

Minutes of the McGovern Medical School Faculty Senate

Thursday, October 18, 2018 4:30 p.m.
MSB 2.103 & LBJ UT Annex 217 Auditoriums

Dr. Carlin brought the meeting to order at 4:36 p.m.

WELCOME

Dr. Carlin welcomed the new Senators. He provided his contact information (nathan.carlin@uth.tmc.edu, 713-500-5080, JLL 400). He invited Senators to contact him with any faculty concerns or suggestions that the Senate might address this coming fiscal year. He provided information about his personal and educational backgrounds and his research and pedagogical focus as a faculty member at MMS. He indicated his intent to focus on education during his tenure as Faculty Senate Chair through improving the scholarly concentrations and re-establishing the learning environment taskforce.

REPORTS

Interfaculty Council (IFC) Report. Dr. Carlin reported that the minutes of the IFC, FAC, and Administrative Council meetings will be made available to Senators after the conclusion of those meetings. Making the minutes available will allow representatives from each committee to focus on key points and present a briefer report to the Senate. HOOP 141 Emergency Management and Business Continuity Plans was updated. All departments are required to develop and maintain a written departmental emergency management plan and business continuity plan to address the department's specific needs outside of the context of the larger university plans. Emergency Management can provide departments with a template to assist with creating the plan. On November 16, 2018, an emergency simulation event will be held. Additional faculty volunteers are needed. Contact Elda Ramirez, PhD, RN (Elda.G.Ramirez@uth.tmc.edu) to register. The search for a new Dean for the School of Nursing has been initiated.

Faculty Advisory Council (FAC) Report. Dr. Gurur Biliciler-Denktaş reported that the IFC consists of representatives from among the six institutions comprising UTHealth. Two representatives from each UT System campus are selected from the IFC to represent their respective institutions on the FAC. The last meeting of the FAC was in September 2018. The Health Affairs committee of the FAC is in the process of writing an executive summary of their findings on faculty burnout, as well as initiatives to address burnout. Each campus is charged with developing initiatives and policies to address the specific needs of their faculty. UTHealth has already submitted a white paper to Dean Stoll and Dr. Colasurdo that includes a summary of the findings of a survey of UTHealth faculty and initiatives to address faculty burnout on this campus. The

Governance Committee is addressing family leave and grievance policies and comparing UT System policies to those of other state institutions. Chancellor Milliken is visiting each UT System campus. Chairwoman Sara Martinez Tucker is resigning from the Board of Regents in January 2019.

Faculty Affairs Report. Dr. Morano reported that Annual Faculty Reviews are being conducted at this time. He emphasized that the dean does not receive comments written by faculty after indicating their agreement or disagreement with their division director or department chair's evaluation. Rather, Dr. Morano receives the comments typed into the comments field. After he reviews the comments, he schedules an appointment with the faculty member to discuss his/her concerns, if the faculty member disagrees with the chair's evaluation. Dr. Morano also presented the criteria for accelerated promotion on the non-tenure clinical track. The criteria were revised to be more objective and standardized. The criteria were not finalized by the September 1, 2018 deadline. Thus, the criteria will be implemented next fiscal year. Those faculty applying for accelerated promotion are evaluated using more stringent standards.

Questions/Comments

Are the comments confidential? No, they are not. The administrators in each department who manage the reviews have access to the comments. Dr. Morano does not contact the faculty's division director or department chair to discuss the comments before speaking with the faculty member. Based on that conversation, he decides whether the faculty member's grievances should be addressed with the division director or department chair.

Should a faculty member provide a comment if he/she indicates his/her disagreement with the evaluation? Providing a comment is required if a faculty member selects the option indicating they do not agree with the evaluation. The faculty will not be permitted to finalize the evaluation unless a comment is added. If faculty prefer not to include their concerns in the comments field, they can alternatively type in their request for a meeting with Dr. Morano.

What is the deadline for Annual Faculty Reviews? December 1, 2018

Do years of service as a faculty member at a different academic institution count toward the years necessary to apply for promotion at UTHSC-H? Yes, as long as the faculty member held a recognized rank.

Approval of Minutes. A quorum was present at 5:02 pm, and the minutes from September 2018 were approved unanimously.

Questions/Comments

Dr. Kaplan suggested that the title, *Resolution on Women in Medicine at McGovern Medical School*, be modified to state, *Resolution on Women in Science and Medicine at McGovern Medical School*.

It was moved and seconded that the modification to the title of the resolution be accepted. The motion was passed unanimously.

See Appendix A for the text of the resolution with the approved title modification.

NEW BUSINESS

Scholarly Concentrations. Dr. Gary Rosenfeld, Associate Dean, Office of Educational Programs, Director, Scholarly Concentrations Program, presented on the Scholarly Concentrations. The aim of the program is to train physician-scholars, as there appears to be a growing deficiency in the number of individuals trained to become academic, independent, tenure-track scientists. The program was established by the Curriculum Committee in 2010 and provides early exposure to research methodology by pairing interested students with a faculty mentor. The program is elective, interdisciplinary/interdepartmental, and requires completion of a scholarly project. Students receive a certificate of completion and recognition on their transcripts and at commencement. Of additional benefit, participation improves the chance of selection to competitive residency programs. From 2002-2012, 422 out of 2,040 MMS graduates held academic faculty positions, which is in the 70th percentile of the country in producing academic physicians. However, this reflects only 30% of MMS graduates during that period, indicating there is room for improvement in promoting scholarship among our students.

Why do students withdraw from the program? How has student retention in the program been addressed? Students withdraw for several reasons, including the realization that their interests do not lie in academia, there is no penalty for withdrawing, and they may become overwhelmed with the demands of medical school.

A faculty member shared her experience as a mentor. It has generally been very rewarding.

Is there a preference for a 1:1 mentor/mentee ratio? Each concentration will assign students to a mentor, as appropriate.

The ratio of students to mentors denoted in the presentation seems inaccurate. Not all concentrations provided the program with the names of all faculty members who might serve as a mentor. Concentrations should provide updated lists.

There is support for some students assisting with summer research projects and not for others. How is this discrepancy being addressed? Stipends are often provided to students involved in direct bench research by the faculty researcher. Funding for students conducting research in other areas is limited.

Gulf Coast Consortia. Karen Ethun, Executive Director, Gulf Coast Consortium (GCC), reported that the GCC was founded in 1990 with the support of a grant from the Keck Foundation. The quantitative biomedical sciences are the primary focus of the GCC. The GCC is interdisciplinary and inter-institutional, allowing for more efficient and productive collaboration across institutions, sharing of equipment, real-time interaction across institutions, funding support, and support for training programs. Ms. Ethun presented a number of the projects and events being supported or sponsored by the GCC over the next three months.

ELECTION OF SENATE OFFICERS

Dr. Parks nominated herself for the office of Chair-Elect. Elections will be held electronically.

The meeting adjourned at 5:34 p.m.

Next meeting November 15, 2018, 4:30 pm
Dr. Nate Carlin – Chair
Dr. Bethany Williams – Secretary
Dr. Monica Verduzco-Gutierrez – Past Chair 2017-2018

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

Appendix A

A Resolution in Recognition of Women in Science and Medicine at McGovern Medical School and the supportive efforts of the Women Faculty Forum and Diversity and Inclusion Committee

Author(s): Drs. Monica Verduzco-Gutierrez, George W. Williams, Bethany Williams, Nathan Carlin, Gurur Biliciler-Denktaş, Deepa Iyengar, Ruth Heidelberger, Marie-Francoise Doursout

Designation Number: FSR-2019-001

Whereas: Workforce diversity is defined as the presence of people from many different backgrounds, and workforce inclusion represents how these individuals can be equitably promoted, compensated, and supported in their careers; and

Whereas: There is a known gap between men and women medical school faculty in salary, and these gaps widen over their career trajectory;^{1,2} and

Whereas: Among faculty in US medical schools, there are gender differences in academic rank, with women substantially less likely than men to be full professors, even after accounting for age, experience, specialty and measures of research productivity;³ and

Whereas: The McGovern Medical School has 42% women faculty; and

Whereas: Our McGovern Medical School Faculty Senate is well-situated to develop and advance specific proposals to the administration; therefore, be it

RESOLVED, that we recognize our women faculty at McGovern Medical School during Women in Medicine Month in September; and, be it further

RESOLVED, that we support the administration's current undertakings to assess salaries across the organization and their commitment to pay equity; and, be it further

¹ Jena AB, Olenski AR, Blumenthal DM. Sex differences in physician salary in US public medical schools. *JAMA Intern Med.* 2016;176:1294-1304

² Freund KM, Raj A, Kaplan SE, Terrin N, Breeze JL, Urech TH, and Carr PL. Inequities in academic compensation by gender: a follow-up to the national faculty cohort study. *Acad. Med.* 2016;91:1068-1073.

³ Jena AB, Khullar D, Ho O, Olenski AR, Blumenthal DM. Sex differences in academic rank in US medical schools in 2014. *JAMA* 2015;314:1149-1158

RESOLVED, that our Faculty Senate work with and support the efforts of the Women Faculty Forum and the Faculty Diversity and Inclusion Committee in their endeavors to support women at McGovern Medical School.