

### 1. Call to Order

Meeting was called to order at 4:32 PM with a quorum of senators participating in the WebEx call.

### 2. Approval of Minutes (September 2020)

There were no additions or corrections to the minutes, so the final minutes will be entered into the record as distributed.

### 3. Reports

- A. Faculty Affairs - Dr. Kevin Morano (see attachment 1)
  - a. New faculty orientation will be October 21, 2020, 8-9:30AM
    - i. Webex Code: 120 082 7562
    - ii. The meeting will be recorded and will be available for viewing at <https://med.uth.edu/administration>
  - b. Academic Ombuds Office is available as a confidential, informal, impartial, and independent place to discuss concerns, resolve disputes, manage conflicts, and increase skills regarding communication, negotiation, and problem solving.
    - i. 560 total visitors in FY20, most in Q3.
    - ii. This office is available to faculty and students. Other employees have a similar service available through the Human Resources department
    - iii. Contact information:  
Email : [ombuds@uth.tmc.edu](mailto:ombuds@uth.tmc.edu)  
Confidential mobile number: 713-705-5005  
Website: <https://www.uth.edu/evpara/academic-ombuds.htm>
  
- B. UTHealth Diversity and Inclusion (DE&I) Take Force Recommendation - Elaheh Ashtari, PsyD
  - a. Taskforce started meeting on July 9th
  - b. Student subcommittee recommendations
    - i. Core curriculum that encompasses the historical and modern context of racism and prejudice
      - 1. Community outreach requirements tailored to each program
    - ii. Sustainable pipelines from recruitment to graduation for diverse trainees
      - 1. UTHealth Ambassador initiative
    - iii. Long term goal: A university level student support office to support academic success, safety, and wellness of trainees
  - c. Staff subcommittee recommendations
    - i. A confidential resource for employees

- ii. A competency based diversity and inclusion training program for employees
    - iii. Support a centralized area/office/committee where everything diversity and inclusion is located and easily accessible
    - iv. Long term goal: UTHealth recognized as a center of excellence for diversity and inclusion
  - d. Faculty Subcommittee Recommendations
    - i. UTHealth DE&I Dataset and report findings annually, follow trends
    - ii. DE&I element added to annual review for faculty accountability
    - iii. EXIT interview diversity representative proposed
    - iv. Workplace tools and programs to support diversity
    - v. Create a dataset
    - vi. Long Term: UTHealth Diversity, Equity & Inclusion Institute
  - e. Integrated Recommendations
    - i. Short Term goals
      - 1. Standing DE&I council
      - 2. Longitudinal data collection for recruitment, retention, culture, and perceptions
      - 3. Inclusive leadership training
    - ii. Long Term goals
      - 1. UTHealth Diversity, Equity & Inclusion Institute

#### **4. Update from Dr. Blackburn**

- A. Official Dean's Search
  - a. Committee of 12 individuals for the search formed on 10/12/2020
  - b. Look out for the announcement to be sent from the office of Br. Blackburn once members are confirmed.
  - c. Diversified is the recruiting firm for the Dean's search.
    - i. Aim for September 2021, but quality over time is being stressed
  - d. Official job role being finalized now
- B. For the next update to the Senate, Dr. Blackburn will present a year-end summary on research and impact of COVID
  - a. Faculty continue to be productive
  - b. A surge in COVID related research and funding

#### **5. Old Business**

#### **6. New Business**

- A. Resident Issues: Logan Hostetter and Tarun Jain from House Staff Association and House Staff Senate
  - a. History: Restarted in December 2018; 2-3 representatives from residency and fellowship programs
    - i. 12 active members now

- ii. Hope to have input from all the residencies/fellowships across the medical school
    - b. Senator Roles:
      - i. Serve as representatives to hospital committees
      - ii. Advise the Executive Council on matters pertinent to each department
      - iii. Aid in developing policy to guide the affairs of the House Staff Association
      - iv. Disseminate information to the Association membership
    - c. Current President: Logan Hostetter, MD; Current Vice-President: Tarun Jain, MD
    - d. Current Project Lactation Rooms in hospitals and in UTH buildings
      - i. Wish items:
        1. Firm station tables with sufficient space for the pumps and the bottles.
        2. A sink with an arrangement to place the dirty and washed articles
        3. Comfortable chairs
        4. Curtains that provide full visual privacy between stations
        5. Power outlets close to the tables, for a laptop or computer and for the pump
        6. A refrigerator
        7. Kleenex wipes
        8. Hand sanitizer for each station
        9. Computers to be productive while pumping
        10. Less essential, but would add comfort: A mirror, a side table, foot rest
        11. If there is space, lockers
        12. Space for at least 3 people
        13. This room could be managed through a Google Calendars log-in system and be cleaned at strategic times.
      - ii. Situation at Memorial Hermann: Met with operations on 10/06/2020 to improve room contents, current plans to update space but hoping to push for more rooms.
      - iii. Situation at LBJ: Callrooms are used.
      - iv. Situation at McGovern Medical School Buildings:
        1. <https://inside.uth.edu/eap/employee-assistance/tools/nursing>
        2. 9 suites
        3. Medical school: B.619 and UTPB 1260
        4. Resident feedback: too far and not enough time to set-up
    - e. Potential issues: increasing gym space, lactation rooms, gender-inclusive restrooms
- B. Masking and other Covid-19 precautions at McGovern Medical School – Dr. Catherine Ambrose
  - a. Questions posed by Dr Ambrose: “Do we need a policy requiring masks in the MSB and MSE”? If so, what type of mask?
    - i. Results
      1. Do we need a policy requiring masks in the MSB and MSE?

- a. "Yes": 65/94 (69%)
  - b. "No": 3/94 (3%)
  - c. No Response to the Poll: 26/94 (28%)
- 2. Do we need to specify the type of mask?
  - a. "Yes": 55/94 (59%)
  - b. "No": 13/94 (14%)
  - c. No response to the Poll: 26/94 (28%)
- b. Background: Faculty members anonymously brought up concerns about ineffective masks (one-way valves, bandanas, etc) worn by others in a shared area
- c. Types of mask (see attachment 2)
- d. Motion to create a taskforce on this issue passed by acclamation

## 7. Announcements

- A. The McGovern Medical School community is invited to a virtual Town Hall Meeting at noon, Oct. 29: UTHealth President Giuseppe N. Colasurdo, MD; McGovern Medical School Executive Dean, ad interim Richard Andrassy, MD; Michael Blackburn, PhD, McGovern Medical School dean of research, ad interim; and LaTanya Love, MD, McGovern Medical School dean of education, ad interim, will answer questions submitted anonymously in advance through <http://go.uth.edu/question> .
  - a. Tune into the virtual Town Hall at noon, Oct. 29 via: <http://go.uth.edu/answers>
  - b. Questions will ONLY be taken in advance but NOT during the meeting
- B. Important local, state and federal elections are coming up in November. Information about how and where to vote can be found at: [www.harrisvotes.com](http://www.harrisvotes.com) and [www.vote411.org](http://www.vote411.org). New this election – an early voting location at the TMC commons! (see attachment 3)
- C. Flu shot remaining days (see attachment 4)

## 8. Adjournment at 5:32PM

Next meeting: Thursday, November 19, 2020 at 4:30 PM

Catherine Ambrose, PhD – Chair  
 Zi Yang Jiang, MD – Secretary  
 Nahid Rianon, MD - Chair-Elect  
 Renee Flores, MD - Secretary-Elect  
 Kenya Parks, MD – Past-Chair

<https://med.uth.edu/faculty-senate/>  
[ms.facultysenate@uth.tmc.edu](mailto:ms.facultysenate@uth.tmc.edu)

Attachment 1:



The Office of Administration & Faculty Affairs  
invites McGovern Medical School Faculty appointed Sept. 1, 2019 – Aug. 31, 2020 to

## New Faculty Orientation

OCTOBER 21st, 2020 | 8 – 9:30 AM | WebEx Meeting Code: 120 082 7562

The event will feature presentations from the following:

**Richard J. Andrassy, MD**  
Executive Dean *ad interim* | McGovern Medical School

**Kevin A. Morano, PhD**  
Associate Vice President | Faculty Affairs & Development  
Associate Dean | Faculty Affairs  
Director | New Investigator Development Program

**William W. Mattox, PhD**  
Senior Associate Dean | Graduate School of Biomedical Sciences

**Pedro Mancias, MD**  
Assistant Dean | Diversity & Inclusion

**Allison Ownby, PhD**  
Assistant Dean | Faculty & Educational Development

**Mandy Hill, DrPH**  
Co-Chair | Women Faculty Forum

**Suur Biliciler, MD**  
Co-Chair | Women Faculty Forum

**Darla Brown**  
Director | Office of Communications

**Robin Dickey, PhD, MA, LPC**  
Faculty Assistance Specialist | Academic Imbues

**Christine Flynn, PhD**  
Associate Director | Office of Technology Management

**Amy L. Hazen, PhD**  
Associate Director, Shared Research Resources | Office of Strategic Industry Initiatives

**Valerie Bomben, PhD**  
Supervisor, Specialized & Collaborative Research Agreements | Office of Strategic Industry Initiatives

**Leslie S. Beckman**  
Assistant Director | Office of Postdoctoral Affairs

**Christina F. Solis JD, MPH**  
Senior Legal Officer & Privacy Officer | Office of Legal Affairs

**Salman Khan, MBA, CISSP, CISA**  
Manager | IT Security

Use your phone's camera  
to join the session!



### UTHealth Office of the ACADEMIC OMBUDS

Confidential • Informal • Impartial • Independent

UTHealth | The University of Texas  
Health Science Center at Houston

#### What is the Office of Academic Ombuds (OAO)?

A confidential, informal, impartial/neutral and independent place to discuss concerns, resolve disputes, manage conflicts, and increase skills regarding communication, negotiation, and problem-solving.

#### What does an Academic Ombuds do?

Listens to people offers information about resources available at UTHealth, and helps people examine options for resolving concerns. The Ombuds serves as a coach, mediator, facilitator, or simply as a listener.

- Communication with the Ombuds is not considered official notice to the University, nor does it replace any formal reporting channels (e.g., regarding complaints or grievances). The Ombuds does not make binding decisions, mandate policies, or formally adjudicate issues.

#### Who will the OAO serve?

UTHealth students, residents, fellows, postdoctoral fellows, and faculty.

#### Who is the Academic Ombuds?

Robin Dickey, PhD, MA, LPC, will serve as the UTHealth Academic Ombuds. Robin is a Licensed Professional Counselor, professional mediator, and certified integrative wellness coach. Robin currently serves as the Faculty Assistance Specialist within the UTHealth Faculty Assistance Program and will continue serving UTHealth through both supportive capacities. Robin is a member of the International Ombudsman Association (IOA) and practices according to the IOA Code of Ethics and Standards of Practice.

#### How do I contact the OAO?

Phone: 713-500-3457 or confidential mobile: 713-705-5005  
Email: [ombuds@uth.tmc.edu](mailto:ombuds@uth.tmc.edu)  
Web: [www.go.uth.edu/ombuds](http://www.go.uth.edu/ombuds)  
Office: University Center Tower (UCT)  
7000 Fannin, Suite 165-A

Attachment 2:

UTHealth/UT Physicians Respiratory Protection and Masking Summary for COVID-19

There are multiple types of facial coverings or masks that can be used to limit the transmission of COVID-19.

Some, specifically respirators, are intended to protect the wearer while others are intended to protect those around the wearer. Some respirators provide protection to both the wearer and those around them.

| Type of Respirator or Mask                                       | Respirators  |   |   |  | Masks/facial coverings   |  |  |  |
|--|--|---|---|--|--|--|--|--|
|  | Powered/Controlled Air Purifying Respirator (PAPR/CAPR)  | N95 Filtering Facepiece Respirator (FFR) without exhalation valve   | N95 FFR with exhalation valve   | Half-face elastomeric respirator (P100 filter) with exhalation valve   | Surgical mask  | Cloth/homemade mask  | Neck gaiter  | Bandana  |
| <b>How does it work?</b>   | Provides positive pressure, HEPA-filtered air to the wearer. Since the air exits around the PAPR's openings, it does not offer protection to others around the wearer. | Provides filtered air to wearer. FFRs <b>without</b> exhalation valves also offer protection to those around the wearer.      | Provides filtered air to wearer. FFRs <b>with</b> exhalation valves do not offer protection to those around the wearer.       | Provides filtered air to wearer via the attached filter cartridges. Since all masks of this type have an exhalation valve that does not have a filter, they do not offer protection to others around the wearer. | Fluid resistant and provides the wearer protection against large droplets, splashes, or sprays of bodily or other hazardous fluids. Reduces the spread of respiratory droplets <b>from</b> the wearer. | Reduces the spread of respiratory droplets <b>from</b> the wearer while also providing the wearer with a limited degree of droplet protection. | Intended to reduce the spread of respiratory droplets <b>from</b> the wearer.  | Intended to reduce the spread of respiratory droplets <b>from</b> the wearer.  |
| <b>Protects wearer from:</b>                                     | Droplets? <b>Yes</b><br>Particulates? <b>Yes</b><br>Aerosols? <b>Yes</b>   | <b>Yes</b><br><b>Yes</b><br><b>Yes</b>  | <b>Yes</b><br><b>Yes</b><br><b>Yes</b>  | <b>Yes</b><br><b>Yes</b><br><b>Yes</b>   | <b>Yes</b><br><b>No</b><br><b>No</b>   | <b>Yes</b><br><b>No</b><br><b>No</b>   | <b>Maybe</b><br><b>No</b><br><b>No</b>   | <b>Maybe</b><br><b>No</b><br><b>No</b>   |
| <b>Protects others from wearer? (source control)<sup>1</sup></b> | <b>No</b>  | <b>Yes</b>  | <b>No</b> (unless overmasking) <sup>2</sup>   | <b>No</b> (unless overmasking) <sup>2</sup>  | <b>Yes</b>   | <b>Yes</b>   | <b>Maybe</b>   | <b>Maybe</b>   |
| <b>Appropriate setting for use</b>                               | Healthcare (high-risk procedures)  | Healthcare  | Healthcare (if overmasking) <sup>2</sup>  | Healthcare (if overmasking) <sup>2</sup>   | Healthcare & General public  | General public   | General public   | General public   |
| <b>Fit testing required?</b>                                     | No, but extensive training required  | Yes   | Yes   | Yes  | No   | No   | No   | No   |
| <b>Other considerations</b>                                      | Primarily for high risk aerosol generating procedures. A primary choice for beard wearers or others who cannot be fit tested successfully.                             | Strongly suggest only NIOSH approved N95s be considered. KN95s are not found to be suitable equivalents.                      | Strongly suggest only NIOSH approved N95s be considered. KN95s are not found to be suitable equivalents.                      | Not typically used in healthcare, but ongoing studies indicate these may be used safely during supply shortages.   | ASTM Type 1, 2, 3 indicate level of fluid resistance (level 3 is highest)  | Ongoing research being conducted on different types of materials and integrity of masks to provide protection.                                 | Many clinics and hospitals will not allow entry if wearing a neck gaiter. Research suggests that neck gaiters may not be as effective as surgical or cloth masks at reducing droplet spread from the wearer. | Many clinics and hospitals will not allow entry if wearing a bandana. Bandanas have been found to be less effective than cloth masks at reducing droplet spread from the wearer. |
| <b>Is the device reusable?</b>                                   | Yes, but requires extensive disinfection and maintenance protocol  | No, single use only. Limited reuse and extended use protocols available. Reprocessing also possible in extreme circumstances. | No, single use only. Limited reuse and extended use protocols available. Reprocessing also possible in extreme circumstances. | Yes, but requires extensive disinfection and maintenance protocol  | No, single use only. Limited reuse and extended use protocols available.   | Yes, can be laundered at home  | Yes, can be laundered at home  | Yes, can be laundered at home  |

<sup>1</sup>Source control is the practice of wearing a mask to prevent the wearer's respiratory droplets from reaching individuals around them. Source control is especially important when social distancing measures are difficult to maintain due to the possibility of an individual transmitting COVID-19 while they do not feel any symptoms.

<sup>2</sup>Overmasking is the practice of wearing a surgical mask over the front of a respirator that has an exhalation valve. This provides a degree of source control by limiting the spread of exhaled respiratory droplets.

Resources: [CDC COVID-19 Home](#) [CDC Mask Guidance](#) [CDC Infection Control Guidance](#) [CDC Using PPE](#) [WHO COVID-19 Home](#) [WHO Mask Guidance](#)



**EARLY VOTING AVAILABLE!**

**TMC | TEXAS MEDICAL CENTER**

**NOVEMBER 2020**

**ELECTION HOURS**

**EARLY VOTING**

Tuesday, October 13th – Saturday, October 17th: 7:00am – 7:00pm  
Sunday, October 18th: 12:00pm – 7:00pm  
Monday, October 19th – Saturday, October 24th: 7:00am – 7:00pm  
Sunday, October 25th: 12:00pm – 7:00pm  
Monday, October 26th: 7:00am – 7:00pm  
Tuesday, October 27th – Thursday, October 29th: 7:00am – 10:00pm  
Thursday, October 29th: 7:00am (24hr roll into Friday morning)  
Friday, October 30th: 7:00am – 7:00pm

**ELECTION DAY**

Tuesday, November 3rd: 7:00am – 7:00pm

**LOCATION: JOHN P. MCGOVERN COMMONS**

*Remember your approved ID and face mask.*

To learn more and view all voting locations, visit [HARRISVOTES.com](https://www.harrisvotes.com)

# Remaining dates for Flu Shots

|         |           |   |                            |
|---------|-----------|---|----------------------------|
| Oct. 20 | 1-3 p.m.  | Harris Health Lyndon B. Johnson Hospital    | Room 1D02                  |
| Oct. 22 | 1-3 p.m.  | University Center Tower                     | Suite 1620 conference room |
| Oct. 29 | 8-10 a.m. | Fayez S. Sarofim Research Building (IMM)    | Room 110                   |
| Oct. 29 | 1-3 p.m.  | UTHealth School of Public Health            | Room E705                  |
| Nov. 5  | 1-3 p.m.  | McGovern Medical School Building            | Room B-100                 |
| Nov. 12 | 9-11 a.m. | Behavioral and Biomedical Sciences Building | Room 1300                  |

