**McGovern Medical School** ∣ **UTHealth Houston**

**Faculty Senate**

Thursday, June 15, 2023 ∣ 4:30 pm

Zoom Meeting

**Minutes**

1.Call to Order : 4:30pm

2. Housekeeping

3. Approval of Minutes - May 2023

4. Reports

a. Faculty Affairs Update – Dr. Kevin Morano, Senior Vice President for Academic and Faculty Affairs

* **Diversity, Equity & Inclusion (DEI) update Summary of SB 17**:

The Board of Regents shall ensure each academic and administrative unit of the institutions of higher education overseen by the board:

• Shall not establish or maintain a DEI office, division, unit or other role;

• Shall not hire or assign an employee or contract with a third party to perform the duties of a DEI office;

• Shall not require, induce, solicit or provide preferential consideration to any applicant,

employee, student, contractor, or other individual to provide a diversity, equity, and inclusion

statement;

• Shall not grant preference on the basis of race, sex, color, ethnicity, or national origin to an

applicant for employment, a candidate for promotion, a candidate for tenure, or a participant in any function by the institution;

• Shall not require or make mandatory diversity, equity, and inclusion training;

• The bill would not limit or prohibit an institution of higher education or an employee of an

institution of higher education from, for purposes of applying for a grant or complying with the terms of accreditation by an accrediting agency, submitting to the grantor or acceding agency a statement that: 1) highlights the institution's work in supporting first generation students, low income students, or underserved student populations, or 2) certifies compliance with state and federal antidiscrimination laws.

* Bill exemptions: academic course instruction; scholarly research; activities of registered student organizations; guest speakers and performers; programs to enhance academic achievement that are designed and implemented without regard to race, color, sex, or ethnicity; data collection; or student recruitment and the student admissions process
* Enforcement: employee or contractor can be terminated for violating this policy. Also the state auditor will provide a compliance audit every four years with penalties for violations resulting in loss of formula funding.
* **Summary of Senate Bill 18 – Tenure Reform**

The bill’s provisions include:

• Defines tenure as "'the entitlement of faculty members to continue in their academic positions unless dismissed for good cause".

• Requires the university’s governing board to make the decision to grant tenure, with the

recommendation from the institution's president and system’s chancellor.

• States a faculty member’s property interest with tenure is only limited to their “regular annual salary”.

• Requires institutions to adopt policies covering the following:

* Granting of tenure.
* Allowing dismissal of tenured faculty for certain violations, with due process, and these violations include the following:

Professional incompetence; repeatedly failed to perform duties; failed to complete a post-tenure review program; moral turpitude; violated laws that affect faculty member's performance; convicted of a crime affecting ability to teach or conduct research; unprofessional conduct; falsified academic credentials; financial exigency or program elimination; and other good cause as defined by an institution’s policies.

* Periodic performance review for all tenured faculty
* SB 18 requires the governing board of institutions to file a copy of tenure policies and procedures with Coordinating Board before September 1 of each year.

The University will continue to promote and defend excellence.

It is anticipated that the University will provide guidance related to DEI requirements for grant submissions.

b. Interfaculty Council Update – Dr. Summer Ott, Faculty Senate Chair-Elect

* The next IFC meeting will be June 21, 2023

c. Graduate Student Education Committee (GSEC) Report – Dr. Kendra Carmon – Associate Professor - Molecular Medicine, Committee Chair

The GSEC Mission includes:

* Create educational, social and networking opportunities
* Host activities for learning and career development
* Recognize graduate student achievements and improve recruitment

GSEC leadership includes faculty and students.

* Graduate student support includes $11,000 to each GSBS program housed within the medical school (Biochemistry & Cell Biology, Microbiology & Infectious Diseases, and Neurosciences)
* Yearly GSEC poster session – 289 graduate students including 7 medical students
* Dean’s Research Scholarship Awards – recognizes PhD students who have achieved distinction - $1500 - $3000 awarded
* Other awards: travel awards ($750), grant award bonus ($250), laptop loan program
* Student Support Survey – the number one student concern is student parking. Other concerns include professional development, grant development workshops. Some students have specific financial concerns.
* Parking assistance program: diverted travel funds to provide 70-75 parking vouchers worth $115 each during the COVID pandemic. The GSEC hopes to continue this program.
* GSEC career path seminar series: invited junior faculty
* Ice cream social was June 13, 2023. Popular recruitment event & social networking event – bowling night.
* Focus for the upcoming year: increase GSBS student recruitment to McGovern Medical School – this past year the (60 PhD, 27 MS, 4 MD/PhD) candidates. The GSEC needs ideas on how to improve recruitment.
* Comments: to highlight research and programs on our websites.

5. New Business

a. AAMC Council of Faculty and Academic Societies (CFAS) – Dr. Susan Wootton (Senior CFAS representative), Dr. Rachel Jantea (Junior CFAS representative), and Dr. Allison Ownby (CFAS member)

* The mission of the AAMC is to lead and serve Academic medicine to improve the health of people everywhere
* CFAS: member organization and service provider members represent the full spectrum of medical education in US and Canadian Medical Schools
* CFAS member institutions include 172 North American medical schools, over 400 major teaching hospitals and health systems and 80 faculty and academic societies.
* There are 315 CFAS representatives
* CFAS is one of only three AAMC councils which gives it direct representation on the AAMC Board of Directors and a voice for academic faculty within the AAMC’s governance and leadership structures
* Many functions including: engaging directly with societies on major advocacy issues
* Big issues: Major advocacy priorities, GME and NIH funding, racial, gender, political issues
* Multiple committees within CFAS, which are open to all CFAS reps and affiliates
* CFAS Spring meeting March 27-29, Salt lake UT: issues included faculty thriving in academic medicine and faculty burnout, among many others; identify the issues facing faculty and provide a communication line to the AAMC
* The council is charged with identifying critical issues facing faculty, providing a voice for faculty to the AAMC and serving as a bidirectional communication conduit between faculty and the AAMC regarding matters related to the core missions of academic medicine. As our representatives, Drs Wootton, Jantea and Ownby would like to hear about critical issues from senators
* Invitation given by Dr. Hergenroeder – to present to the Faculty Senate on a regular basis

b. Nominees for 2023-24 Faculty Senate Chair-Elect and Secretary-Elect:

* Erin Fox, PhD – Nominee Chair-Elect, Associate Professor, Dept of Surgery
* Mathew Baker, PhD – Nominee Secretary-Elect, Assistant Professor, Dept of Biochemistry and Molecular Biology

7. Announcements

a. Women Faculty Forum Spring Roundtable Event, presenting Julianne Cenac, Ph.D.,

Associate Vice President of Organizational and Talent Development, *“Responses to Microaggressions in the Workplace”*. The interactive session will cover allyship, emotional intelligence and conflict management with fellow women faculty. June 29th at 4pm.

https://med.uth.edu/administration/women-faculty-forum/

b. Hurricane Season: June 1 – November 30

https://inside.uth.edu/inside/story.htm?id=a2804892-b09d-44a5-8deb-53f220977d73

8. Adjournment: 5:26 pm

**Next meeting: Thursday, July 20, 2023 at 4:30 via ZOOM**

Dr. Georgene Hergenroeder – Chair

Dr. Summer Ott – Chair-Elect

Dr. Simbo Chiadika – Secretary

Kathryn Leal, MS, CGC – Secretary-Elect

Dr. Nahid Rianon – 2021-2022 Past-Chair

**https://med.uth.edu/faculty-senate/**

Supplement:

The Council of Faculty and Academic Societies (CFAS) is a Council of the AAMC that identifies critical issues facing medical school faculty and academic societies and works directly with AAMC leadership to solve problems and share resources and solutions. McGovern Medical School has two appointed representatives to facilitate communication between its faculty and CFAS, and they need to hear directly from faculty about the issues they're facing. Hot Topics at the most recent CFAS meeting included: thriving in academic medicine through mission alignment, faculty well-being (<https://www.aamc.org/news/wellbeing>), implicit bias, salary equity, and supporting faculty as medical educators. Faculty are asked to reach out to McGovern representatives with any issues they'd like to see addressed.

 Susan H. Wootton, MD, Professor, Pediatric Infectious Diseases, UTHealth - Senior Faculty CFAS Representative Susan.H.Wootton@uth.tmc.edu

Rachel Jantea, Assistant Professor, Geriatric and Palliative medicine, UTHealth - Junior Faculty CFAS Representative Rachel.Jantea@uth.tmc.edu