

Minutes of the McGovern Medical School Faculty Senate

Thursday, October 17, 2019, 4:30 p.m.

MSB 2.103 & LBJ UT Annex 217 Auditorium

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

NEW BUSINESS

Welcome to the New Faculty Senators

Dr. Parks welcomed the new senators to the committee and encouraged them to be an active liaison between senate proceedings and their respective departments.

Honored time opening for Dean Stoll & Dr. Kevin Morano

New Department Chairs. Dean Stoll welcomed two new chairs in the departments of Pediatrics and Emergency Medicine. Dr. Ben Bobrow joined the university on June 1, 2019, as Chair of the Department of Emergency Medicine. He is a Professor of Emergency Medicine and was formerly the Medical Director of the Arizona Department of Health Services Bureau of EMS and Trauma and Past Chair of AHA's Basic Life Support Subcommittee.

Dr. Mary Aitken joined the university on October 1, 2019, as Chair of the Department of Pediatrics and Physician-in-chief of Children's Memorial Hermann Hospital. She is a Professor of Pediatrics and previously served as Director of the Arkansas Children's Hospital Injury Prevention Center.

Dean Stoll thanked Dr. Tony Estrera for agreeing to serve as the interim chair of Cardiothoracic and Vascular Surgery. She announced plans to

start a national search to fill the position of Chair of the Cardiothoracic and Vascular Surgery Department.

McGovern Medical School 50th Anniversary. Dean Stoll announced that in celebration of the McGovern's 50th anniversary, we will be putting time capsules together to commemorate this joyous occasion. Please email M. Darla Brown and Dean Stoll memorable videos and photos.

LCME. During the Oct 6-8 LCME mock site visit, some issues were identified that need to be corrected prior to the official site visit that will take place March 23-25, 2020. The most pressing issue is to rectify concerns regarding student mistreatment that were identified in a student survey.

White Coat Ceremony. Everyone is invited to the Cooley Center on November 14, 2019 at 6pm for the White Coat Ceremony. Dr. Chip Routt, Professor in the Department of Orthopedic Surgery, will be the keynote speaker. We will be streaming the event live and will have conference rooms available at the School of Dentistry for family members to watch the ceremony together.

Graduation. Serena Aunon-Chancellor, MD, class of 2001, will be our graduation speaker on May 1, 2020 at noon at the Hobby Center. She is an astronaut and an esteemed graduate of McGovern Medical School.

Questions/Comments: none

Faculty Affairs Update

- a. Kevin Morano, Ph.D., Associate Dean for Faculty Affairs, provided an update on the Chronicle of Higher Education www.chronicle.com. With one login, users can search and read premium content in the office, off campus, or on-the-go. This service is free to UTHealth employees.
- b. We have 95 applicants for promotion and tenure this year. We are extremely pleased with this increase and the success of the faculty.

- c. An overview of care.com benefits was given which includes unlimited digital web services, in-home backup child care and adult care, in-center backup childcare, and access to child selected in-center reduced tuition programs. Employees can view these benefits on uthealth.care.com. Employees must register online. Services are usually available within 4 hours.
- d. Office of Academic Ombuds (OAO) is a new confidential, informal, impartial/neutral and independent place to discuss concerns, resolve disputes, manage conflicts, and increase skills regarding communication, negotiation and problem-solving.

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

The OAO will serve the UTHealth students, residents, fellows, and faculty.

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.

The contact information for Ombuds is as follows:

www.go.uth.edu/ombuds

713-500-3457

ombuds@uth.tmc.edu

- e. UT Health New Investigator Development Programs
 1. Grants 101: Two-day workshop on conducting research at UTHealth
 2. Grants 102: 6-month mentored grantsmanship class for preparation of an actual grant application. This program has had greater than 260 participants since 2004. The course will

take place in February. Applications will be available in December.

3. A new faculty investigator boot camp will take place on November 7, 2019, from 8:30am-6pm at the UTHealth Cooley Center. The topics to be covered will be University teaching, defining a research program, mentoring and managing, navigating career pathways, financial management, media and philanthropy, and work-life balance.
4. Go.uth.edu/BootCamp
5. Application deadline is November 1st

f. Planning for Retirement

- a. Dr. Morano and Bete Su Williams, the Director of UT Health Payroll and Benefits, will give a seminar at each of the schools to teach logistics and planning for retirement. Details will be forthcoming.

Questions/Comments: 1) One faculty stated that her paycheck showed a charge of \$80 for the use of the child care program. Dr. Morano states that it is important to get in touch with your Department DMO to re-verify if this cost is accurate. The program is not supposed to be cost prohibitive. Please also contact Dr. Morano for further assistance. All employees should be covered under this plan.

Follow-up Information: Information was sent to all senators that IRS regulations require the university to report as taxable income to the employee the difference between the fair market value and the actual charged cost. This amount will show-up on the employees' paycheck as taxable income.

Approval of Minutes. A quorum was present at 4:45 pm, and the minutes from the September 19, 2019 meeting were approved unanimously.

Old Business SEP

REGULAR REPORTS

Faculty Advisory Council (FAC) –Dr. Gurur Biliciler-Denktaş, chair of the UT System Faculty Advisory Council, provided an update about the roles of the FAC. FAC consists of elected leaders from each UT institution – 16 academic and 12 health science representatives. Together, the members of FAC represent 20,000 faculty members. The FAC advises the Board of Regents and UT System Administration. The goals of FAC are to make recommendations on faculty issues within the UT system and provide leadership in setting a strategic agenda for faculty development. The FAC will also respond to issues at the request of the Board of Regents, the Chancellor, UT System Administration and/or UTSFAC membership.

The 2019-2020 Faculty Advisory Council Goals/Agenda topics include:

1. Academic Affairs and Faculty Quality
 - a. Academic standards of excellence and professional ethics.
 - b. Provide resources for academic infrastructure to deliver academic programs.
 - c. Fostering relations with students, including instruction, discipline and ethics.
 - d. Program initiation, review and termination.
 - e. A review of faculty responsibilities and workload.
 - f. A review of faculty compensation, including equity among UT system institutions and peer universities.
 - g. Support for a professional development leave program.
 - h. The governance sub-committee will focus on hiring, tenure, promotion and termination of faculty.
2. Non-tenured faculty stability

- a. Retention
 - b. Hiring practices
 - c. Evaluation
 - d. Promotion
 - e. Faculty turnover
 - f. Exit interviews
 - g. Best practices for salary compensation
3. Family leave and grievance policies
 - a. Sick leave
 - b. Parental leave
 4. Physician burnout
 5. Student Success and Quality of Teaching

Questions/Comments: Dr. Parks encourages each of the senators to provide updates to their departments regarding information covered in the faculty senate.

Inter-Faculty Council (IFC) Report. IFC has representatives from all 6 schools and addresses issues affecting UTHealth. The council reports to Dr. Blackburn. The chair of the IFC is Dr. Elda Ramirez, CSON.

The three sub-committees for this year are:

1. Governance and Academic Affairs
 - a. Non-tenured clinical faculty incentives
 - b. A system for research collaboration
2. Administrative Affairs
 - a. Gender bias of UTHealth award committee members
 - b. Childcare offerings of TMC institutions, and why UTHealth should invest in our Child Development Center
3. Faculty status, rights and responsibilities
 - a. How can the mentorship process be formalized?
 - b. Special emphasis on supporting junior faculty.

Questions/Comments: none

Transition to EPIC EHR Dr. Martin Citardi, Vice Dean for Clinical Technology, and Babatope “Tope” Fatuyi, MD, MPH, Chief Medical Information Officer for UHealth provided an update on the transition from Allscripts to EPIC.

1. We will be introducing UHealth Connect, a comprehensive electronic health record (EHR).
2. The executive steering committee will be led by the University President, Dr. Colasurdo, and the head of the Executive Steering Committee, Dr. Citardi.
3. The EHR Governance Taskforce will have representatives from each clinic. Physicians will play critical roles in design and implementation.
4. Dr. Fatuyi discussed how he will build and execute a team designed to create a bridge between the needs of clinicians and IT personnel tasked with creating the technological platform. This team will be responsible for creating a healthcare informatics platform that supports efficient design, implementation and usage of healthcare technologies.
5. The goal is to create a training module that utilizes physician time effectively and efficiently and provides instruction to streamline our use of EPIC.
6. There will be physician builders who are trained to assist with implementation, building smart texts and smart phrases.
7. Our focus will be on configuration to ensure the default system works for our practice model.

The meeting adjourned at 5:45p.m.

Next meeting November 21st, 2019, 4:30pm

Dr. Kenya Parks – Chair 

Dr. Catherine Ambrose – Chair-Elect^L_{SEP}

Dr. Rhashedah A. Ekeoduru – Secretary^L_{SEP}

Dr. Zi Yang Jiang – Secretary-Elect^L_{SEP}

Dr. Nathaniel Carlin– Past-Chair 2018-19

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