

Minutes of the McGovern Medical School Faculty Senate

Thursday, August 15, 2019, 4:30 p.m.
MSB 2.103 & LBJ UT Annex 217 Auditorium

Dr. Carlin brought the meeting to order at 4:32 p.m.

OLD BUSINESS

IFC Election. The IFC nomination period closes tomorrow, August 16th. Email Nathan Carlin to submit nominations. Dr. Carlin will contact nominees if an election is needed. Thus far, seven nominations have been submitted for seven available positions on the committee.

NEW BUSINESS

Transition to New Chair

Senate Chair's Year End Report. Dr. Carlin reported that all regular reports to the Senate have been received, including the Dean's Office and the Office of Faculty Affairs, the Administrative Council, the IFC, the FAC, and the Standing Committees of MMS. Fourteen invited presentations were given to the Senate, 11 of which were requested by senators. Two resolutions were passed by the Senate, one in support of women in medicine at MMS and the other in support of the creation of an Ombuds Office at UTHealth. The Senate formed the Learning Environment and Professionalism Taskforce. Of the 23 departments of MMS, only six reported issues with vacation and holiday scheduling. Drs. Carlin and McNiel met with the DMOs of these departments to discuss solutions and initiate action plans to address the concerns raised by faculty. Of the issues, Dr. McNiel clarified that the practice of requiring faculty to use a vacation day if they cancel their clinic on a skeleton day is not consistent with HOOP policy. Faculty affected by this practice in AY18-19 should contact Dr. McNiel's office to be awarded back the time. Dr. Nahid J. Rianon will continue to lead the effort to implement action plans with Senators and DMOs. Other issues received by the Senate include parking issues, a single module to satisfy compliance training requirements across all TMC institutions, professionalism and faculty dress code, the manner in which Senators should report back to their departments, and changing to 2-year terms for future chairs. Dr. Carlin recommended creating a working group of faculty to address the narrow sizes of the parking spaces in the TMC as well as insufficient parking space availability. Dr. Carlin thanked Dean Stoll and other members of leadership, the current and former members of the Executive Committee, and IT and administrative staff who supported the Senate. He welcomed incoming chair Dr. Kenya Parks.

Questions/Comments

Dr. Molony is not in favor of changing the bylaws to increase the term of the chair to two years. The system is designed so that those serving as chair are on the Executive Committee for three years. Chairs become familiar with the role when they serve as chair-elect and guidance is offered to the current chair from the past-chair. Of additional concern, having a 2-year term limits

leadership opportunities for other faculty. Perhaps the chair-elect and past-chair could be invited more often to the chair's meetings with the Dean. Dr. Kaplan agreed that the 3-year system is effective and that having faculty serve an additional year as chair would be burdensome. Dean Stoll believes it beneficial to engage the chair-elect and past-chair and not limit interactions with her office to the chair only.

Incoming Remarks. Dr. Parks thanked Dr. Carlin for his support and Dr. Bethany Williams for her support as secretary. During her term, Dr. Parks plans to continue the focus on faculty wellness, update the Faculty Senate website and media, consider a faculty newsletter, and create a page to highlight faculty accomplishments and accolades. She also would like to work toward improving faculty access to and information about institutional resources and prepare for the transition to Epic. She described several other possible matters for the Senate to consider, including parental/family leave, alternative clinic schedules, pay transparency, and fostering inter-institution cross collaborations. Dean Stoll thanked Dr. Carlin for serving as chair and presented him with a gift.

Learning Environment and Professionalism Taskforce Report (LEPT). Dr. Allison Ownby reported that the taskforce was created in AY17-18 to explore student mistreatment and the overall learning environment (LE) at MMS. The OASA and OEP were integrated into the committee. The LEPT was convened in AY18-19. The committee discussed a number of topics, including an OEP internal survey used to evaluate the LE and the AAMC GQ data. EAP presented on the faculty personal and workplace professionalism program. A faculty-student compact and early concern note are being drafted. LE workshops are being offered to faculty, residents, and students. SCoPE is leading a professionalism project to define professionalism. An anonymous mistreatment reporting website is available. Directors of the Learning Environment were appointed-Dr. Vineeth John at MHH and Dr. John Riggs at LBJ. It was recommended that LEPT be continued into the next academic year.

Questions/Comments

Have you noticed any difference in what students are talking about in terms of the outcomes of LEPTs initiatives? Students appreciate the increased communication, workshops, and focus on the LE. The presence of clinical partners Drs. John and Riggs and offering more resources to clerkship directors are helping. The initiatives of LEPT have increased student awareness of available reporting mechanisms and these have been increasingly utilized.

It was moved and seconded to continue the taskforce. *The motion passed unopposed.*
It was moved and seconded to accept the LEPT report. *The motion passed unopposed.*

Directors of Learning Environment: Hopes and Fears. Dr. John presented on the role of the directors of the LE and how the responsibilities of the directors have been defined thus far. Concepts from the Macy Foundation Conference, an American College of Physicians position paper, and the AAMC's statement on fostering a positive LE were used to guide discussions. The directors will oversee the LE at MHH/LBJ, advocate for fair and professional treatment and education of students at these institutions, collaborate with partners and support training sessions to promote resilience and a positive LE, support compassion and compliance in reporting, provide coaching to faculty and residents reported to have had unprofessional interactions with students, and report findings to the MMS dean. Dr. John described several goals going forward, including identifying obstacles to excellence in teaching, flattening the hierarchy for raising concerns, and

celebrating role models of professionalism and excellence. Meeting with hospital and clinical stakeholders, connecting with other medical schools, accessing and analyzing data, and incorporating models for reporting and reviewing mistreatment are also important.

Questions/Comments

One of the biggest challenges with making this a reality is the reporting process and demonstrating to those being affected that actions are being taken. Dr. John was encouraged to continue his efforts and share with students how their concerns are being addressed.

Dean Stoll mentioned that at her lunches with students, positive comments are often made about MMS and the faculty. At today's lunch, students identified great role models, but also mentioned that it is helpful for faculty to clearly articulate how students can best be a part of the team and grow in professional development during their rotations. Being mindful of the power dynamic is also important, as this can be a barrier to students speaking up.

ANNUAL REPORTS

Continuing Medical Education Committee Report. Dr. Zi Yang Jiang reported that the CME committee sent a survey this morning soliciting feedback about the CME program at MMS. This year MMS hosted 39 RSS and 12 conferences. Most attendees at our major conferences were mid-level, allied health, and other professionals/individuals, which indicates we are attracting non-physician providers. Most are satisfied with the BCM certification process. However, there has been some confusion because of the BCM branding for UT CE programs and frustration with limited accessibility to support when issues arise. The committee sought consultation from the CME director at UT Southwestern to evaluate the quality of the CME program, ensure we are in compliance with ACCME standards for CME, and to assess the feasibility of creating a CME accreditation office at MMS. Strategies for growth identified in the report include incorporating MOC into CME activities, offering CME credit for faculty development programs, offering online courses, and collaborating with other affiliated non-accredited organizations to provide CME credits. Dr. Jiang shared the results of the survey thus far.

Questions/Comments

I wasn't aware that CME credit could be obtained for journal clubs. Is that viable for all departments and encouraged by the CME committee? It is possible but requires more paperwork and more fees to BCM. New offerings may be incorporated into the existing annual financial obligation to BCM if adequate funding is still available. But it is likely a fee would be charged. Taking a test every three months is a new way of obtaining CME/MOC credits to maintain board certification annually. This may be another means of offering CME at MMS.

It was moved to accept the CME report. *The motion passed unopposed.*

Administrative Council Report. Dr. Parks reported that Dr. Barry Davis presented on the Clinical Coordinating Center for Clinical Trials (CCCT) at the SPH. Mr. Gregory Haralson at MHH discussed the decrease in patient numbers but improvement in payor mix. MHH is working to improve their ranking with US News & World Report.

ANNOUNCEMENTS.

- Darla Brown announced the yearlong celebration of the 50th anniversary of MMS. The kick-off event will be September 17th in the leather lounge. A website has been created but is not yet live. A logo, email signature, and PPT template are available. Specialized podium signage and

photobooth props are available for check-out at Conference Operations. Email events to be included on the 50th events listing to: ms.communications@uth.tmc.edu.

Questions/Comments

Should we use this logo on our presentations? Yes.

Approval of Minutes. A quorum was present at 5:35 p.m., and the minutes from July 2019 were approved unanimously.

- Meditation classes are held Mondays, 12:15-12:45 at JIL 410. For more information contact Alejandro Chaoul of the Mind Body Spirit Institute at achaoul@junghouston.org.

The meeting adjourned at 5:36 p.m.

Next meeting September 19, 2019, 4:30 p.m.

Dr. Kenya Parks – Chair

Catherine Ambrose – Chair-Elect

Dr. Rhashedah A. Ekeoduru – Secretary

Dr. Zi Yang Jiang – Secretary-Elect

Dr. Nate Carlin – Past-Chair 2018-2019

**<https://med.uth.edu/faculty-senate/>
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Respectfully submitted by Dr. Bethany R. Williams, Secretary