

FACULTY SENATE MEETING MINUTES

Friday, June 24, 2022

1:00 P. M. – 2:00 P. M.

MEB 3200 A & VIA WEBEX



FACULTY SENATORS IN ATTENDANCE

Robert Danforth, D.D.S.; WLHSDM

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

Prashant Joshi, M.D., PLFSOM

Gloria Loera, D.N.P., R.N., NEA-BC; GGHSON (via WebEx)

Mingtao Zeng, Ph.D.; GSBS (via WebEx)

Praveen Parachuru, B.D.S., M.D.S., Ph.D.; WLHSDM

Jennifer Salinas, Ph.D.; GSBS

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

Anantha Ramana Vellipuram, M.D.; PLFSOM

ABSENT FACULTY

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

Hyanyu Dou, M.D.; FGSBS

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

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

OTHER ATTENDEES

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

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

Samantha Owen, Lead Analyst, Faculty Recruitment, Office of Faculty Affairs (via WebEx)

I. CALL TO ORDER

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

Dr. Silva called the meeting to order at 1:03 P. M., and welcomed all participants in person and via WebEx.

II. REVIEW AND APPROVAL OF MINUTES

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

Dr. Silva asked the Faculty Senate to review the previous meeting minutes for May 31, 2022. The Faculty Senate voted unanimously to approve the minutes as presented.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

Committee Chairs

Anantha Ramana Vellipuram, M.D., University Affairs Committee Chair

- A. Faculty Senate Committee University Affairs-** Dr. Vellipuram reported that Jennifer Erickson, M.B.A, Assistant Vice President for Human Resources, was invited to the June 14, 2022, University Affairs meeting to address faculty concerns over staff hiring. A summary of the issues addressed by the committee and HR's response was presented in the following slides:



Dr. Vellipuram summarized key points of the meeting:

- HR reported one source of the delays in the recruitment timeline is caused by delays with the executive hiring committee, which was implemented by the Office of the President during the pandemic.
- HR is experiencing a low number of applicants, receiving at most five candidates per position.
- HR is working to convert remaining paper processes into a new electronic system named, "PASS", in order to help streamline processing
- As for slow onboarding, time varies for faculty and non-faculty. The Criminal Background check can take 7-10 days, which HR has no control over.
- Hiring departments no longer have access to the Kenexa system to view candidate pools. Per Equal Employment Opportunity guidelines, departments may only view the pool of candidates once the position has been closed. This is an EEO requirement due to hiring departments not following guidelines for EEO in the past. Once a position has been closed, Human Resources has 48 hours to review the candidate pool.
- HR staff now are required to sit in on all interviews to ensure there are no inappropriate questions being asked to the candidates. Ms. Erickson will ensure HR staff have their cameras on.
- HR and the CFO have reviewed position salaries and made adjustments to the TTUHSC El Paso Pay Plan for staff positions. Effectively September 1st, no new employee will be under \$13 hourly rate.
- TTUHSC El Paso is competing with work from home positions and higher salaries offered elsewhere.
- Regarding delays in HR response times, HR's main phone line is constantly attended at all business hours of the day.
- The EEO Office currently has 30 days to certify a position once the job posting has been closed, and HR has no control of that timeline.
- Lastly, the only problem reported from new hires besides salary, is the culture and environment. Staff report not being treated courteously or and don't feel respected by supervisors, faculty and residents. These are issues that need to be addressed within the department.

A Faculty Senator from the school of dental medicine said he has seen this culture within departments. Another Senator from the school of medicine referred back to pre-pandemic times, when there was a family-like culture and bond between TTUHSC El Paso employees which no longer exists. Senator continued to suggested a new environment were all employees are valued, faculty or not, to show appreciation for everyone.

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

- B. Faculty Senate Committee on Research Resources:** Dr. Zeng reported that Bob Shehan, Senior Director, Information Technology, Office of Research was invited to the Research Resources Committee on June 1st, 2022, to present on the Information Technology for Research Services available at TTUHSC El Paso. IT Research Services can help with approval process for installation of new software, data exchange/transferring, and information security.

Dr. Zeng communicated with Deborah Clegg, Vice President for Research, TTUHSC El Paso regarding clinic research space at the Medical Science Building II, fourth floor. This research space is divided into 4 quadrants and each quadrant has 5 research bays. Each Research bay consists of 305 Sq. ft. One quadrant is occupied by clinical researchers from 5 departments. The dental school is occupying one quadrant, leaving two complete quadrants available. This space is open to anyone who wishes to do clinical research. The Office of Research is responsible for equipment maintenance and operations. Dr. Silva asked if the personnel is included, but Dr. Zeng confirmed the Office of Research only provides the space. Research funding is needed for other expenses. The Research Resources Committee meeting is scheduled for Monday July, 25, 2022.

Dr. Silva asked if faculty requests for assistance must be included in the grant request. A Faculty Senator clarified it does need to be addressed in the grant, and they are now being charged \$4.91/square foot per month. Senator from the school of medicine requested to include an exemption for new

researchers to exempt them from paying initially or at least not until they start acquiring research funding. Senator from the school of dental medicine agreed with seeking an exemption for new schools. Another Senator from the school of dental medicine mentioned in his past experience at other institutions, start-up funds were available and suggested that TTUHSC El Paso offer this. Senator from the school of nursing confirmed she is active in research and does have a start-up package, but does not partake in any lab work at all. She stated clinicians need to negotiate for this up front. Senator from the school of biomedical sciences made everyone aware they are also currently recruiting researchers in dentistry. Dr. Silva noted that research does not generally produce data until 1-2 years later. Senator from the school of medicine asked if the Faculty Senate can do anything to address the struggles our researchers are facing. Dr. Silva informed she will discuss this topic in the next Faculty Senate Officers Meeting with President Lange.

IV. OLD BUSINESS

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

Prashant Joshi, M.D., Faculty Senate Bylaws Review Ad Hoc Committee Chair

A. Faculty Senate Bylaws Review Ad Hoc Committee Report –Dr. Joshi reported the Bylaws Review Ad Hoc Committee met in June and made the following recommendations:

Faculty Senate Bylaws 1.1 Responsibilities of Senators- Updates were suggested to clarify the meeting attendance expectations of Faculty Senators to address the question of how many meetings a senator can miss before being terminated from their position. The committee determined an absence falls under two categories: prior notification of absence, or simply no notification at all. In circumstances with no prior notification of an absence to the Faculty Senate President, missing one quarter of the total meetings could lead to forfeiture of membership in the Faculty Senate. The committee felt that when someone joins the Faculty Senate, there is a level of commitment expected from Senators. Therefore, any Faculty Senator who is absent for *any reason* for more than one third of regularly scheduled meetings will also forfeit their position in the Faculty Senate. The committee members recognize there are other priorities such as travel, research, and other duties and responsibilities, which is why they were lenient in this decision-making process. The text of the suggested revision to the bylaws is listed below:

1. Senate Membership

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 prior notification to the president of the Faculty Senate from ~~two or more than one quarter of~~ regularly scheduled meetings within a single fiscal year will forfeit their position. Any member of the Faculty Senate (other than an ex officio member) who is absent for any reason for more than one third of regularly scheduled meetings within a single fiscal year will forfeit their position. Any senator found to be in violation of the attendance policy will be notified by the president of the Faculty Senate of termination of their Faculty Senate appointment, and a replacement will be chosen in accordance with the procedure set forth in Articles 1.6 and 1.7 of these Bylaws.

Faculty Senate Bylaws 5.1 Quorum- Due to the expansion of the Faculty Senate, the Committee was asked to review Bylaw 5.1 Quorum. The Ad Hoc Committee decided Bylaw 5.1 Quorum will remain the same as it is currently written.

5.1 Quorum

A quorum for a Faculty Senate meeting, faculty meeting or any working committee or subcommittee meeting is defined as 50 percent of the total membership of that body. A quorum must be in attendance at any meeting in order for voting to be conducted. An assessment of whether a quorum is present will be conducted at the beginning of every meeting.

Dr. Joshi introduced a motion to approve the red-lined amendments as suggested by the Ad Hoc Committees on Bylaws 1.1 Responsibilities of Senators. The motion was seconded by Dr. Guttman and unanimously approved by the Faculty Senators present. The Faculty Senate also voted to keep Section 5.1 Quorum as currently written without amendment.

- B. Faculty Senate Retreat-** Faculty Senate members agreed to meet on Thursday, August 11, 2022 from 1:00 P.M. – 3:00 P.M. for the Faculty Senate Retreat. Members will be able to attend the retreat virtually or in person, per Dr. Silva.

V. NEW BUSINESS

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

- A. Referral of Faculty Senate Bylaws to TTUHSC El Paso Faculty** – The TTUHSC El Paso Faculty Senate Bylaws proposed amendments will be sent to the voting faculty for review and approval. Senator from the school of medicine asked how the voting will occur. Faculty Affairs staff member clarified the Voting Faculty ballot usually lists an option to vote on approval of all bylaws revisions, rather than each section. Once the bylaws are distributed, the Voting Faculty have an opportunity to provide feedback at and prior to the All Faculty Meeting on Tuesday, July 26, 2022, through contact with their school’s elected Faculty Senators.

VI. ROUND TABLE DISCUSSION

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

Dr. Silva opened the floor for the open discussions.

Faculty Salaries- Faculty Senator from the school of dental medicine wondered when the institution was going to increase salaries to address the economy’s inflation. Dr. Silva noted the last time salaries were addressed by President Lange was during the pandemic when he communicated to the faculty there were to be no salary increases, but there would be no employment terminations either. Dr. Silva confirmed she would raise this question at the next meeting with Dr. Lange in July. Senator from the school of medicine stated that colleagues at SUNY-Buffalo received a pay cut when the pandemic hit, with a 10% cut for salaries under \$200,000 and a 20% cut for salaries over \$200,000. They also lost their 401k contributions. Senator from the school of medicine expressed being thankful for how TTUHSC El Paso handled the pandemic compared to other universities.

The Faculty Senators discussed compensation models and suggested initiating an annual incentive plan that encompasses several categories in which one can excel to raise extra revenue for their departments. Senators noted some institutions allow faculty to apply a portion of grant funds to supplement your salary. Others noted that faculty promotions should include a raise. A Faculty Senator proposed having leadership address the rates of inflation and to discuss faculty salaries with President Lange. Dr. Silva will ask Dr. Aung to provide data which can be presented to President Lange to address all these inquiries.

A Faculty Senator suggested we research how other state institution’s faculty salaries were affected by the pandemic and stated there should not be large discrepancies with TTUHSC El Paso. Faculty Senators noted the impacts within their school and attrition.

Exit Interviews- Faculty Senator suggested we change the timing of when TTUHSC El Paso distributes exit interviews to a few months after faculty have left the campus rather than initially when they leave. He feels the faculty may be more descriptive on these exit interviews at a later time and we need honest opinions. Other Faculty Senators noted it is harder to contact someone once they have left the university. A Senator stated a previous organization met annually with faculty for a “stay interview”, separate from the annual evaluation, to ask faculty questions regarding the culture and environment. Depending on answers, further probes were conducted to acquire honest opinions to increase retention rates. A Senator noted once faculty have expressed they want to leave the institution, we must realize money is usually not a factor. Some faculty may leave due to monetary reasons, but some leave due to being discontent. Employees within his department that have expressed they are not happy but are willing to stay in attempt to help make structural changes. Faculty Senators asked how we can confirm we have a supportive culture to help faculty, and inquired about TTUHSC El Paso’s turnover rate in comparison nationally to other institutions.

Meeting adjourned at 2:05 P.M.

Next Faculty Senate Meeting will be Friday, July 22, 2022 at 1:00 P.M.

Clarissa Silva

[Clarissa Silva \(Jul 31, 2022 21:47 MDT\)](#)

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

Faculty Senate President 2021 - 2022

Date