



FACULTY SENATORS IN ATTENDANCE

Robert Danforth, D.D.S.; WLHSDM

Huanyu Dou, M.D.; GSBS

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

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

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

Praveen Parachuru, Ph.D.; WLHSDM

Jaclyn Reyes, M.S.N., R.N., CNE, CMSRN; GGHSON

Jennifer Salinas, Ph.D.; GSBS

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

Anantha Ramana Vellipuram, M.D.; PLFSOM

Mingtao Zeng, Ph.D.; GSBS

FACULTY SENATORS ABSENT

Karinn M. Chambers, M.D.; PLFSOM

GUESTS

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

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Desirae Favela, Associate Director, Faculty Recruitment, Office of Faculty Affairs

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

I. CALL TO ORDER

Clarissa Silva, Ph.D., R.N., Faculty Senate President

Dr. Silva, Faculty Senate President, joined the meeting via telephone and had made arrangements to have Dr. McCallum lead the meeting. Dr. McCallum joined the meeting late. Dr. Guttman assisted Dr. Silva by reading the PowerPoint Slides. Dr. Silva, called the meeting to order at 4:07 P.M. and welcomed all participants via Webex, noting that a quorum was present.

II. REVIEW AND APPROVAL OF MINUTES

Clarissa Silva, Ph.D., R.N., Faculty Senate President

Dr. Silva asked the committee to review the previous meeting minutes for October 29th, 2021. Minutes were unanimously approved by the Faculty Senate.

III. OLD BUSINESS

Clarissa Silva, Ph.D., R.N., Faculty Senate President

- a. **2022 Piper Professor TTUHSC El Paso Nominee- Dr. Debabrata Mukherjee-** Dr. Guttman announced that Dr. Debabrata Mukherjee is TTUHSC El Paso 2022 Piper Professor nominee.

IV. NEW BUSINESS

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

- a. **Presentation of Nominees for Standing Committees-** Dr. Guttman presented eleven (11) Standing Committee Member nominees and the schools each nominee represents. It was also noted that due to the limited amount of faculty members from the Graduate School of Biomedical Sciences (GSBS), representatives from GSBS are still needed for the Diversity and Inclusion Committee, as well as the University Affairs Committee.

Dr. Guttman suggested that for all future request for nominations, each nominee needs to submit one introduction paragraph stating who they are, followed by a paragraph stating their ideas and goals for the committee they are interested in joining.

- b. **Approval of new Standing Committee Members-** Dr. Silva instructed Dr. Guttman to initiate a motion to approve all eleven (11) Standing Committee Members. All nominees were unanimously approved by the Faculty Senate members.

○ **Diversity and Inclusion Committee**

○ **Research Affairs Committee**

- Dr. Manuel Santa Cruz From GGHSON
- Dr. Christopher Castaneda from PLFSOM
- Dr. Salwa Mekled from WLHSDM

○ **Faculty Resources Committee**

- Dr. Ramadevi Subramani from GSBS
- Dr. Cheryl Samaniego from WLHSDM

- Dr. Irma Alvarado from GGHSON
- Dr. Ana Karina Mascarenhas from WLHSDM
- Dr. Ajay Singh from PLFSOM

○ **University Affairs Committee**

- Dr. Wenlian Zhou from WLHSDM
- Dr. Lizette Villanueva from GGHSON
- Dr. Erica Renee Alvarez from PLFSOM

- c. **Discuss need of a Special Election by PLFSOM Faculty Council due to the Faculty Senator and Nominating Committee Vacancies left by Dr. Chambers' departure-** Dr. Silva stated she will reach out to the Paul L. Foster School of Medicine (PLFSOM) Faculty Council for them to initiate a special election to provide a senator to conclude Dr. Chamber's term and representing PLFSOM in the Faculty Senate. The Faculty Senate will then conduct a secret ballot to decide who will sit on the nominating committee after Dr. Chambers' departure, as she will leave the institution effectively December 31, 2021.
- d. **Discuss Potential Expansion of President and Officer Terms of Office-**Dr. McCallum Initiated the discussion stating that this subject was brought up by the previous Faculty Senate President, Dr. Rodriguez, and states that he will be in favor in making the President-Elect, President and Past-President a two (2) year term.

Dr. Guttman proceeded to state that he suggests a 2 year term as the number of Faculty members at this institution is small, and the Faculty Senate will soon run out of people for these officer roles. A two year Officer term will aid in fulfilling ideas and goals prior to the change in officers. He also stated that a two year term can help to fulfill goals that can positively impact the culture and community of the University.

Dr. Silva agrees with the plan for a two year Officer term, and recognized that a Bylaw amendment will need to be conducted. Discussion was tabled for another day as Dr. Vellipuram suggested that a more in-depth discussion of the idea of a two year Officer term is needed.

V. Vice President for Faculty Success Updates

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

- a. **AAMC Faculty Standpoint Survey Results-** Dr. Aung reported the AAMC Standpoint results, which will also be presented during the January 2022 General Faculty Meeting. The full report concerning the Gayle Greve Hunt School of Nursing (GGHSON) was shared with their leadership and their entire faculty body as they do not have departmental specific reports. However, Paul L. Foster School of Medicine (PLFSOM) has departmental specific data that will be shared during future meetings with each PLFSOM department.

Dr. Guttman suggested to utilize the AAMC data to propose cooperation with administration into fulfill each school's goals.

This PowerPoint presentation can be found embedded below.

VI. ROUND TABLE DISCUSSION

Open Discussion

- a. There will not be a Faculty Senate Meeting in December 2021. It was decided to have the next Faculty Senate Meeting on January 28th 2022.

VII. ADJOURNMENT

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

With no further business to discuss, Dr. McCallum adjourned the meeting at 5:11 P.M.

Minutes Approved:

Clarissa Silva

Clarissa Silva (Jan 28, 2022 - 15:25 MST)

Clarissa Silva, Ph.D., R.N.

Faculty Senate President 2022 - 2023

Date

StandPoint™ Surveys
Connecting voices to action.



StandPoint Faculty Engagement Survey 2021 Results

**Texas Tech University Health Sciences Center
Paul L. Foster School of Medicine
and
Gayle Greve Hunt School of Nursing**



AAMC StandPoint Faculty Engagement Survey

- Formerly known as "Faculty Forward"
- Offer employee engagement surveys specifically designed for academic health faculty and staff
- Measures 15 dimensions of engagement in academic health education
- First survey launched in 2009
- Over 75 medical schools & health science schools have participated
- Data featured in over 55 publications & presentations

Why Conduct Employee Engagement Surveys?

- Creates a baseline
- Measures at regular intervals
- Improves efficient use of resources
- Targets time and energy investment

Engaged employees are cognitively and emotionally
invested in the mission and activities of your organization

**Happy to give more
than is expected of
them**

**More likely to stay at
their institutions**

**Foster greater patient
satisfaction**

**Provide better
patient care**

Participants of the program have used data to:

- Identify solutions to increase engagement, retention, & productivity
- Support continuous quality-improvement (CQI) efforts
- Create strategic plans
- Plan for future workforce needs
- Determine allocation of institutional resources
- Contribute to reviews of department chairs
- Provide evidence for quality awards
- Evaluate institution-specific policies and programs

Data Interpretation Suggestions

- Start with global engagement measures
- Drill down to summary score results, especially by demographic categories
- Use those as a guideline to drill into item level results, as well as the aggregate data sorters
- Generally, we want to focus on areas that are below 65% satisfaction

SOM Method: Survey Administration

- A web-based survey was sent to all full-time & part-time faculty
- Cohort includes 30 schools from April 2018-May 2021 (includes your school)
- Your peers include:
 - Baylor College of Medicine
 - East Tennessee State University James H. Quillen College of Medicine
 - Texas Tech University Health Sciences Center School of Medicine
 - University of Texas Rio Grande Valley School of Medicine

StandPoint Faculty Engagement Survey

From April 2018 – May 2021

1. Albany Medical College
2. Baylor College of Medicine
3. California University of Science and Medicine-School of Medicine
4. East Tennessee State University James H. Quillen College of Medicine
5. Geisel School of Medicine at Dartmouth
6. Indiana University School of Medicine (IUSM)
7. Jacobs School of Medicine and Biomedical Sciences at the University at Buffalo
8. Medical College of Wisconsin
9. Morehouse School of Medicine
10. New York University Grossman School of Medicine

StandPoint Faculty Engagement Survey

From April 2018 – May 2021

11. Rush Medical College of Rush University Medical Center
12. Rutgers, Robert Wood Johnson Medical School
13. Sidney Kimmel Medical College at Thomas Jefferson University
14. Stanford University School of Medicine
15. State University of New York Upstate Medical University
16. Texas A&M Health Science Center College of Medicine
17. Texas Tech University Health Sciences Center Paul L. Foster School of Medicine
18. Texas Tech University Health Sciences Center School of Medicine
19. The University of Toledo College of Medicine and Life Sciences
20. University of Arizona College of Medicine - Phoenix

StandPoint Faculty Engagement Survey

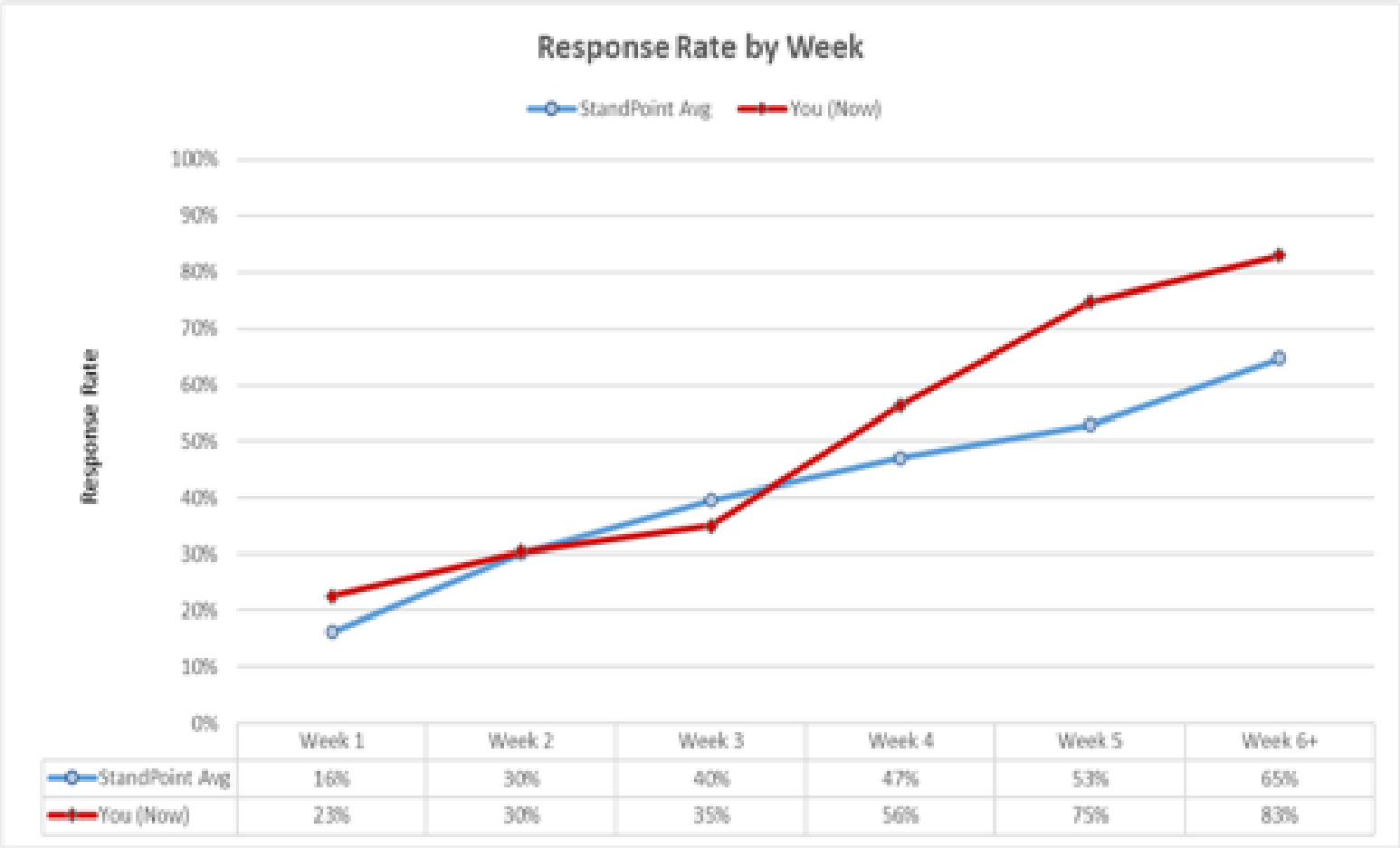
From April 2018 – May 2021

21. University of Cincinnati College of Medicine
22. University of Hawaii, John A. Burns School of Medicine
23. University of Mississippi School of Medicine
24. University of Missouri-Columbia School of Medicine
25. University of Nebraska College of Medicine
26. University of Nevada, Reno School of Medicine
27. University of Texas Rio Grande Valley School of Medicine
28. University of Texas Southwestern Medical School
29. University of Virginia School of Medicine
30. Wake Forest School of Medicine of Wake Forest Baptist Medical Center

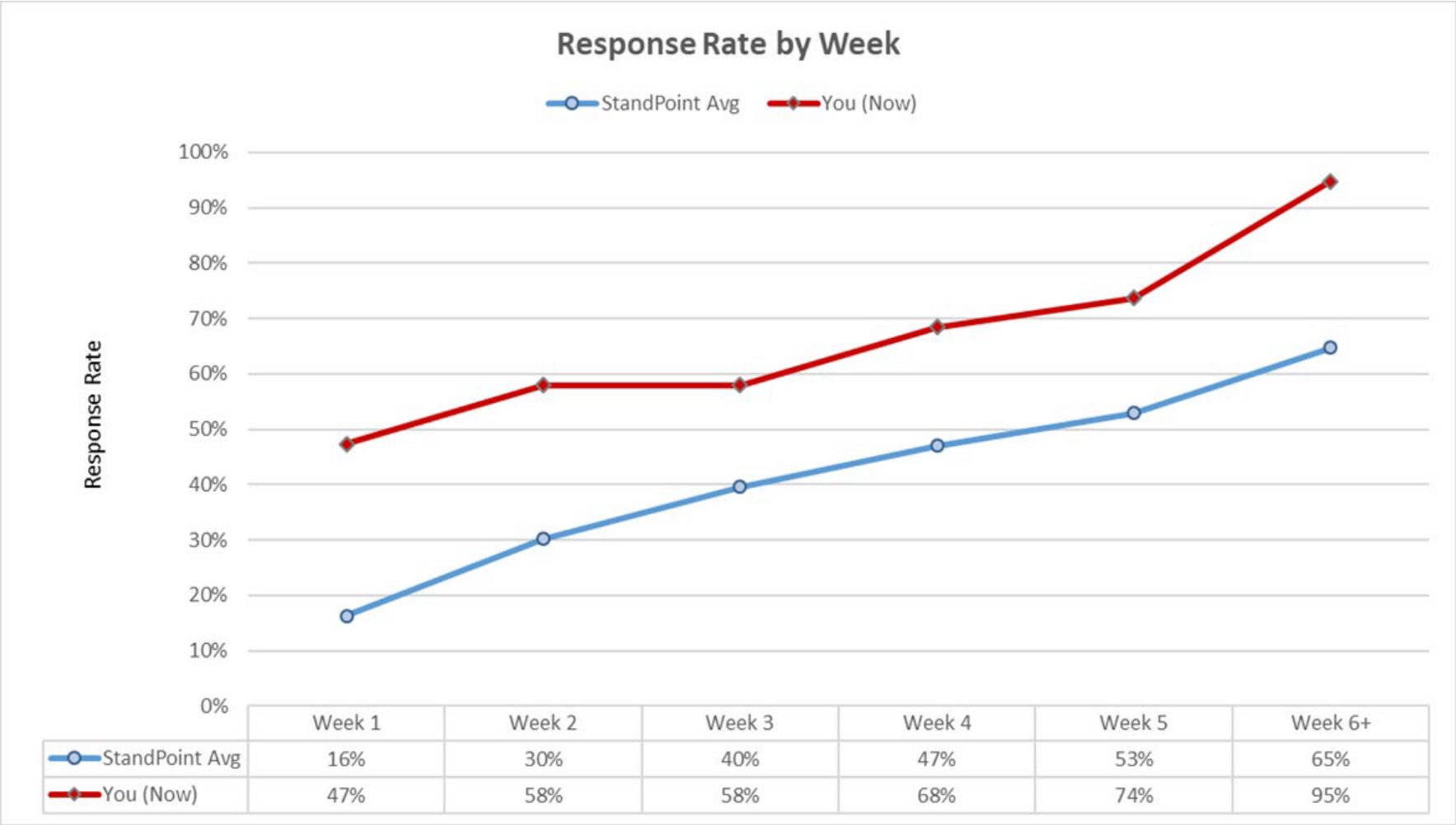
SON Survey Method: Survey Administration

- A web-based survey was sent to all full-time & part-time faculty
- Cohort includes Colleges of Nursing at:
 - Rush Medical College of Rush University Medical Center
 - Sidney Kimmel Medical College at Thomas Jefferson University
 - State University of New York Downstate Medical Center College of Medicine
 - State University of New York Upstate Medical University
 - University of Mississippi School of Medicine
 - University of New Mexico School of Medicine
 - University of Texas Medical Branch School of Medicine
 - University of Texas Rio Grande Valley School of Medicine
 - University of Texas School of Medicine at San Antonio
 - University of Utah School of Medicine

PLFSOM



GGHSON

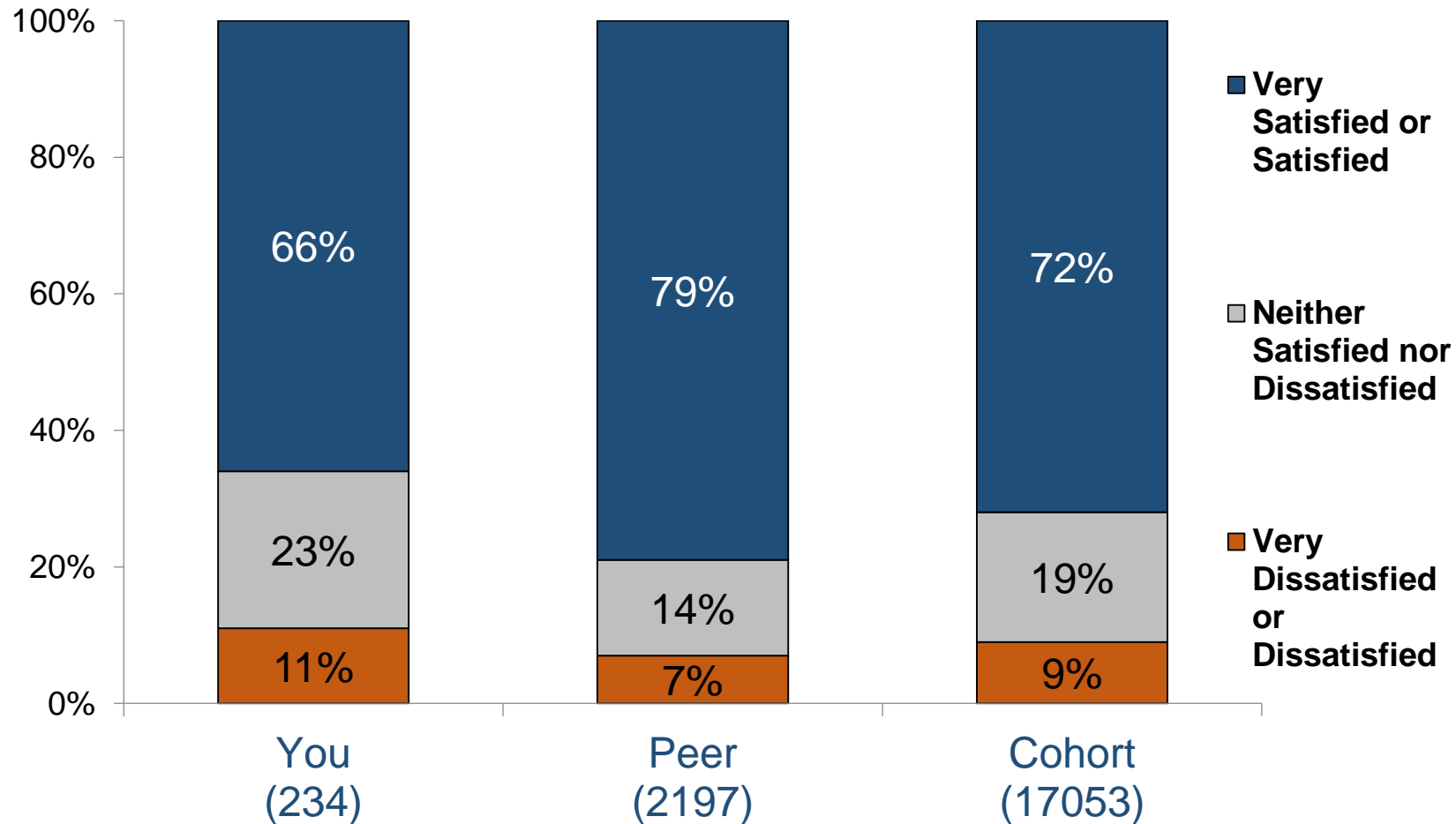


Survey Respondents

- SOM response: 83.0% (253/305)
- Medical School Cohort response: 58.1% (18,883/32,498)
- SON response: 94.7% (18/19)
- Nursing Cohort response: 52.3% (502/959)
- **TTUHSC El Paso Overall response: 83.6% (271/324)**

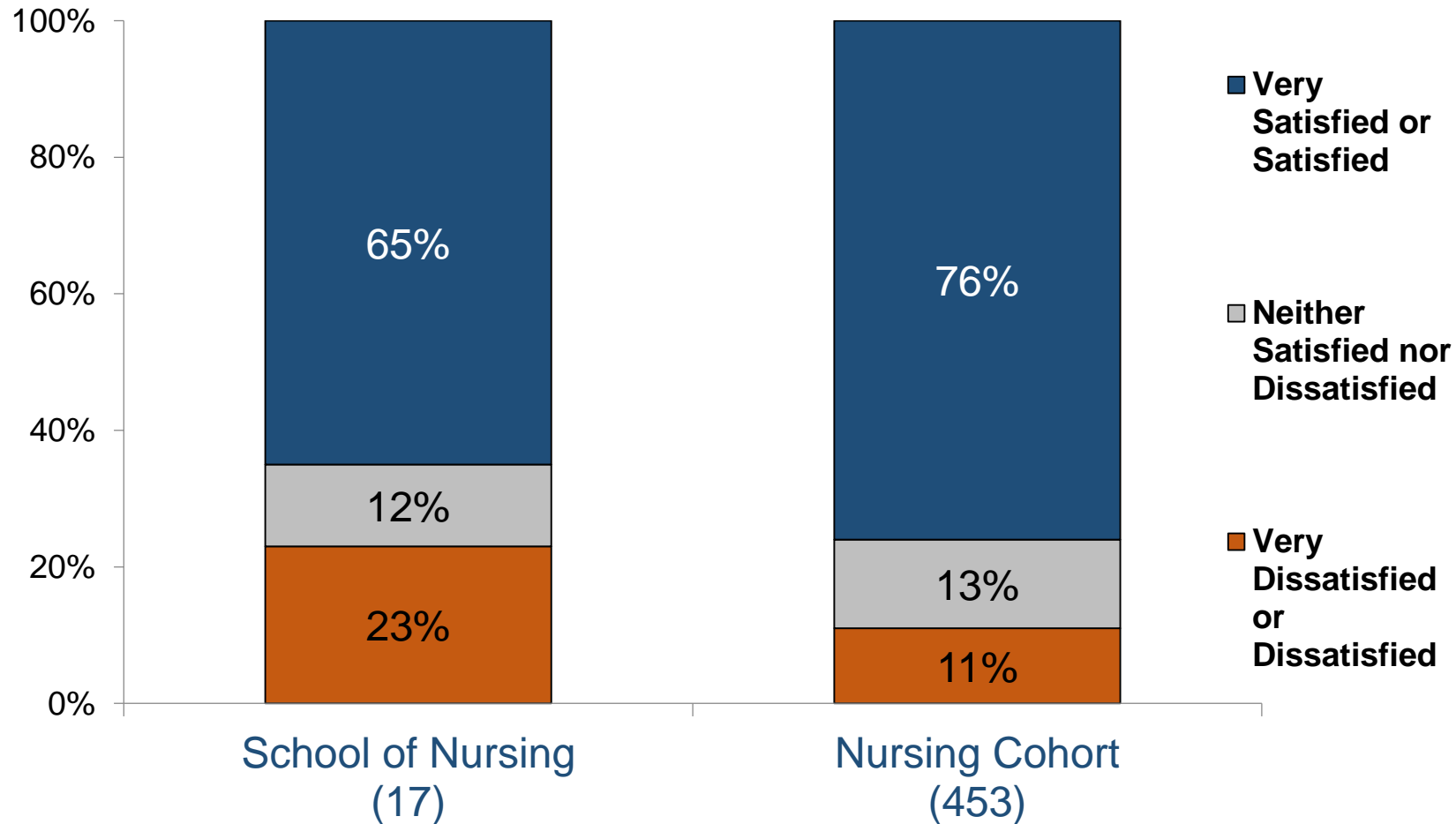
OVERALL ENGAGEMENT

Satisfaction with Medical School



OVERALL ENGAGEMENT

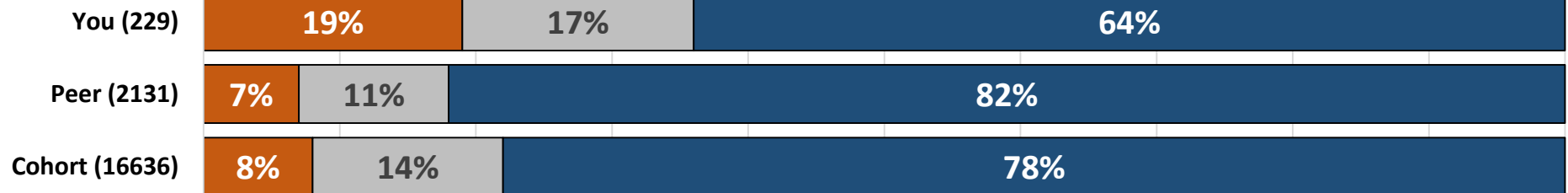
Satisfaction with School of Nursing



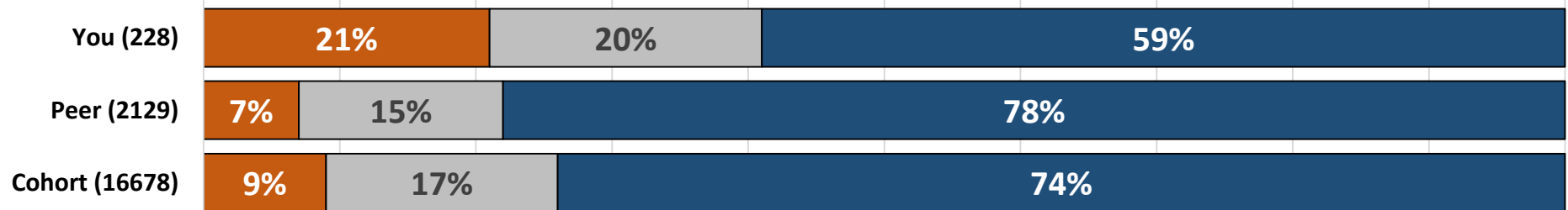
OVERALL ENGAGEMENT Choice of Institution - SOM

(n size)

If I had it to do all over, I
would again choose to
work at this medical
school



I would recommend this
medical school to others
as a place to work*



Strongly Disagree or Disagree Neither Agree nor Disagree Strongly Agree or Agree

*Note: This item was not included in the survey prior to 2017.

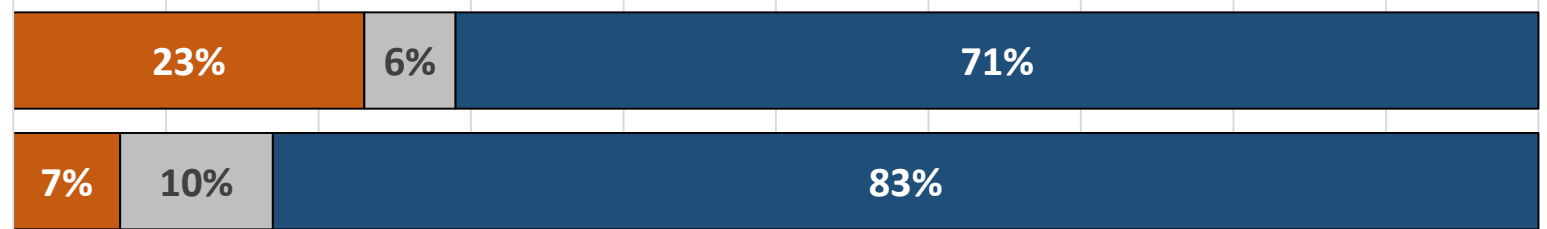
OVERALL ENGAGEMENT Choice of Institution - SON

(n size)

If I had it to do all over, I
would again choose to
work at this school

School of Nursing (17)

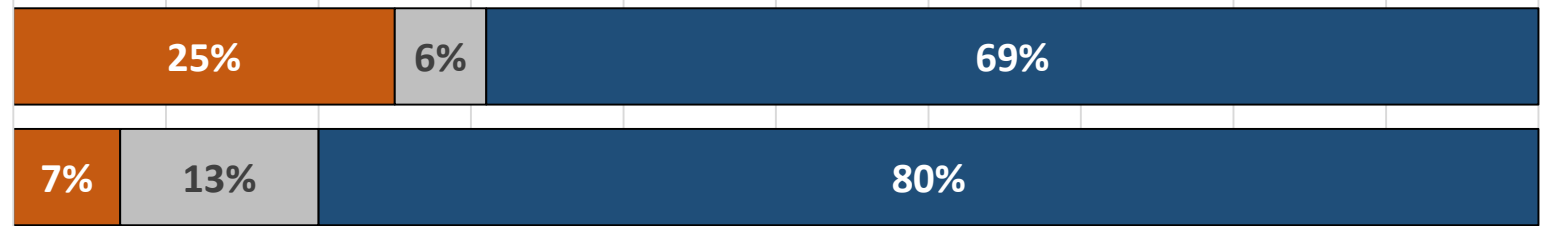
Nursing Cohort (445)



I would recommend this
school to others as a
place to work*

School of Nursing (16)

Nursing Cohort (229)



■ Strongly Disagree or Disagree ■ Neither Agree nor Disagree ■ Strongly Agree or Agree

*Note: This item was not included in the survey prior to 2017.

OVERALL ENGAGEMENT Turnover Intentions - SOM

(n size)

How likely or unlikely
are you to retire in
the next 1-2 years?*

You (236)



Peer (2199)



Cohort (17121)



How likely or unlikely
are you to leave this
medical school in the
next 1-2 years?*

You (220)



Peer (2044)



Cohort (16048)

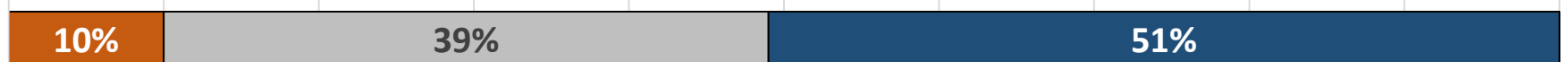


How likely or unlikely
are you to leave
academic medicine in
the next 1-2 years?*

You (89)



Peer (513)



Cohort (4062)



■ Highly likely or Very likely
 ■ Moderately likely
 ■ Not at all likely or Unlikely

*Note: This item was not included in the survey prior to 2017.

OVERALL ENGAGEMENT Turnover Intentions - SON

(n size)

How likely or unlikely
are you to retire in
the next 1-2 years?*

School of Nursing (16)



Nursing Cohort (226)



How likely or unlikely
are you to leave this
school in the next 1-2
years?*

School of Nursing (15)

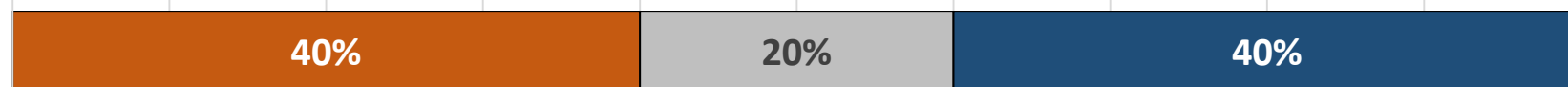


Nursing Cohort (201)



How likely or unlikely
are you to leave health
professions education
in the next 1-2 years?*

School of Nursing (5)



Nursing Cohort (44)



■ Highly likely or Very likely
 ■ Moderately likely
 ■ Not at all likely or Unlikely

*Note: This item was not included in the survey prior to 2017.

Faculty Survey Dimensions

Dimension Name	Dimension Description
Nature of Work	Number of hours worked; time spent on mission areas; Role clarity and organizational commitment
Focus on School Mission	Mission clarity and alignment; Commitment to mission-based excellence
Workplace Culture	Whether the workplace culture cultivates diversity, wellness, and other ideals
Department Governance	Opportunities for faculty participation in decision-making; communication from the department chair; transparency of department finances
School Governance	Opportunities for faculty participation in governance; communication from the dean's office; transparency of school finances
Relationship with Supervisor	Supervisor's support of individual goals; good communication
Mentoring and Feedback	Quality of mentoring and feedback on career performance
Opportunities for Career and Professional Growth	Opportunities for professional development and advancement;
Promotion and Tenure Requirements	Whether promotion criteria are clear and reasonable across all mission areas
Promotion Equality	Application of promotion criteria; equal opportunities regardless of sex, race, and sexual orientation
Collegiality and Collaboration	Opportunities to collaborate with other faculty; personal "fit" (i.e. sense of belonging); interactions with colleagues; intellectual vitality within the department and school; appreciation by colleagues
Compensation and Benefits	Evaluation of overall compensation; health and retirement benefits
Faculty Recruitment and Retention	Success in hiring and retaining high-quality faculty
Faculty Diversity and Inclusion	Success in hiring and retaining diverse faculty
Clinical Practice	Ability to provide high quality care; how well the clinical practice functions overall