

FACULTY SENATE MEETING MINUTES

Monday, February 28th, 2022, 12:00 P. M. – 1:00 P. M.

VIA WEBEX



FACULTY SENATORS IN ATTENDANCE

Robert Danforth, D.D.S.; WLHSDM

Huanyu Dou, M.D.; GSBS

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

Prashant Joshi, M.D., PLFSOM

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

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

Praveen Parachuru, B.D.S., M.D.S., 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

Ex-Officio

KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso (not Present)

Other Attendees

Cindy Camarillo, Sr. Director, Office of Faculty Affairs

Deborah Clegg, Ph.D., Vice President for Research, and Assistant Professor,
TTUHSC El Paso,

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

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

Silvina Tonarelli de Maud, M.D., Associate Professor, Residency Program
Director, Department of Psychiatry, PLFSOM

I. CALL TO ORDER

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

Dr. Silva called the meeting to order at 12:06 P. M., and welcomed all participants 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 January 28th, 2022. Dr. Joshi made a motion to approve the minutes, Dr. Reyes seconded the motion, and the Faculty Senate voted unanimously to approve the minutes as presented.

III. FACULTY SENATE STANDING COMMITTEE REPORTS

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

- a. **Faculty Resources Committee – Praveen Parachuru, B.D.S., M.D.S., Ph.D., Committee Chair:** Dr. Parachuru reported the Faculty Resources Committee met in February to review the goals and duties of the committee. The committee members agreed that the duties and goals for this committee are very broad. Therefore, the committee scheduled an in-depth review of the goals and duties at an additional meeting in March. He presented the broad committee goals regarding faculty recruitment and attrition.
The committee members also brought up a common interest regarding the possibility of adding a child care facility and a gym for faculty and staff on campus.
- b. **University Affairs Committee – Anantha R. Vellipuram, M.D., Committee Chair:** Dr. Vellipuram reported the University Affairs Committee met this month to review the committee's duties and introduce its members. The committee will meet bi-monthly (every other month) and each meeting will be devoted to a specific topic where an administrative representative, well versed in the topic, will be invited to attend. For example, the March 2022 meeting may be regarding Human Resources issues and will include a guest from the HR team. There were 7 strategic goals originally presented for this committee, which the committee has filtered into 6 goals. Dr. Vellipuram stated they are working on establishing a standard meeting date time for the remaining of the year.

IV. OLD BUSINESS

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

Discussion on Strategic Plan Goals – Dr. Silva opened the floor to initiate a conversation and stated that she is open to any changes to the strategic goals for each committee, which were presented at the January Faculty Senate meeting.

Dr. Loera stated that the Diversity and Inclusion Committee has not met, but plans to meet soon.

Dr. Zeng stated that the Research Affairs Committee has not met yet, but will meet in March.

Dr. McCallum asked Dr. Zeng if the \$20,000.00 Seed Grant Award deadline is March 18th. Dr. Zeng confirmed. Dr. Zeng stated that some faculty have expressed concern that \$20,000.00 grants are not enough. He stated he will address the issue at the upcoming Research Affairs Committee meetings.

Dr. McCallum asked about the grant specifics and expressed concern about publicity.

Dr. Deborah Clegg commented that her department has been working with Institutional Advancement to distribute grant information and has encountered many pushbacks. She will consider changing the grant deadline if it would benefit faculty. The seed grants deadline was linked to the Research symposium on April 18th–21st 2022. There will be another call for research seed grants in collaboration with UTEP in the near future.

Dr. Silva returned the discussion to the strategic goals of the Research Committee and asked Dr. Zeng to review their assigned goals.

Dr. Vellipuram stated the University Affairs Committee is planning to combine the Committee's goals and concentrate on Institutional Advancement, Human Resources, IT and Library.

Dr. McCallum brought up a topic discussed during a previous Faculty Senate Officers retreat regarding faculty salaries, stating that we need a review of TTUHSC El Paso faculty salaries in comparison with comparable schools. Dr. McCallum stated that we also need a specific plan regarding faculty salary transparency, to reduce the time to be promoted, and to increase the cost of living pay. This will all be based on faculty productivity, commitments and functions. He stated that one of the issues of retention at TTUHSC El Paso has to do with salaries, and that this issue must be put on the table.

Dr. Vellipuram agreed and noted there is much more to take into consideration such as workloads and not just comparisons to other universities.

Dr. Silva stated that perhaps HR could provide a market analysis for the committee in order to address the salary inquiry.

Dr. McCallum requested Dr. Aung's input.

Cindy Camarillo stated that Dr. Aung is out of town and not in attendance today, but she clarified that Dr. Aung, Vice President for Faculty Success, is an ex-officio member of the Committee on Faculty Resources and he can guide the committee on this issue as faculty salaries do not fall under the purview of the HR department. In our system, faculty salaries are determined by the hiring managers and deans at the school level. Ms. Camarillo stated that the faculty data is available in the Office of Faculty Affairs and this discussion on faculty salary benchmarks may need to be addressed with each of the schools.

Dr. Guttman commented the AAMC publishes the salary survey every year for the University to access.

Ms. Camarillo confirmed the AAMC Faculty Salary Survey is utilized by the medical school.

Dr. Loera reported the strategic goals for the Diversity and Inclusion Committee will be reviewed during their first meeting in March to make sure they align with the Faculty Senate and are focused on faculty vs faculty, staff and students.

Dr. Guttman reported the Nominating Committee is functioning well at this point. The committee will solicit nominees for the President-Elect once it is needed.

Dr. Silva postponed the voting on the strategic goals until next Faculty Senate Meeting to give time for all committees to meet and review their Strategic Goals.

V. NEW BUSINESS

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

a. Proposed Faculty Senate Bylaws Amendments Referred to Ad Hoc Bylaws Committee.

In accordance with the Faculty Senate Bylaws, the Executive Committee selected three (3) senators to serve on the Faculty Senate Bylaws Review Ad Hoc Committee. The ad hoc committee will be chaired by Dr. Prashant Joshi and composed of members, Dr. Gloria Loera, Dr. Mingtao Zeng. All three (3) senators accepted their appointment.

Dr. Silva presented the charge for the Faculty Senate Bylaws Review Ad Hoc Committee. The Ad Hoc Bylaws Committee is asked to review the bylaws to amend the terms of office for the Faculty Senate President and President-Elect from 1-year to 2-year terms. The Immediate Past President term will remain as a 1-year term.

In addition, Dr. Silva read the Faculty Senate Bylaws sections assigned to the ad hoc committee to review concerning the timeline for seating for the Nominating Committee (Bylaws 4.2), Standing Committees (Bylaws 4.3), Officers, (Bylaws 2.3), and Faculty Senators (Bylaws 1.2, 1.5, 1.6).

b. Selection of Standing Meeting Time for Faculty Senate.

Dr. Silva presented two options for proposed standard times for the Faculty Senate Committee meetings.

- 4th Friday of each month from 12:00 P.M – 1:00 P.M.
- 4th Thursday each month from 12:00 P.M – 1:00 P.M.

Dr. McCallum suggested the fourth Friday of each month from 1:00 P.M. – 2:00 P.M. as a third option. The suggested time by Dr. McCallum was agreed upon by the majority of the Faculty Senate. Dr. Silva asked for a motion to approve the date and time, Dr. Loera called for a motion and it was seconded by Dr. McCallum.

VI. ROUND TABLE DISCUSSION

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

Dr. Silva opened the floor for the open discussions.

Dr. McCallum asked Dr. Clegg to update the Faculty Senate on her plans for clinical research and identifying space where clinical research could be conducted. Dr. Clegg stated they have now hired two (2) Clinical Research Coordinators to be utilized by the faculty. A form will be made available for faculty to request their services for assistance with clinical research activities. She also stated that they have moved a large amount of the clinical research into MSB II and are in the process of setting up a small room for blood draws and different procedures. She is also working with Dr. Lange to acquire funds to build a research clinical center on the second floor of MSBII.

Dr. Loera, the Faculty Senate liaison to the Council on Diversity and Inclusion, reported that a previous CDI meeting discussed the incorporation of DEI and Social Justice Curriculums into various programs. The Committee also discussed a topic regarding assessments of faculty during evaluations. Dr. Loera stated

that she will inform the Chair of the CDI that such topic needs to be discussed by the Faculty Senate Diversity and Inclusion Committee as it addresses and impacts faculty.

Meeting adjourned at 12:50 P.M.

Next Faculty Senate Meeting will be Friday, March 25 2022 at 1:00 P.M.

Clarissa Silva

Clarissa Silva (Mar 28, 2022 10:07 MDT)

Clarissa Silva, Ph.D., R.N.
Faculty Senate President 2022 - 2023

Date