

## Minutes of the McGovern Medical School Faculty Senate

Thursday, September 20, 2018 4:30 p.m.  
MSB 2.103 & LBJ UT Annex 217 Auditoriums

**Dr. Monica Verduzco-Gutierrez brought the meeting to order at 4:34 p.m.**

### **INSTALLATION OF SENATE CHAIR**

Dr. Nathan Carlin was installed as the 2018-2019 Faculty Senate Chair by Past Senate-Chair Dr. Monica Verduzco-Gutierrez. Dr. Carlin then invited Dr. Kevin Morano, on behalf of the Dean, to thank Dr. Diane Edmondson for her service as the 2017-2018 Faculty Senate Secretary and Dr. Verduzco-Gutierrez for her service as 2017-2018 Faculty Senate Chair.

### **REPORTS**

**Past Chair's Report.** Dr. Verduzco-Gutierrez presented the Accomplishments of the Faculty Senate for FY 2017-2018.

- The task force on faculty burnout is preparing a white paper and will make recommendations to the administration to address burnout.
- A task force to address the education learning environment was created to study and make recommendations to address student mistreatment.
- The Senate was allotted space on the wall in the medical school near the photographs of the department chairs to display photographs of the Senate leadership.
- At the request of the Senate, filtered water stations were installed in multiple locations of the medical school. There are plans to install the fountains in other campus buildings.
- The Senate helped to raise funds for UTHealth employees in financial need after Hurricane Harvey.
- The Senate highlighted EAP services specifically available to faculty and provided feedback to the EAP about faculty needs.
- The Senate increased awareness of patient navigator services for faculty.
- Bike flat repair kits and tire pumps were placed at guard stations at the request of the Senate.
- The Senate requested an agreement between BCM and UT for UT faculty to use the BCM gym at the designated monthly or daily rate.
- The Senate worked with Sponsored Projects to address faculty concerns about the new grant submission requirements.

**Faculty Affairs Report.** Dr. Morano wished Dr. Carlin and Dr. Bethany Williams well in their new leadership roles with the Senate. He announced National Postdoc Appreciation Week and activities that are planned throughout the week to celebrate our postdocs. He noted there is at least one

postdoc at each school. He reviewed the accomplishments of the joint Faculty Affairs and Faculty Senate Burnout & Resilience Task Force. He has spoken to Dean Barbara Stoll about the findings and recommendations of the task force and is scheduled to meet with Dr. Giuseppe Colasurdo, as well. He reported that at a UT System meeting on burnout the week prior it was clear that McGovern has made significant progress on this issue. Two faculty asked Dr. Morano questions about faculty benefits and indicated that the information provided on the benefits website seems limited. Bete Su Williams, Director, Payroll and Benefits, is willing to speak to the Faculty Senate or at a town hall about faculty benefits.

#### Questions/Comments

Benefits information is provided during orientation. Such a presentation may be better addressed to those who may have missed orientation or who feel they might benefit from a review of faculty benefits.

A town hall may be a good format for presenting this information. Because annual benefits enrollment is held in late summer, spring or summer may be a good time to hold a benefits review meeting.

The Senate can help publicize the town halls, as they are often poorly attended.

**Approval of Minutes.** A quorum was present at 4:47 pm, and the minutes from August 2018 were approved unanimously.

**Interfaculty Council (IFC) Report.** Dr. Syed Hashmi reported that the IFC has five returning members and five newly elected members from each of the five schools that have faculty (excludes GSBS). Drs. Carlin and Heidi Kaplan are the Faculty Senate representatives on the committee. The IFC is seeking two nominees from among the tenured faculty for the Faculty Tribunal Panel (HOOP 133-Faculty Termination). The Panel is a mechanism by which terminated faculty can present an appeal of the decision for dismissal. The Panel then gives its opinion indicating whether the termination was justified and done in accordance with university policies. For those interested in submitting nominations for the Panel positions, names can be sent to the Senate leadership. Nominees can be submitted from all schools and must be tenured (at any faculty rank).

#### Questions/Comments

*Are there any requirements for faculty to qualify for the IFC?* You must be a faculty member in good standing with the institution.

Dr. Carlin requested that the minutes of the various committees/councils/offices that report to the Senate be submitted to the Senate by email in advance of the Faculty Senate meetings. This will provide Senators with access to the minutes of these meetings in advance of the Faculty Senate meetings and allow for briefer reports to be presented at the Senate meetings.

**Administrative Council Report.** Dr. Carlin presented the Administrative Council report. A representative from Auditing & Advisory Services, which is led by Assistant Vice President and Chief Audit Officer, Daniel Sherman, provided information to the Council on role of this office. Auditing & Advisory Services is responsible for ensuring that all academic and business operations comply with University policies and applicable regulations and can address auditing needs in the areas of IT, finance, compliance, and risk management. Space was also addressed at the Council

meeting. Some opportunities to combine space have been found. The intention is to reposition staff into shared office space. Junior faculty will share offices only if necessary.

### **ELECTION OF SENATE OFFICERS**

Various departments are still in the process of conducting elections for Senators. Thus, the election of Senate officers will be postponed until the October Senate meeting.

### **NEW BUSINESS**

**Update on Women Faculty Forum.** Dr. Ruth Heidelberger, co-chair of the Women Faculty Forum (WFF), discussed the establishment of the WFF, the WFF's mission, and areas of focus for the WFF this past year. One of the primary aims of the Forum was advocacy, including the need for childcare services, a mechanism to address gender-based disparities in the workplace, and trained leaders with whom students and faculty can discuss gender-based issues. The WFF also addressed professional development through the WFF Excellence Awards, disseminating information about and support for participation in professional development programs, and mentorship through the WFF for faculty. Additionally, the WFF holds networking events to create networking opportunities for women faculty. The WFF requested a resolution from the Faculty Senate indicating the Senate's support of the forum's efforts. The WFF's fall networking event is scheduled October 29, 2018 at Memorial Hermann Conference Center from 4:30 pm-6:00 pm. Additional information on the WFF can be found on the Faculty Affairs website and the WFF's Facebook page. Men are welcome to support the WFF's mission and events and are invited to join the committee.

**Resolution on Women in Medicine at McGovern Medical School.** Dr. Verduzco-Gutierrez presented a Senate Resolution in Recognition of Women in Medicine at McGovern Medical School and the supportive efforts of the Women Faculty Forum and Diversity and Inclusion Committee. The resolution is a response to a recent article in the news in which a physician stated his support for salary inequity between women and men physicians.

#### Questions/Comments

The designation number should be changed from FSR-2018-01 to FSR-2019-01.

***It was moved and seconded that the resolution be accepted with the noted correction. The motion was passed unanimously.***

***See Appendix A for the text of the approved resolution.***

### **ANNOUNCEMENTS.**

The Office of Diversity and Inclusion has a special lecture by David A. Acosta, MD, Chief Diversity and Inclusion Officer at the Association of American Medical Colleges, on Thursday, September 27, 2018, at noon, in MSB 1.006. The title of the lecture is "The Vital Role of Academic Medical Centers in Addressing Healthcare Disparities."

This year the Faculty Senate will nominate a clinical faculty for chair-elect.

The meeting adjourned at 5:11 p.m.

Next meeting October 18, 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](mailto:ms.facultysenate@uth.tmc.edu)**

## Appendix A

### **A Resolution in Recognition of Women in 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;<sup>1,2</sup> 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;<sup>3</sup> 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

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.

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

<sup>2</sup> 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.

<sup>3</sup> 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