

Minutes of the McGovern Medical School Faculty Senate

Thursday, June 18, 2020, 4:30 p.m.

WEBEX Meeting

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

Approval of Minutes. The minutes from the May 21, 2020 meeting were approved via WebEx at 4:47pm.

NEW BUSINESS

Faculty Senate Anti-Racism Resolution

Kenya M. Parks, MD, Faculty Senate Chair proposed that the faculty senate create an anti-racism resolution. The faculty senate voted to approve this resolution (see attached).

Honored time for Dean Stoll & Dr. Kevin Morano

The Faculty Senate passed a resolution in tribute to Dr. Barbara Stoll as follows:

“The Faculty Senate of McGovern Medical School wishes to express to Dean Barbara J Stoll, MD our profound gratitude and highest level of appreciation for her leadership of McGovern Medical School during her tenure as Dean from October 1, 2015 to June 30, 2020. The Faculty Senate wishes to acknowledge Dean Stoll’s legacy to McGovern Medical School. We wish to celebrate her inclusive, respectful, and most effective leadership, her efforts to build consensus around common goals; her

leadership that has enabled a continuing fundamental McGovern Medical School culture change that celebrates inclusion and diversity and that has helped us achieve our best intentions for the education of our students, residents, and fellows, that has enabled a marked expansion of our research portfolio to meet the healthcare challenges of the 21st Century, and that has allowed us to meaningfully serve Houston, Harris County, and the State of Texas. The Faculty Senate wishes Dean Stoll much continuing success in the future.”

Kevin Morano would like to remind faculty that they should schedule a meeting with him if they are interested in applying for promotion and/or tenure this fall.

The University is keeping a close eye on the increasing COVID 19 numbers. The emphasis is on personal responsibility (mask wearing strongly recommended in all public areas), maintenance of social distancing, and immediate management of symptoms by testing and staying off campus if symptomatic.

GME Annual Institutional Review

Pamela A. Promecene, MD, Associate Professor, Department of Obstetrics, Gynecology and Reproductive Sciences, Assistant Dean for Graduate Medical Education

Dr. Promecene gave an overview of the 2019-2020 academic year. There are currently 1211 residents and fellows on our campus enrolled in 76 ACGME accredited programs.

1211 Residents and Fellows:

Gender

- M: 667

- F: 544

Race/Ethnicity

- White: 528

- Asian: 429

- Hispanic: 145

- Black: 89

- Native American: 3

- Other: 17

For the annual review we have to define our performance indicators, which is based on program citations, ACGME resident and faculty surveys, ACGME program letters of notification with accreditation status and internal monitoring of GME complaints. We did not receive any citations this academic year. We currently have two programs with Initial Accreditation status. 60 of our programs have no citations. 16 programs have 1 or more citations based on either survey results and/or duty hour violations.

For special program reviews, 8 programs needed to be reviewed, two after internal requests.

The GME did an institutional self-study to identify actionable items for the year. Four task forces were created to help

programs meet new GME requirements. The residents are now UT employees, which required policy revisions. The new GME Wellness initiatives have included increasing the number of lactation rooms and improving the process for needle stick injuries.

All didactic teaching moved to virtual platforms following the COVID 19 pandemic. In addition, we have moved temporarily to a virtual interview requirement for residency and fellowship positions. Orientation has been reorganized to prioritize virtual formats when possible and to minimize the number of participants during any in-person gatherings.

Questions: Is the ethnic distribution consistent with that of other medical schools? What are we doing to diversify our admissions?

Answer: Our ethnic distribution does not currently reflect the community that we serve. We are increasing efforts and working with the Office of Diversity and Inclusion to help programs utilize ERAS and NRMP to foster diversity.

Question: Does it matter whether or not the applicants are participating in the match to determine whether or not they participate in virtual interviews?

Answer: All applicants have to interview virtually currently.

The senate voted to approve the institutional review.

Announcements

a. Ross Shegog Ph.D., MPH, Professor of Behavioral Science at the University of Texas Health Science Center at Houston (UTHealth) School of Public Health and adjunct Professor with the University of Texas School of Biomedical Informatics

Overview of SPH

The UTHealth School of Public Health consists of the departments of Biostatistics and Data Science, Epidemiology, Human Genetics and Environmental Sciences, Health Promotion and Behavioral Sciences, and Management, Policy and Community Health. There are a total of 152 faculty members across 6 campuses in Texas. The School of Public Health has over 11 research centers and was awarded \$53.9 million in research funds in 2019.

There were 1330 total students enrolled in the SPH in the Fall of 2019. Impactful projects have included holding coronavirus expert panels, focusing on single dosed HPV vaccine, homeless care initiatives, efforts to increase participation in the 2020 census and research aimed at addressing the vaping pandemic.

Question: Are there any thoughts on how the SPH can continue to collaborate with other schools, in light of the pandemic?

Answer: There is plenty of potential moving forward. Collaboration is most effective when someone is writing a grant and is looking for specific expertise.

Question: One challenge is having faculty spread far apart across the city. The SPH has dealt with this very well. Any advice?

Answer: It is a constant challenge to be able to understand the challenges that each individual site has and to maintain cohesion. Communication is paramount. It can be challenging to ensure everyone is working together. Purposeful efforts are made to ensure the faculty, academic and research councils have equitable representation from each region.

b. Babatope (Tope) Fatuyi, MD, MPH, Chief Medical Information Officer

Transition to EPIC-EMR monthly update

We are on track to go live with EPIC in 2021. Research coordinators will have the ability to document and pending orders. Orders will go to the PI only for review and signature. Research coordinators will be able to document on patient study associations and study information in EPIC, in a specific research activity.

Social security numbers will be required during patient creation, pre-registration and check-in. The benefits will include skip tracing, financial and coverage insight, and patient record matching with MHH. SSN will be fully masked in EPIC with limited access given for financial clearance.

Care teams can receive admission and discharge notifications from Memorial Hermann Hospital.

All users must complete all 3 training requirements before EPIC access is granted. This includes pre-class E-learning, required classroom training and passing the proficiency exam.

Questions/Comments: Is there any concern for the impact being asked for SSN might have on those who are undocumented, even if they can decline?

Answer: It is not clear at this time. From an IT standpoint it is not a concern. The team will seek clinical input. Obtaining the SSN is not forced. Patients are able to opt-out.

Announcements

If you are interested in being the faculty senate secretary or chair (and are a clinical faculty member – since we alternate between a chair from the basic sciences and then a clinical faculty member), please email Kenya Parks MD.

The meeting adjourned at 5:33 p.m.

Next meeting July 16, 2020, 4:30pm

Dr. Kenya Maria Parks – Chair

Dr. Catherine Ambrose-Chair-Elect

Dr. Rhashedah A. Ekeoduru – Secretary

Dr. Zi Yang Jiang-Secretary-Elect

Dr. Nathan Carlin – 2018-2019 Past-Chair

<https://med.uth.edu/faculty-senate/ms.facultysenate@uth.tmc.edu>

McGovern Medical School Faculty Senate Anti-Racism Resolution

May 25th marked the date that George Floyd, an African American, took his last breath in police custody. His agonizing death was captured on video and shown around the world. Sadly, there is a 400-year legacy of racism. His death, maltreatment are not isolated events but part of a continuum. Additionally, the disproportionate impact of COVID-19 on black and brown people lay testimony to flagrant health and socioeconomic disparities that exist.

The Faculty Senate lauds the actions and support that has been evidenced by McGovern Medical School at UTHealth, Memorial Hermann Hospital System, and Harris Health Hospital System. We support the actions of students, allied health professionals, and scientists in the White Coats for Black Lives campaign. Additionally, we recognize the continuous work of the Office of Diversity and Inclusion, Office of Administration and Faculty Affairs, and the Faculty Diversity Committee.

This moment in history marks a critical juncture in the continuum of racism in which individuals of every race, ethnicity, religion, and orientation have been afforded the opportunity to effect change. McGovern Medical School has a representation of individuals of different races, ethnicities, orientations, and genders. The UT Health clinical partners serve a high percentage of underserved and minority populations. The Faculty Senate recognizes that McGovern Medical School has the opportunity to impact and address racism internally, in the institution, and externally in the communities we serve.

Introspection:

The Faculty Senate supports the creation of McGovern Medical School, Diversity, and Inclusion workgroup. Racial disparities and biases that exist within the institution should be assessed and addressed with transparency and consistency.

Prospection:

Actionable steps are as follows:

Work with the Office of Diversity and Inclusion, Faculty Diversity Committee to foster dialog with and improve the support of URM faculty, fellows, residents, and students.

Work with affiliated hospitals and research systems to encourage equity in patient care and research.

Ensure that all medical school committees and faculty search committees are racially diverse. Commit to having ongoing forums and education, led by experts in the field, on racism, bias, and micro-aggressions.

The Faculty Senate endorses the creation of “The Power of One” advocacy consortium. Every faculty member will be encouraged to commit at least one day to community service or advocacy per year.

The Faculty Senate will work with the other UT Health Schools to create an online directory of advocacy projects, advocacy research, and community collaborators.

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- a. The Faculty Senate supports the creation of McGovern Medical School, Diversity, and Inclusion workgroup. Racial disparities and biases that exist within the institution should be assessed and addressed with transparency and consistency.

2. Prospection:

- a. Actionable steps are as follows:
 - i. Work with the Office of Diversity and Inclusion, Faculty Diversity Committee to foster dialog with and improve the support of URM faculty, fellows, residents, and students.
 - ii. Work with affiliated hospitals and research systems to encourage equity in patient care and research.
 - iii. Ensure that all medical school committees and faculty search committees are racially diverse.
 - iv. Commit to having ongoing forums and education, led by experts in the field, on racism, bias, and micro-aggressions.
- b. The Faculty Senate endorses the creation of “The Power of One” advocacy consortium. Every faculty member will be encouraged to commit at least one day to community service or advocacy per year.
- c. The Faculty Senate will work with the other UT Health Schools to create an online directory of advocacy projects, advocacy research, and community collaborators.



The University of Texas System Faculty Advisory Council (FAC) stands with recent statements from Governor Abbot, Chancellor Milliken, and others condemning acts of violence and racism towards countless unarmed Black citizens, including George Floyd, Breonna Taylor, and Ahmaud Arbery. We join the call to dismantle systems of oppression that pervade educational, legal, and political domains. Simultaneously, we recognize the ways that institutions of higher learning have contributed to inequitable systems of power and often perpetuate institutional racism.

We recognize that Black faculty are often overlooked for promotion, subjected to pay inequity, endure microaggressions on a daily basis, and are subjected to professional barriers. At the same time, Black faculty are asked to shoulder more service than most faculty so that all of the campus committees can have representation, yet there is severe underrepresentation of Black faculty on many elected faculty bodies, and among faculty in higher education in general. These examples barely scratch the surface of what Black faculty encounter. The institutional practices that promote some groups and not others must change. The FAC Executive Committee is committed to taking the lead in supporting UT System faculty and students of color.

For this reason, there should be a UT-System-wide focus on increasing numbers and percentages of Black faculty at all ranks throughout all institutions as well as implementing effective practices, policies, and programs emphasizing retention and making Black faculty feel valued and included, all while training the faculty as a whole on the “best practices” of inclusivity.

The work in front of us in helping to dismantle these systems of oppression is complex and will require a critical look at policies, practices, and individual belief systems. We will be a part of this change, and will seek out and listen to Black Faculty and Student Associations across UT System and implement policies and practices that:

1. Advocate for resources that promote the recruitment and retention of faculty of color at all ranks, particularly related to campus climate and inclusion.
2. Create opportunities to normalize regular discussions of race and racism among students and faculty. Possibly require courses on these topics for all students, and regularly facilitate discussions among faculty.
3. Implement immediate review and revision of policies at each campus with central focus on diversity and race, and to continue this practice as new policies are written.
4. Advocate for the creation of task forces that are able to research the “best practices” and then create diversity training programs beyond what is the traditional annual training videos.
5. Recruit Black faculty who have been proven to be well-qualified into senior administrative positions, while creating institutional mentoring programs for mid-career faculty which explicitly provide opportunities and sponsorships for advancement within their respective institutions.

-Undersigned in unison as a single voice by the UT System Faculty Advisory Council

Office of Diversity and Inclusion Statement on Racial Violence in America

The horrific killings of Black persons in America highlights the pervasive racial injustices affecting our communities, colleagues, and the patients that we serve. We call for reforms on the use of deadly force by law enforcement, discriminatory practices, and justice for those whose lives have been taken. The American Public Health Association (APHA) states that “Racism is an ongoing public health crisis that needs our attention”. As health professionals, we acknowledge the effects of institutionalized racism on health and well-being. We condemn racism, and will never tolerate it. We must act. The time is now. In fact, it is long overdue.

We pledge to:

- ❖ Reaffirm the sanctity and dignity of the individual and commit to providing compassionate and just care for all of those in need, regardless of race.
- ❖ Hold ourselves and others accountable to identify and address racism, in its conscious and unconscious forms.
- ❖ Create environments that are safe and inclusive with equitable access to all resources for all community members.
- ❖ Educate ourselves and our communities on racial disparities. We will maintain ongoing discussions that address racial inequalities, and will provide resources to assist in the facilitation of such conversations.
- ❖ Be active participants in the fight against systemic racism. We will share and amplify the voices of Black persons.
- ❖ Work, in our personal and professional lives, to alleviate conditions contributing to the oppression of Black people.