty, and b) there is a problem in utilizing mentors that are available.

Dr. McCallum believes the mentorship program should not be a complicated process and instead should provide a "front and center list" which easily identifies available mentors. Dr. McCallum thinks faculty will be more inclined to volunteer as a mentor if the process is simplified. Dr. Ortega added that there are limitations in building the mentor training and establishing accountability on the mentor-side of the mentor-mentee relationship so that the program moves forward. Dr. Ortega stated that Dr. Mulla is helping to alleviate those barriers, but there may also be a way to simplify the process and make it more readily available for all faculty.

- **Faculty Evaluations** Dr. Monks asked a question regarding a new system for faculty evaluations and when it would take effect. Dr. Aung stated that TTUHSC El Paso will continue to use Digital Measures and the evaluation form/procedures will be released this spring. Dr. Aung stated there will be training for new faculty members who are unfamiliar with the software. Cindy Camarillo clarified there is no new system, but rather, the software formerly known as Digital Measures has changed names to Faculty Success by Watermark.



VIII. ADJOURNMENT

Abhizith Deoker, M.D., PLFSOM, Faculty Senate President-Elect

The meeting was adjourned at 1:00 P.M.

Abhizith deoker

[Abhizith deoker \(Jul 19, 2024 15:10 MDT\)](#)

Abhizith Deoker, M.D.

Faculty Senate President-Elect 2023-2024

07/19/2024

Date