

1. Call to Order

The meeting was called to order at 4:31pm with a quorum of members present.

2. Approval of Minutes (August 2020)

- There were no corrections to the minutes from the August 2020 meeting, so the minutes were accepted to the final record as written.

3. Welcome to New Members

- Dr. Ambrose thanked Dr. Parks and Dr. Ekeoduru for their service to the Senate for the past year. She welcomed new members and reiterated the attendance rules (at least 60% of annual meetings). It is important for WebEx meetings that dial-in attendees email Valerie Guerrero with the dial in number so that each caller can be properly identified.

4. Reports

A. Faculty Affairs - Dr. Kevin Morano

- There were over 90 applications for promotion and tenure submitted this year.
- Mental Health Resources and COVID (see attachment)

B. Interfaculty Council – Dr. Nahid Rianon

- Dr. Ramirez transitioned the leadership to the new IFC Chair Dr. Tiffany Champagne-Langabeer who started the meeting
- Currently all meetings will take place virtually and may revisit possibility of in person meetings around January
- Discussion from the IFC subcommittees
 - Governance and academic affairs - this committee will report on state of online learning and best practices from each of the six schools; will seek best practices from other advanced institutions for accelerated innovations; and will make recommendations for ways to ensure an engaging environment for our students.
 - they will focus on how social learning is being affected during the current pandemic.
 - Faculty Status, Rights, and Responsibilities – they will investigate various resources for faculty support in the six schools.
 - Administrative Affairs – this committee will report on gender-specific representation among staff, student and faculty leadership positions, and on base salaries.
- Last year's IFC Faculty Status, Rights and Responsibilities Committee reported the following:
 - Mentoring across the Schools varies in formality, and the more active/mature programs have instituted a formal process. Their recommendations are:

i) Create a formal process for each school (we will talk about McGovern Medical School) – A letter of commitment, establishing roles and expectations, has been a common feature of the more active mentoring programs. These clearly identify the mentee, mentor(s), and importantly, establish the existence of and parameters for, the mentoring relationship, including frequency and content of interactions(s).

ii) Create a formal process to identify, encourage, and develop mentors. Few Schools institute a structured program for establishing a pool of willing, trained mentors. A broader effort, at the School level, can ensure that this resource is amply staffed for incoming junior faculty members annually.

5. Covid-19 Update – Dr. Luis Ostrosky

- Overall slowing of the transmission of the disease
- 1200-1800 a day of new cases now in the Greater Houston Area
- Test Positivity Rate of 5% in the TMC Hospital Systems
- Knowns:
 - Person to person spread through droplets
 - Aerosols are a problem near an infected patient and in poorly ventilated areas
 - 2-14 day incubation period (5-7 days 95% CI)
 - Mortality associated with age and underlying comorbidities
 - Racial disparities
 - Max 4 day environmental survival
 - Long term shedding, but not infectious beyond 10 days
 - Susceptible to common disinfectants
 - Our current precautions work
- Unknowns:
 - True number of cases
 - Mortality rate
 - Specific treatment
 - Vertical transmission
 - How contagious in the pre/minimally symptomatic stage
 - Relapse/reinfection/immunity issues
- Important new information – although PCR tests may remain positive for weeks, if not months, it has been determined that active transmission of the disease is usually within the first 10 days, unless the infected person is immunocompromised. For this reason the quarantine guidelines have been revised. Persons without immune system compromise can return to work or other activities ten days after positive testing or onset of symptoms.

6. Old Business

- A. Dr. Dana McDowelle, Dr. Margaret McNeese, Michelle Ghebraniou, and Shelley Burge (on behalf of SCoPE (Student Committee on Professionalism and Ethics)) “Definition of Professionalism Initiative”

- Composed of 18 students (6 from MS2, MS3, and MS4 classes)
- Definition of professionalism as a commitment to act ethically and in accordance with the following values: Respect, Integrity, Compassion, Collaboration, Self-Improvement.
- See attachment for full document
- Email ms.professionalism@uth.tmc.edu to give feedback on this initiative.

7. New Business

- A. Dr. Mark Hormann, Assistant Dean for Educational Programs, McGovern Medical School at UTHealth “Update on the status of Medical Student Clinical Training”
- 2020 Graduates were sent home on 03/13/2020 and all required rotations were converted to online and pass/fail. All graduated on time.
 - Current MS4 also sent home on 03/13/2020 and finished assignments specific to their clerkships online by 05/01/2020.
 - Patient safety and quality 05/04/2020 - 05/29/2020
 - Returned to clinical activities on 06/01/2020
 - Started rotations 06/29/2020 on a modified schedule
 - Residency Interviews are ALL online; ERAS opening date for programs pushed back to 10/21/2020
 - Current MS3s were studying for step 1 when sent home on 03/13/2020.
 - Clerkships started on 06/22/2020
 - Will finish third year by 04/23/2021 and start fourth year on 05/03/2021
 - Minimized size of student groups
 - Alternating clinic days
 - Using other inpatient teams
 - More online learning
 - Virtual rounding
 - It is clear that some student educational activities are well-suited to the virtual format, and these may continue even after the threat from Covid-19 is eliminated.
- B. Address from the new Faculty Senate Chair – Dr. Catherine Ambrose
1. Continue Webex Proposal: In order to accommodate senators who have clinical or other duties away from the TMC, it is proposed that Faculty Senate meeting include an option for virtual attendance, even after normal operations resume.
 - a. Yes: 73/113
 - b. No: 0/113
 - c. Abstain: 0/113
 2. Faculty Senate Newsletter: In order to evaluate the cost/benefit ratio of the Faculty Senate Minute, a survey of the senators was performed to evaluate readership.
 - a. I read this: 58/113
 - b. I do not read this: 10/113
 - c. I do not know what this is: 3/113
 - d. It was suggested that readership beyond the Faculty Senate (i.e., members in departments not in Senate) should also be evaluated.

3. Committee to create a formal Faculty Mentoring Program: as a result of the IFC committee findings, it was proposed that a committee be established to collate best practices and make a recommendation to the Senate concerning the creation of a formal faculty mentoring program for MMS.
 - a. Please email Dr. Nahid Rianon Nahid.J.Rianon@uth.tmc.edu if interested.
 - b. Multiple Senators expressed interest in joining this committee.

8. Women in Medicine Month – Dr. Catherine Ambrose (10 minutes)

- A. Women Faculty Forum – Dr. Mandy Hill and Dr. Suur Biliciler (Co-Chairs)
 - a. Mission: Advocacy, networking, and providing opportunities for professional development
 - b. Annual Events: Fall Event, Round Table; Spring Event, Annual Excellence Awards
 - c. Opportunities: Mentoring, Getting connected, AAMC Faculty Development Meetings, Book Club
 - d. Website for more information: <https://med.uth.edu/administration/women-faculty-forum/>

9. Announcements

- A. EPIC EMR updates from Babatope “Tope” Fatuyi, MD, MPH, Chief Medical Information Officer for UTHealth, will now take place quarterly. The next report to the Senate will occur at the November meeting.
- B. We will have the Faculty Senate meeting entirely via WebEx for the next few months. Once in person meetings resume, we will continue to have a WebEx option for those who wish to participate virtually.

10. Adjournment at 5:31PM

Next meeting: Thursday, October 15, 2020 at 4:30 PM

Mental Health Resources

Faculty Assistance Program (FAP)

- o Free and confidential mental health support services for you and your family members.
- o Call: 713-500-3358 or visit: go.uth.edu/fap
- o Frequently Asked Questions page

Department of Psychiatry and Behavioral Sciences

- o Call: 713-486-COVD (2683)

MDLive

- o Virtual visits with a psychiatrist, therapist, or physical health provider offered through BCBS with \$0 copay

Physician Support Line

- o Free and confidential peer telehealth support by volunteer psychiatrists
- o Call: 1 (888) 409-0141 or visit: www.physiciansupportline.com

Texas Health and Human Services

- o 24/7 mental health support line: (833) 986-1919



COPING THROUGH COVID-19

Overall Wellbeing Resources



FAP COVID-19 Worklife Resources and Services

- o A plethora of resources and services for legal, financial, physical and mental wellbeing
- o Call: 713-500-3327 or visit: www.mylifevalues.com (username and password both: uth)

Virtual Meditation

- o UTHealth FAP offers multiple virtual meditation sessions every week and maintains previously-recorded sessions

Your Money Line

- o A concierge financial wellness program offering a live financial call-in helpline and an interactive online financial dashboard

Care.com

- o Locate emergency and backup childcare and eldercare in your community and nationwide

Coronavirus Anxiety Workbook

- o A tool to help build resilience during difficult times

Career Resources through the Office of Faculty Affairs and Development

- o Adapting to professional impacts of COVID-19 in 2020 and beyond
- o Managing work expectations and goals
- o Managing the tenure clock





Student Committee on Professionalism & Ethics

Professionalism is not defined by an individual, but rather by the shared values of the sum of all students, physicians, faculty, and staff of the McGovern community. For this reason, **all members** of McGovern were invited to reflect on their unique role in our institutional environment and **share the principles that inform their professional behaviors**. Their responses guided the development of our definition of professionalism as a commitment to act ethically and in accordance with the following values. While no single definition can encompass the many voices of our institution, we hope to create a common language of professionalism to which we all aspire.

We are McGovern and these are the values that we embody:

Respect

Respect is the foundation of our community. We embrace the diversity and honor the dignity of everyone within and beyond the McGovern community.

Integrity

We are truthful in all interactions. We follow through on our responsibilities and take pride in our work as well as our presentation, dependability, and punctuality. We are honest about our limitations, and hold ourselves accountable for our actions.

Compassion

We act with compassion. We seek to go beyond the duties of our role to serve and make a positive impact on others. We recognize that all who walk through our doors equally deserve our care, regardless of circumstance.

Collaboration

We are a community built on teamwork. We communicate clearly and effectively, offering and asking for help when needed. We value the contribution of each member and rely on each other to accomplish shared goals, expanding the reach of what is possible.

Self-Improvement

We are committed to excellence in our roles and to continual improvement in our knowledge and personal character. We work daily to refine our skills and reflect on our experiences to become better versions of ourselves.