



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

Munmun Chattopadhyay, Ph.D.; GSBS

Subramanian Dhandayuthapani, Ph.D.; GSBS

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

Mingtao Zeng, Ph.D.; GSBS

Lisa Ayoub-Rodriguez, M.D.; PLFSOM

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

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

FACULTY SENATORS ABSENT

Karinn M. Chambers, M.D., FACS; PLFSOM

GUESTS

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

Christiane Herber-Valdez, M.A., Ed.D., Assistant Vice Provost, Institutional

Research, Effectiveness & Accreditation, TTUHSC El Paso

Juan Figueroa, M.D., Director of Clinic Operations

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 1:02 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 December 18, 2020 and October 7, 2020 are to be reviewed among all senators and any edits and comments should be sent to Dr. Rodriguez for approval at the February Faculty Senate meeting.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

Committee Chairs

a. Faculty Affairs Committee – Gloria Loera, D.N.P., R.N., Committee Chair, reported the committee met on January 25, 2021 and noted the following:

- Vacant Seats – The Faculty Affairs committee has two committee member vacancies from one PLFSOM senator and one GGHSON senator.
 - HSCEP OP 10.25 Review - The committee reviewed HSCEP OP 10.25-President's Awards and suggested a modification to the nomination forms to include the addition of Woody L. Hunt School of Dental Medicine (WLHSDM) to: Attachment A - President's Excellence in Teaching Award Nomination Form; Attachment B - President's Excellence in Research Award Nomination Form; Attachment C - President's Young Investigator Award Nomination Form; Attachment D - President's Outstanding Clinician Award Nomination Form; Attachment E - President's Excellence in Community Engagement Award Nomination Form; Attachment F - President's Outstanding Professor Award Nomination Form; Attachment G - President's Award for Interprofessional Teamwork Nomination Form; Attachment H - Faculty Award Recommendation Summary
 - Faculty Development - The committee discussed faculty development as it relates to all schools and will invite Dr. Aung as Vice President for Faculty Success to provide an update.

b. Research Affairs Committee – Mingtao Zeng, Ph.D., Committee Chair, reported that the committee met on January 28, 2021 and reported the following:

Faculty Senate Meeting (01/29/2021)
Committee on Research Affairs Report: Dr. Mingtao Zeng

We have one committee meeting on 01/28/2021 and discussed following issues:

1. LabArchives- The university's electronic lab notebook system:
(<https://www.labarchives.com/>)
Introduction – by Dr. David Cistola, VP for research; Institutional license; recommended, but not mandatory to use in all research laboratories

2. The Biostatistics and Epidemiology Consulting Lab (BECL)
Introduction – by Dr. Alok Dwivedi, Director of BECL. Consulting services for all researchers; issues of concerns and needs to maintain excellent services (such as staff shortage and service area expansion: to be discussed)

Other: Grantsmanship Training Videos: available on our VP research website:
<https://elpaso.ttuhsu.edu/research/ovpr/grantsmanship-training-videos.aspx>

Committee members' question:
What is the term for all standing committee members: 3 years or no limit?

*See attached report

Q&A

Q: Is Dr. Alok Dwivedi available for statistical work not only for GSBS but also GGHSON and PLFSOM?

A: Yes, it is a service to the university and supported by the Office of the Vice President for Research

Q: Do you have to pay for the consults?

A: The initial service is free. If there is an extensive project, there may be a fee.

Q: Do the grantsmanship videos explain how to apply for and write a grant?

A: Yes, the videos cover grantsmanship 101 and provide information on how to apply for grants.

c. University Affairs Committee – Rosemary Walulu, Ph.D., R.N, Committee Chair, stated there is no official report as the committee has not yet met this year. The next scheduled meeting is Wednesday, February 10, 2021. Senators are invited to share any agenda items or policies that need to be discussed at this meeting.

Comments:

- Were there some concerns regarding sick-leave during COVID-19?
- There is a high incident of side effects from the COVID-19 vaccine resulting in faculty sick days. Senators are unaware how these are covered. Are employees using sick leave for COVID vaccine related side effects?
- The second dose scheduling was not flexible and she did not have the option to select another day of the week to avoid conflicts with scheduled teaching commitments due to anticipated vaccine side effects. Offering the vaccine on Fridays would be optimal to avoid sick leave and impacts on faculty weekday commitments.

Q&A

Q: Could these comments be discussed at University Affairs Committee?

A: The areas discussed in the University Affairs Committee are IT, Library, and Diversity, and these issues may not be relative this committee.

Q: There are current restrictions on certain email and websites, can information be provided on this and status of blocking/un-blocking these sites?

A: This will be on the agenda for the next meeting to address to Mary Hickey, IT representative.

IV. OLD BUSINESS

Gustavo Rodriguez, M.D., Faculty Senate President

a. Faculty Senate Bylaws – Discuss Faculty Senator FTE Eligibility

- **Section 1.3 Eligibility Requirements for Faculty Senators and Section 1.4 Voting Faculty**
- The bylaws currently state that faculty members employed at TTUHSC El Paso as 0.5 FTEs or higher are eligible to serve as Faculty Senators. Previously, the Faculty Senate discussed whether this is sufficient or if it should be raised to 0.75 FTE.
- Dr. Rodriguez noted 0.5 FTE is the percentage chosen by the university for eligibility on most committees, however it was noted that the importance of the Faculty Senate, which requires a high commitment level.
- **Discussion:**
 - Dr. Aung, Vice President for Faculty Success, noted that section 1.3 states:

“All TTUHSC El Paso voting faculty members (Section 1.4) are eligible for nomination to the Faculty Senate. The governance bodies of each school may set additional criteria for Faculty Senate nominees. The governance body of each school will elect its senators.”

- Faculty Senate bylaws and all of the governance bodies of each school at TTUHSC El Paso defined their voting faculty as 0.5 FTE or higher, and each school retains the right to set additional criteria to serve as the school’s Faculty Senate nominees.
- The observation was shared that only a handful of faculty members at the university are at FTE levels between 0.5 and 0.75 FTE, noting the practical impact of the FTE change would be minimal. However, part-time faculty members tend to be female and/or those with personal or family responsibility, resulting in faculty disproportionate adverse impact on female faculty members.
- Section 1.4 from the Bylaws dated Oct. 13 of 2017 *“voting faculty members are those who are designated at least 0.5 FTE”*, this has remained the same since inception
- This section makes sense to keep as it written as it will have minimal impact without affecting many faculty and is currently a fair process that give part-time faculty the opportunity to serve on the senate
- Dr. Rodriguez took a vote via Webex chat, giving Faculty Senators a choice between 0.5 and 0.75 FTE for senator eligibility.
 - A majority of faculty senators voted to keep the FTE eligibility as it reads currently at 0.5 FTE. No modification will be made to Faculty Senate bylaws section 1.4.

V. NEW BUSINESS

Juan Figueroa, M.D., Director of Clinical Operations

- a. **COVID-19 Vaccine Update for Faculty** - Dr. Figueroa reported on the status of the COVID-19 vaccine for faculty. Occupational Health at TTUHSC El Paso has received and administered 2,000 first doses, and is in the process of administering the second dose for those individuals. In terms of the faculty, most have received the first dose. We do not have exact numbers, as many faculty have been vaccinated at other sites such as UMC, Transmountain hospital and the like, and not all have been reported in our database. There are 365 faculty listed in our database and at least 255 have received the vaccine. Dr. Figueroa reported that a minimum of 70% of faculty have received the first dose. Occupation health has requested 2,000 more doses from the state but have not been notified of when they will be received. Last update received, was 1/28/21.

Q&A

Q: Is the vaccine provided by TTUHSC El Paso the Moderna vaccine?

A: Correct

Q: How were the priorities selected to receive vaccine?

A: The criteria guidelines from the State of Texas were followed; frontline health care providers, first responders, and those who are considered to be vulnerable and at-risk

Q: Has there been major side effects?

A: We have not seen severe side effects or anaphylaxis reactions, mostly local pain, in the 15-30 minute observation that have been of concern

Q: Is there a dashboard or consideration for a dashboard to identify the percentage of faculty, employees and students so we know which groups we need to encourage?

A: All sites who provide vaccine should be reporting to the MTRACK system within 24 hours so we can know which employees are vaccinated at our site or separate site. It depends on the sites who are providing the reports. We do have this report for the faculty but is not fully accurate.

Q: Is there another allotment available, how will the recipients sign up?

A: Currently in the process of creating another scheduling system, most likely the same as the first allotment, on the website where you can choose date and time to get the vaccine

Q: What is the policy or how is the university approaching the request for relatives of employees to receive vaccine?

A: We have not extended to family members of employees. Many have inquired about family members who live in same household. This is a point of consideration when the second allotment is received. Currently, we are unaware of the exact amount of doses that will be received, which will then determine the criteria set to who will get it. There are student and employees who have not received the vaccine.

Q: The Office of Faculty Affairs has been receiving inquiries from and about community faculty who are contributing to the teaching of residents and students. Are community faculty members eligible to receive the vaccine at TTUHSC El Paso?

A: A good number of community faculty have received the vaccine in the first allotment, as well as some other healthcare providers who are not TTUHSC EL Paso employees, such as community dentists, were offered the vaccine.

Q: How can we refer them to get the vaccine, these group are not hospital affiliates, or work in private practice?

A: There is no promise we will be able to provide the vaccine, as we have not received more. You are encouraged to compile a list with the name, date of birth, email, phone number, home address and submit it to Vanessa Solis in the President's Office who has been compiling a list from different sources. These are the fields required for state reporting.

VI. FACULTY SURVEY UPDATE

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

Dr. Aung shared the following:



*See attached report

Q&A

Q: Will SON have a chance to preview the questions before the survey is released

A: Questions are standard, in order to compare to other institutions, the questions are pre-packaged and the whole package will come directly to target audience

Q: What was the response rate for the faculty in the previous years?

A: This is first time this particular survey will be administered, and this group is well experienced with attracting this type of audience and getting a high response rate. The response #s that standpoint quote are way above what can be guessed. Typically, survey response is around 50%

Comments:

- We will be submitting re-affirmation report to SACSCOC in Sept. 2022. It will be important for institutional effectiveness planning to have this data available to show continuous cycles, and have data for 2021. The strategic plan has a number of measures that will also depend on this data.
- Challenge the senators to disseminate this information to at least 3 or 5 of colleagues and let them propagate this information, our ultimate goal is to help the faculty with their needs and the value will be to have a good number of respondents.
- The analysis and collection will be completed by the StandPoint staff, who will conduct and create the report along with the comparison with other institutions. There is no way the respondent can be tied back to the results.
- All home grown surveys that were launched through OIRE have been at 50%, an average response rate is around 30%, and have noticed that OIRE will have higher responses than other offices
- The Faculty Senate can help develop strategies to try and disseminate this information to have a higher response rate
- Encourage faculty colleagues not to delete emails related to this survey.
- This survey launch date was postponed due to the ongoing COVID-19 pandemic

VI. ROUND TABLE DISCUSSION

Open Discussion

- Dr. Chattopadhyay asks to finalize the bylaws
- Dr. Rodriguez mentions that the senate will continue with the process as outlined in the bylaws. Once every revision has been made, the changes have to be sent to all voting faculty and receive 51% votes with two-thirds approval to move forward. It has been approved by senate, if there is anything that needs to come back to the Senate we will provide further details.

VII. ADJOURNMENT

Gustavo Rodriguez, M.D., Faculty Senate President

There being no further business to discuss, Dr. Rodriguez adjourned the meeting at 2:08 P.M. He reminded the Faculty Senate that the next meeting will take place Friday, February 26, 2021.



Gustavo Rodriguez (Apr 8, 2021 16:29 MDT)

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

February 26, 2021

Approved Date

Faculty Senate Meeting (01/29/2021)

Committee on Research Affairs Report: Dr. Mingtao Zeng

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OLD BUSINESS**FACULTY
SENATE
BYLAWS*****Gustavo Rodriguez, M.D.****Faculty Senate President**Professor, Department of Neurology*

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FACULTY SENATE BYLAWS

- Discuss Faculty Senate FTE Eligibility

1.3 Eligibility Requirements for Faculty Senators

All TTUHSC El Paso **voting** faculty members (Section 1.4) are eligible for nomination to the Faculty Senate. The governance bodies of each school may set additional criteria for Faculty Senate nominees. The governance body of each school will elect its senators. Faculty members with administrative titles (e.g., department chairs, deans, associate deans, assistant deans, vice presidents, etc.) are not eligible for membership in the Faculty Senate. However, the President, the Provost or the Vice President for Faculty Success of TTUHSC El Paso may act as non-voting, ex officio members of the Faculty Senate.

1.4 Voting Faculty

Voting faculty members are those who are designated at least 0.5 full-time equivalent (FTE), including faculty associates and instructors. They are eligible to nominate themselves or other faculty as their Faculty Senate representatives and to serve on Faculty Senate committees. In the event that a faculty member has joint responsibilities in multiple TTUHSC El Paso schools, voting privileges will be granted for only one school.

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NEW BUSINESS**COVID-19
VACCINE UPDATE
FOR FACULTY*****Juan Figueroa, M.D.****Director of Clinic Operations**Associate Professor, Department of Internal Medicine*

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**FACULTY
SURVEY
UPDATE*****KoKo Aung, M.D., M.P.H.****Vice President for Faculty Success*

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StandPoint™ Surveys
Connecting voices to action.



AAMC's StandPoint Faculty Engagement Survey



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
EL PASO



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StandPoint™ Surveys
Connecting voices to action.

Overview

- **What is StandPoint™ Surveys?**
 - Definition of engagement
 - Program outline
- **Why are we participating?**
 - StandPoint Faculty Engagement Survey overview
 - Using survey results
- **Where will this program lead?**
 - Benefits of participating
 - Our goals



StandPoint™ Surveys
Connecting voices to action.

What Is StandPoint Surveys?

A partnership between the Association of American Medical Colleges (AAMC) and AAMC-member medical schools around the country to measure and enhance medical school faculty engagement.

A collaborative partnership between AAMC and member medical schools designed to measure and enhance faculty engagement



A combination of timely diagnostic information and cohort opportunities designed to build institutional capacity for improving faculty engagement and retention

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What Is Faculty Engagement?

Engagement: A heightened emotional and intellectual connection that a faculty member has for their role, organization, manager, or coworkers that, in turn, influences them to apply additional discretionary effort at work.

Improvements to Talent Management Strategies and Workplace Environment

Levels of Higher Faculty Engagement

Better Faculty Performance
Higher Retention
Better Organizational Performance

Source: Gibbons J. *Finding a Definition of Employee Engagement*. New York, NY: The Conference Board; 2007.

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The StandPoint Surveys Program

StandPoint Surveys is organized through the following milestones:



Task Force Responsibilities

- Communicate the importance of the survey to faculty.
 - Participation is easy.
- Analyze survey data.
- Develop a strategy to disseminate the survey results.
- Developing an action plan based on the results.
 - Additional faculty members should be involved.
- Make recommendations to the deans and the president about how to carry out this action plan.

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Benefits of Participation

- **Identify department-specific strengths and development areas** and support measurement of chair performance.
- **Prompt discussion for strategic planning** and allow for institution-level decisions to be informed by representative data.
- **Raise awareness** amongst the faculty that workplace issues are being addressed by a committed institution.
- **Track improvements over time** by asking questions specifically designed for our institution.
- **Compare faculty engagement** across departments and campuses and with peer institutions.

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Next Steps

- Survey prenotification.
- Invitation and reminders to access the survey.
- Technical help desk available throughout survey administration period.
- Monitor response rates throughout the survey administration period.

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Publications

- “The Case for Strategic Talent Management in Academic Medicine” (AAMC white paper at aamc.org)
- “Predictors of Workplace Satisfaction for U.S. Medical School Faculty in an Era of Change and Challenge” (*Academic Medicine*. 2012;87(5):574-581)
- “Clinical Faculty Satisfaction with the Academic Medicine Workplace” (AAMC report at aamc.org)
- Analysis in Brief:
 - “Perceptions of the Promotion Process”
 - “U.S. Medical School Faculty Job Satisfaction”
 - “Retention of Full-Time Clinical MD Faculty”



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ROUND TABLE DISCUSSION



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