

Minutes of the McGovern Medical School Faculty Senate

Thursday, June 20, 2019, 4:30 p.m.
MSB 2.103 & LBJ UT Annex 217 Auditorium

Dr. Carlin brought the meeting to order at 4:33p.m.

NEW BUSINESS

Update on the Jesse Jones Library Building

Dr. Scott Patlovich from Safety, Health, Environment and Risk Management (SHERM) gave an update regarding last month's notification regarding asbestos found in JLL. SHERM was asked to do asbestos sampling over the weekend of May 18th. A third-party lab was contracted to analyze specimens. One small sample was found to be positive in a ceiling tile. Unfortunately, at the time the sample tested positive, the tile had already been removed. Precautions were then taken to try to protect the workers. As a result, all of the ceiling tiles were then inspected and only that initial one was found to be positive for asbestos. An extensive process review has been undertaken to ensure that the contractors do not repeat this mistake of removing tiles prior to sampling. No air samples from the containment area were positive for asbestos.

Questions/Comments

What was the time lapse between the removal of the asbestos tile and the sampling of air in the vicinity?

The tile was removed on Saturday and the tile tested positive the following day. Containment was initiated immediately.

Update from the Academy of Master Educators

Dr. George Williams provided an overview of the McGovern Medical School (MMS) Academy of Master Educators (AME). The goals of the academy are a) to recognize, develop, and promote outstanding faculty educators, b) to support excellence in undergraduate and graduate teaching, c) to improve the curriculum, and d) to advance educational scholarship.

The AME strives to provide peer mentorship for educators and would like to encourage more faculty to apply for admission to the Academy. Applicants are required to have a minimum of 3 years-service as faculty.

Questions/Comments

When is the deadline for the application?

Early March to mid-April for the nomination process. Induction is in the fall. Look for a general email a little less than a year from now.

Dr. Donald Molony wanted to make others aware of the UT System Shine Academy. The academy is for the entire UT system and focuses on Health Science Education. Members are selected from all of the campuses. They are then recognized for their contributions to education and willingness to serve as educators, leaders and mentors in their departments. The Board of Regents sponsors research grants for members.

Diversity Committee

Dr. Doursout, the chair of the diversity committee, provided an update on the committee activities. There are 25 members of the committee. The current goals of the committee are to reinforce venues on diversity at the medical school, to promote and help various programs for under-privileged students at the medical school, to improve unconscious bias in the workplace and to promote diversity in faculty recruitment and retention.

Dr. Doursout discussed the results of a survey that was sent out to assess how well the institution fosters a culture of diversity, inclusion and innovation. There were 510 responses total out of 1500 faculty members. The results were overall positive with more than half of respondents agreeing that MMS provides adequate resources to promote diversity. Areas identified as still in need of attention are mentorship, faculty retention, work-life balance, flexibility, paternity leave and race and gender equity in regard to promotion.

Future work will be centered upon trying to engage faculty members who do not feel as though they are a part of the diversity and inclusion mission. It is important for the majority of people to be engaged in the discussion. The committee is also focusing on ensuring a lack of unconscious bias for search committees, with special emphasis on chair and division head search committees.

Questions/Comments

Faculty wanted an official definition of what are micro-aggressions?

The response given was scenarios when someone is being offensive, but unaware of the offense they are causing. Examples given:

1. "You speak very articulately."
2. Consistently referring to someone by the wrong title, such as female professors being addressed by their first names, whereas male professors are referred to as doctor.

Are we consistently conducting exit interviews to gauge why faculty are leaving?

We will need to touch base with Kevin Morano in Faculty Affairs for an official response.

APPROVAL OF MINUTES

A quorum was present at 5:00 pm, and the minutes from the May 2019 meeting were approved unanimously.

OLD BUSINESS

Policy Announcement on Vacation and Holiday Scheduling

Dr. McNiel addressed a concern by clinicians regarding institutional policy when one is scheduled to work on a skeleton holiday and they chose not to work (when approved by their supervisor). Some clinicians have been charged the holiday and a vacation day when they chose not to work on a skeleton holiday. This is against UT policy. Divisions and departments are now aware. Moving forward this should no longer be happening, and efforts are being made to correct past discretions. Please notify Dr. McNiel if this is not rectified.

Questions/Comments

When a clinic falls on a holiday, should clinicians be required to utilize vacation days? (See discussion above.)

If you are scheduled to work on a holiday and you work, you are credited with 8 hours of “holiday worked” to use within one year. If you are not scheduled to work, you simply take it as a holiday. This is separate from the approval of leave. If you are scheduled to work on a skeleton holiday, you have to get approval via your department to not work. Different divisions have different ways of dealing with this. Production driven divisions like anesthesia must account for necessary workforce so it is more difficult to allow significant numbers of staff to observe the holiday.

REGULAR REPORTS

Inter-Faculty Council (IFC) Report

Dr. Hashmi discussed the progress of Dr. Amar Yousif, VP of Information Technology and Chief Information Officer, regarding his desire to open the lines of communication between faculty and UTH IT. Some faculty have raised concerns regarding:

1. Issues with access to HAM-TMC library resources
2. Red-tape involved with creating personal and lab webpages
3. Hosting of research data or tools on non-UTH or non-UTH-approved servers
4. Rolling out the new EMR
5. Recommend inviting him to MMS Faculty Senate

A goal of the IFC is to identify and overcome hurdles for collaboration amongst all schools. Proposed solutions might include inter-personal efforts, software-based, and financial inducements. Need to assess faculty receptiveness and needs. Need input from faculty to determine what the barriers to collaboration are.

Dr. Hashmi provided an update on Title IX-related activity from the Texas Legislature. There will be changes to the penalties for failure to report sexual misconduct. There is a new

requirement to provide incidence reports. Discussions are currently underway at the UT System level. The IFC and Senate Chair will update the faculty senate after they receive guidance from the UT System and as UTH policies come into effect. Dr. Hashmi will provide an update on the final subcommittee reports after they are finalized in August. IFC Chair-elect voting is currently underway. MMS elections for IFC representatives will be coming up over the next two months.

The IFC has representatives from all 6 schools and deals with all issues important to UT Health. They report directly to Dr. Blackburn.

Questions/Comments

What new EMR was Dr. Hashmi referring to?

Epic is coming for UT Physicians, not for Memorial Hermann. The contract is being negotiated currently. There will be a one-year roll out. The intent is to replace the billing system and the EMR.

Do we need to inform everyone that failure to report includes prison time?

Yes. The penalties for failure to report will be extreme. When they are finalized, we will publicize. We also need to clarify who people report to.

ANNOUNCEMENTS

If you are interested in serving as Secretary-Elect or Chair-Elect next year, please email Dr. Carlin. The Chair-Elect position should be a basic scientist. Current nominees include Dr. Catherine Ambrose for Chair-Elect and Dr. Zi Yang Jiang for Secretary-Elect. The nomination period will end on July 12, 2019.

Questions/Comments

One faculty member remarked that there is a new vendor for food service for UTHealth. French Corner will no longer be our provider by the end of July. They are reliable, safe, and reasonably priced. He felt that the committee made this decision without giving a reason. He is proposing that we invite the director of Auxiliary Enterprises to the faculty senate meeting to discuss this issue.

Dr. McNiel stated that every 5 years the contract expires and there is an evaluation team and a bid process. They review all of the bids that are placed. It's a regular procurement process. There are set criteria the evaluation team uses for choosing the finalist. Every five years this has been done. French Corner did not win the bid this year. The new vendor has to post the caloric content of all things that are being offered. There will not be a long downtime during the crossover.

The meeting adjourned at 5:45p.m. The next meeting is on July 18, 2019, 4:30p.m.

Minutes approved by the Faculty Senate on 7/18/2019

Minutes submitted by Dr. Bethany Williams, Secretary