

FACULTY SENATE MEETING MINUTES

April 30, 2021, 12:00 PM – 1:00 PM

VIA WEBEX



FACULTY SENATORS IN ATTENDANCE

Christina Blanco, D.N.P., R.N., WHNPBC, FAANP, GGHSON

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

Clarissa Silva, Ph.D., R.N., Faculty Senate President-Elect; GGHSON

Rosemary Walulu, Ph.D., R.N., ACRN; GGHSON

Subramanian Dhandayuthapani, Ph.D.; GSBS

Laxman Gangwani, M.Sc., M.Tech. Ph.D.; GSBS

Munmun Chattopadhyay, Ph.D.; GSBS

Mingtao Zeng, Ph.D.; GSBS

Lisa Ayoub-Rodriguez, M.D.; PLFSOM

Karinn M. Chambers, M.D.; PLFSOM

Richard. W. McCallum, M.D., Nominating Committee Chair; PLFSOM

Gustavo J. Rodriguez, M.D., Faculty Senate President PLFSOM

FACULTY SENATORS ABSENT

GUESTS

KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Rosemary Prieto, Executive Associate, Office of Faculty Affairs

I. CALL TO ORDER

Gustavo Rodriguez, M.D., Faculty Senate President

Dr. Rodriguez, Faculty Senate President called the meeting to order at 12:05 PM after meeting quorum and welcomed all. Attendees joined via WebEx due to the TTUHSC El Paso's phase II COVID pandemic operations.

II. REVIEW AND APPROVAL OF MINUTES

Gustavo Rodriguez, M.D., Faculty Senate President

The meeting minutes for March 26, 2021 were unanimously approved by the Faculty Senate as presented.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

Committee Chairs

a. Faculty Affairs Committee – Gloria Loera, D.N.P., R.N., Committee Chair, stated there is no report as the next committee meeting will be May 24, 2021.

b. Research Affairs Committee – Mingtao Zeng, Ph.D., Committee Chair, stated there is no report as the next committee meeting will be May 27, 2021.

c. University Affairs Committee – Rosemary Walulu, Ph.D., R.N., Committee Chair, stated there is no report as the next committee meeting will be June 9, 2021.

IV. OLD BUSINESS

Gustavo Rodriguez, M.D., Faculty Senate President

- a. **Faculty Senate Bylaws Update-** Dr. Rodriguez shared an update related to the Faculty Senate Bylaws and the Committee on Diversity and Inclusion. The Executive Committee had a special session on April 22, 2021 to review all proposed amendments to the Faculty Senate Bylaws to include:
 - i. **Committee on Diversity and Inclusion** – This committee as written in the current bylaws is still an active committee, as there is no evidence of formal amendment of the bylaws to remove from the Faculty Senate bylaws.

- In practice, there was a suggestion to merge this committee with the University Affairs committee to handle diversity, inclusion, IT, and library issues. But the bylaws were never formally amended.
- It was noted by our Executive Committee that diversity and inclusion are major issues impacting universities in the current climate. It may be advisable to maintain a standing committee of the Faculty Senate to address diversity and inclusion for faculty on our campus.
- We are aware that the Council of Diversity and Inclusion (CDI) was formed recently. This Council falls outside of the Faculty Senate structure and it also does not report to any of the school faculty governance bodies. As you may recall, the CDI wrote in a request for one faculty senator to sit on the council, and we elected Dr. Loera to serve in this capacity. To note, out of 18 members, 12 are faculty.
- The Executive Committee wishes to entertain discussion on whether the institutional diversity committee should remain in the Faculty Senate bylaws to properly codify the CDI. This would give the Faculty Senate and the faculty of TTUHSC El Paso a forum to address diversity issues for the faculty and for all learners at the school. Please share your thoughts on this topic.
- Next Steps – We will send you a final draft of the red-line Faculty Senate Bylaws prior to our May meeting. We will discuss the proposed bylaws revisions and will vote on sending the proposed amendments to the faculty at large. The amendments to the Faculty Senate Bylaws will be presented for an approval vote by the faculty at a General Faculty meeting in June.

Discussion

- An infrastructure is in place for the diversity committee to fall under. This committee should remain under the umbrella of the Faculty Senate as it provides a structure at the university level.
- This allows for recommendations to be reviewed at the Senate level then passed on to the President as opposed to allowing a committee to directly report to the President.
- The infrastructure needs to be followed and should implement this change.
- The senators unanimously decided to keep the Committee on Diversity and Inclusion within the Faculty Senate Bylaws and will need to relay the Faculty Senate suggestion to the appropriate channels.

Q&A

Q: We had a Diversity Committee in the inaugural Faculty Senate in 2019. This was then removed and placed under the University Affairs committee. What is the status on this committee?

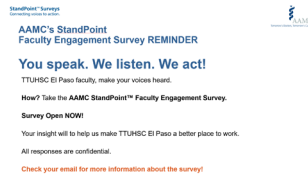
A: The real issue is that the bylaws were never formally amended and approved to make those changes, and now it is a big issue for the university and with current events this should be part of the Faculty Senate, by not making the prior changes and keeping the committee, we would achieve this goal of keeping the committee as a standing committee. We will have to follow-up with the Council on Diversity and Inclusion (CDI) and notify them of this structure.

Q: Is Dr. Lange aware?

A: Communication regarding this issues has not been addressed with Dr. Lange, however, if the senate agrees we will proceed with discussing this issue with the CDI and Dr. Lange.

- b. Senate Meeting Absences** – Notification to Faculty Senate President Dr. Rodriguez share a reminder to the Faculty Senators to please notify the Faculty Senate President of any absences prior to the Faculty Senate meeting. Please state your reason for absence for consideration and determination as either “unexcused or excused” in order to comply with Section 1.1 - Responsibilities of Senators.

c. **StandPoint Faculty Engagement Survey Reminder** – Dr. Aung provided an update to the Faculty Senate.



*See attached report

Q&A

Q: What is the deadline for this survey?

A: Approximately open for 42 days, up until the end of May. There have been two emails AAMC. They are individualized links, therefore only those who have not completed the survey will receive the reminder.

Q: Based on knowing the faculty-at-large and based on past experiences, will this survey bring in any action?

A: Yes, it will and has greater potential. Previous surveys do not have the ability to benchmark against other institutions. This survey is constructed and conducted methodically across the country and will be compared with other institution's which should then urge leaders to be concerned with results that are representative of the faculty. It is strongly encouraged that all faculty complete the survey so there is a larger representation of the faculty.

Q: Will the faculty senators have access to the data?

A: Once the data has been received by the AAMC and reviewed by the leadership, the data will be sent to all faculty governing bodies of each school and the faculty at large.

V. NEW BUSINESS

Gustavo Rodriguez, M.D., Faculty Senate President and Guests

- a. **Faculty Affairs Standing Committee Vacancies and E-Vote** – Dr. McCallum, Chair of the Faculty Senate Nominating Committee, presented the nominees for the Faculty Affairs Standing Committee which included two nominations for the GGHSON faculty representative vacancy and seven nominations for the PLFSOM faculty representative vacancy.

Discussion: The Faculty Senate went into a private session to discuss all nominees.

- An E-vote notification will be sent to all faculty senators to vote for one GGHSON representative and one PLFSOM representative to serve on the committee. All votes should be submitted by Friday, May 7th.

Q&A

Q: Can faculty who hold administrative titles be eligible to be part of standing committees?

A: The Executive Committee reviewed the membership requirements in the Faculty Senate Bylaws. It is not outlined that faculty representatives for standing committees cannot hold administrative titles, in this case, all nominees are valid.

- b. **TTUHSC El Paso Faculty Retention Update** – This item was tabled from the March Faculty Senate meeting. Dr. Aung presented on faculty recruitment, retention and attrition at TTUHSC El Paso.



*See attached report

Q&A

Q: Are we seeing an impact on the level of attrition from the pandemic for 2021?

A: That is a great question, we will not see the trend for 2021 until the end of August. There may be some impact, with the faculty who have decided to retire.

Q: The department of IM have lost several faculty, we need to look at salary comparisons, titles, and growth. This needs to be addressed.

A: I do not see salary as a reason for departure among faculty. This is why it is important to fill out the surveys.

Q: Career move or job dissatisfaction, this looks like they could be the same. What is the difference?

A: Job dissatisfaction in this case, is for those who are totally unhappy in his/her work environment and decided to leave either outside El Paso or stay; career move is career advancement, assumes a better position or recruited for a higher level position or choose a different career path.

Q: Are we giving enough opportunity for those who are doing a career move to retain them?

A: The efforts for retention can be best done if we learn about the potential departure earlier. In reality, we learn about this after another job has been accepted. It is challenging as it is normally not disclosed ahead of time.

c. Council on Diversity and Inclusion – Dr. Loera, as the elected faculty senate representative, provided an update.



*See attached report

Q&A

Q: Is the request to report instances or encounters that could be termed racist?

A: The Incident Reporting Survey was out for 4 days and collected 278 responses. The Council is currently looking at this data to determine next steps.

Q: Is this campus wide?

A: Yes, the responses are being reviewed and will be shared at a later time, once next steps are determined.

VI. ROUND TABLE DISCUSSION

Open Discussion

Dr. Rodriguez opened the floor for a round table discussion.

- Dr. Aung's presentation on retention and recruitment was brought up to allow for more time for discussion, it is a huge issue and need more time to learn more about findings and feelings surrounding the topic. There needs to be more time to prepare questions to be further discussed.
- This item will be discussed at the next Executive Committee meeting.

VII. ADJOURNMENT

Gustavo Rodriguez, M.D., Faculty Senate President

There being no further business to discuss, Dr. Rodriguez adjourned the meeting at 1:16 P.M. He reminded the Faculty Senate that the next meeting will take place Friday, May 28, 2021.


Gustavo Rodriguez (Jun 2, 2021 17:04 MDT)

Gustavo Rodriguez, M.D.
Faculty Senate President 2020 - 2021

May 28, 2021

Approved Date

COMMITTEE ON DIVERSITY AND INCLUSION

Faculty Senate Bylaws - Section 4.3.2.2

TWO Diversity related committees:

- 1. Faculty Senate Committee on Diversity and Inclusion**
- 2. Council on Diversity and Inclusion**

4.3.2.2 Faculty Senate Committee on Diversity and Inclusion

a) Membership

- One member of the Faculty Senate, plus at least one voting faculty representative from each school.
- Ex officio, non-voting members include the senior director of the Office of Diversity, Inclusion, and Global Health (or his/her designee).

b) Duties

- Review policies and make recommendations concerning diversity, inclusion and cultural competence.

FACULTY SENATE MEETING ABSENCES

REMINDER

Notification of absence sent to Faculty Senate President prior to the meeting to be reviewed for consideration and deemed unexcused or excused to comply with:

Section 1.1 - Responsibilities of Senators

It is expected that all senators attend all meetings of the Faculty Senate, unless an appropriate explanation for the absence is forwarded to the president of the Faculty Senate prior to the meeting day. Any member of the Faculty Senate (other than an ex officio member) who is absent without excuse from two or more regularly scheduled meetings within a single academic year will forfeit their position. Attendance is strictly enforced, and any senator found to be in violation of the attendance policy will be notified by the president of the Faculty Senate of termination from their Faculty Senate appointment. A replacement will be chosen in accordance with the procedure set forth in Articles 1.6 and 1.7 of these Bylaws.

AAMC's StandPoint Faculty Engagement Survey REMINDER

You speak. We listen. We act!

TTUHSC El Paso faculty, make your voices heard.

How? Take the AAMC StandPoint™ Faculty Engagement Survey.

Survey Open NOW!

Your insight will to help us make TTUHSC El Paso a better place to work.

All responses are confidential.

Check your email for more information about the survey!

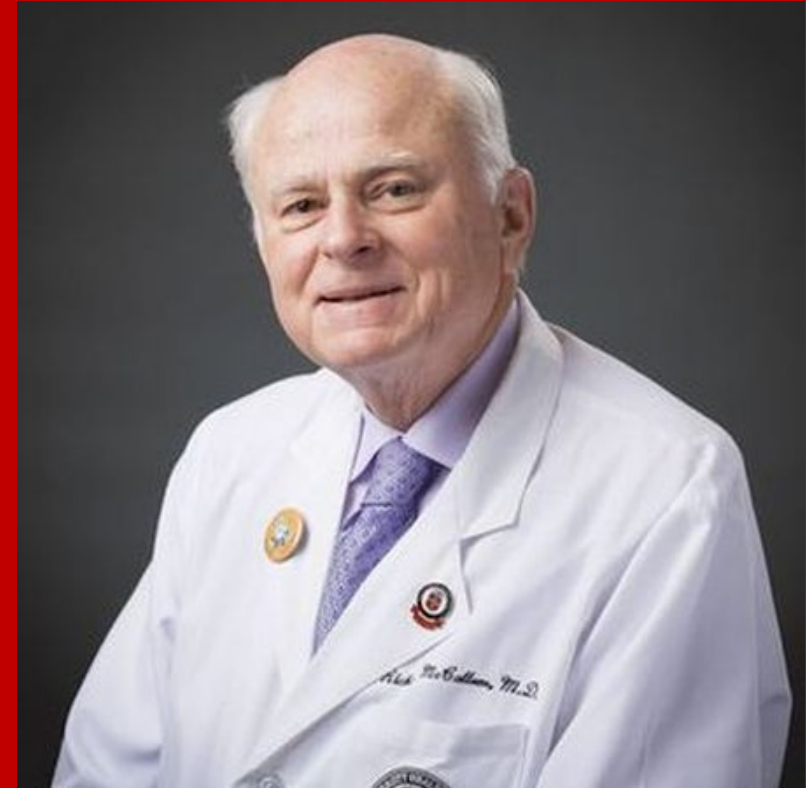
NEW BUSINESS

FACULTY AFFAIRS STANDING COMMITTEE NOMINATIONS

Richard McCallum

Faculty Senate Nominating Committee Chair

Professor, Department of Internal Medicine



FACULTY RECRUITMENT AND RETENTION

EXECUTIVE LEADERSHIP RECRUITMENT (FY-20)

School	Search	Status/Outcome
GGHSON	Assistant Dean for Undergraduate Programs	Tracy Lopez, PhD, RN, 12/2019
	Associate Dean	Ongoing
PLFSOM	Associate Dean for Medical Education	Irene Alexandraki, MD, MPH, 1/2021
	Associate Dean for Student Affairs	Linda Ellis, MD, 3/2020
	Chair of Orthopaedic Surgery and Rehabilitation	Rajiv Rajani, MD, 2/2021
	Chair of Pediatrics	Glenn Fennelly, MD, MPH, 8/2020
WLHSDM	Associate Dean for Clinical Affairs	Fady Faddoul, DDS, MSD, 2/2021
	Associate Dean for Research	Ongoing

FIVE-YEAR TREND

5-yeartrend	PLFSOM		
	Recruitment	Attrition	Net gain/loss
9/1/15 - 8/31/16	42	36	+6
9/1/16 - 8/31/17	42	37	+5
9/1/17 - 8/31/18	39	38	+1
9/1/18 – 8/31/19	49	44	+5
9/1/19 – 8/31/20	37	37	0

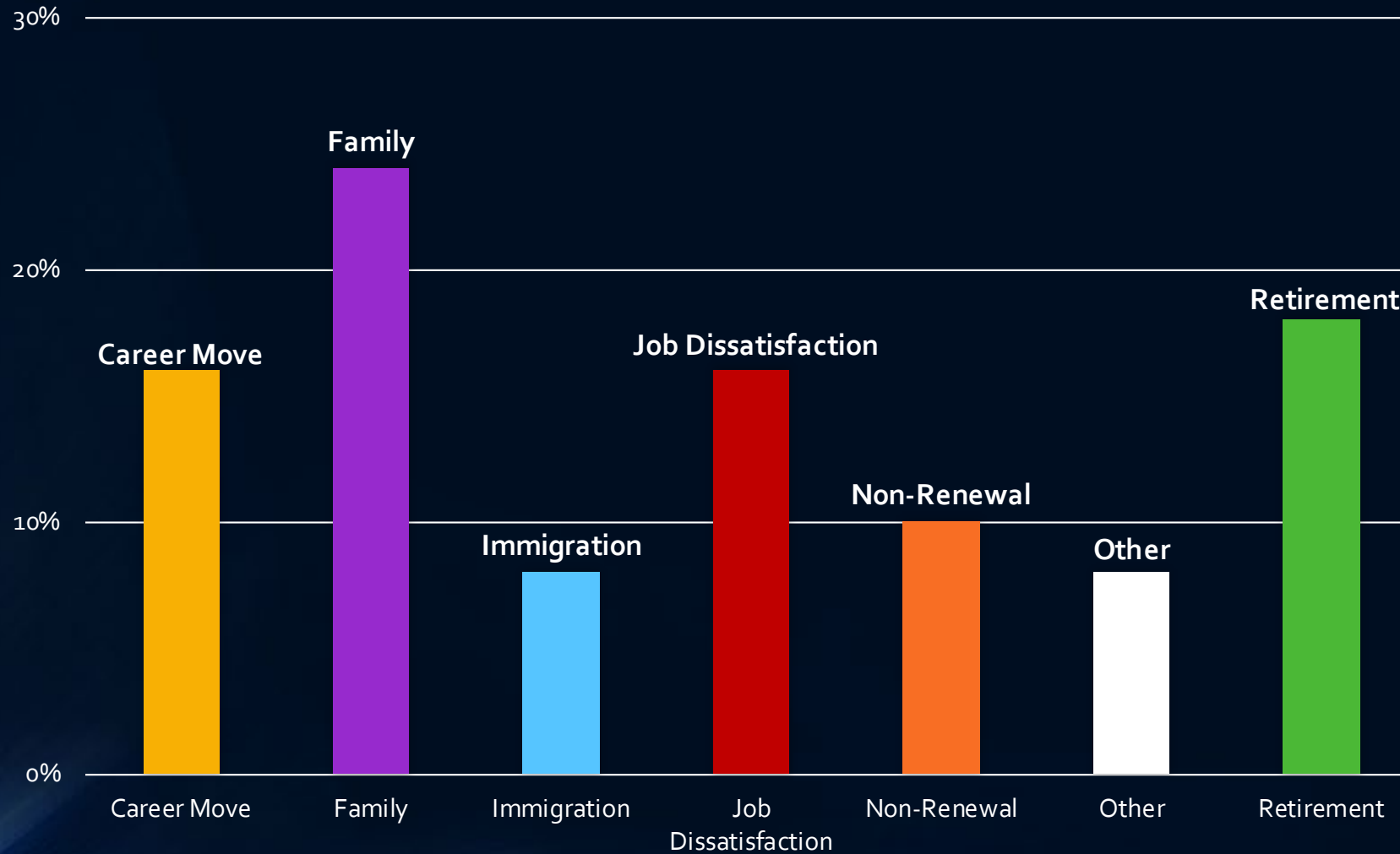
5-yeartrend	GGHSON		
	Recruitment	Attrition	Net gain/loss
9/1/15 - 8/31/16	3	5	-2
9/1/16 - 8/31/17	5	3	+2
9/1/17 - 8/31/18	3	4	-1
9/1/18 – 8/31/19	3	1	+2
9/1/19 – 8/31/20	4	1	+3

FY	PLFSOM Total Employed Faculty	GGHSON Total Employed Faculty
8/31/16	285	12
8/31/17	290	14
8/31/18	291	13
8/31/19	296	15
8/31/20	296	18

FY-20 SNAPSHOT: RECRUITMENT & RETENTION

9/1/19-8/31/20	PLFSOM		GGHSON	
	Recruitment	Attrition	Recruitment	Attrition
Faculty Associate	0	1	0	0
Instructor	5	1	1	1
Assistant Professor	28	26	2	0
Associate Professor	3	5	1	0
Professor	1	4	0	0
TOTAL	37	37	4	1

TTUHSC EL PASO EXIT REASONS FY 20 (N = 38)



NEW BUSINESS

COUNCIL ON DIVERSITY AND INCLUSION REPORT

Gloria M. Loera, DNP, RN, NEA-BC

Faculty Senate Representative





Council on Diversity and Inclusion Update

Gloria M. Loera, DNP, RN, NEA-BC
Faculty Senate Representative





- Town Hall Events forth coming
- Incident Reporting Survey:
Collected 278 responses
- Title IX Reporting
 - Students
Linda Ellis, MD
linda.s.ellis@ttuhsc.edu
915.215.5439
 - Employees
Human Resources
915.215.4151
Office of Equal Opportunity
806.742.3627

- Working on an Action Plan to
Address the Systemic Racism in
Health Care Report
- Institutional Diversity Statement
Finalized
 - <https://elpaso.ttuhsc.edu/digh/diversity-and-inclusion/>
- Working on an Institutional Anti-
Racism Statement

