Interfaculty Council Meeting Minutes  
FY 2017 – February 15, 2017 – UCT-1726

**Present:** Dr. Gurur Biliciler-Denktas, Dr. Ryan Quock, Dr. Lanny Ling, Dr. Jake Chen, Dr. Joan Bull, Dr. Marie-Francoise Doursout, Dr. Veronica Gonzalez, Dr. Syed Hashmi, Dr. Heidi Kaplan, Dr. Jessica Lee, Dr. David Marshak, Dr. Donald Molony, Dr. David Volk, Dr. Trevor Cohen, Dr. Amy Franklin, Dr. Elmer Bernstam, Dr. Ashley Clark, Dr. Cameron Jeter, Dr. Myron Arnaud, Dr. Allison Edwards, Dr. Rebecca Tsusaki, Dr. Craig Hanis, Dr. Linda Highfield, Dr. Ross Shegog, and Ms. KoKo Tawaki Taylor

**Absent:** Dr. Joseph Alcorn, Dr. Amber Luong, Dr. James Langabeer, II, Dr. Elizabeth Scott, Dr. Stacy Drake, Dr. Frances Lee Revere, Dr. Michael Blackburn, Mr. Eric Solberg, and Ms. Brittany Jewell

**Ex-Officio Attendees:** Dr. Kevin Morano and Dr. Anne Sereno

**Administrative Personnel:** Ms. Terrie Schade-Lugo and Ms. Yuliana Nunez

I. **CALL TO ORDER**
   
   Dr. Gurur Biliciler-Denktas, 2016-2017 IFC Chair, called the meeting to order at 11:35 AM.

II. **APPROVAL OF THE MINUTES**

   Dr. Denktas polled the members for any objections or corrections required to the minutes for January 18, 2016. Upon motion made and seconded, the minutes were unanimously approved.

III. **NEW BUSINESS**

   **Parliamentary Procedures**
   
   Dr. Ryan Quock advised that he will assist Dr. Denktas with maintaining flow of conversation. He provided the following parliamentary procedures:
   
   - Chair leads the meeting;
   - If we are in discussion of anything, please raise your hand;
   - If a motion is put forward, the person making the motion has the floor first;
   - Chair will acknowledge people in the order that they raised their hand;
     - A person will not be acknowledge for a second time until everyone else has been able to speak at least once; and
     - Would appreciate if we do not speak more than twice on any one issue.

   **Campus Reports**
   
   Dr. Jiqiang Ling and Dr. Zheng Chen (GSBA), Dr. Heidi Kaplan (MMS), Dr. Amy Franklin (SBMI), Dr. Ashley Clark (SOD), Dr. Allison Edwards (SON), and Dr. Ross Shegog (SPH)

   Each campus provided a report of their school’s activities, concerns, and issues:

   **GSBS:**
   
   - “Change in student support from GSBS”
     - Previously, each PhD student at GSBS received 2 years of financial support, but due to the state funding cut in 2011 and increase in student numbers, it is no longer sustainable and the support has been reduced to 16 months.
       - Impact of the change has not been experienced on how it would affect new faculty and student recruitments. One concern raised is that it adds to the burden of each PI who want to recruit new students.
• “Reshaping GSBS” initiative
  o Three working groups, the first two have completed their charges and provided reports and recommendations to the co-deans.
    ▪ First group was in charge of reorganizing the programs
      • Consolidating the programs and designing the new structure
    ▪ Second group was charged with developing the Core Curriculum and then potentially some program specific courses.
    ▪ Third group is in charge of bringing different sites and programs together. This is the Community working group.
      • After reorganization the question is how are we going to bring people together from different campus site from different departments?
      • How can we foster the sense of community?
      • 2017 Fall Students will be under the new program structure.
    o After the reshaping, the funding will be based on the number of students.

MMS:
• Inequities for minority faculty:
  o Salary and Promotion; and
  o Diversity Engagement Survey results will be discussed with the Senate at our next meeting.
• Inequities for women faculty;
  o Women’s Faculty Forum has been set up to connect junior faculty with specific mentors.
• Insufficient faculty mentoring;
• Faculty and student burnout issues;
  o One idea was to have an exercise space at MMS for faculty and students to address personal health/exercise/burnout.
• Research support:
  o More funding for pilot research projects;
• Coordination of UTHealth time allocation with UT Physicians:
  o Faculty Senate task force is addressing matter:
    ▪ Once all data has been collected it will be presented to Dr. Stoll
• MMS infrastructure and logistics:
  o Problems with elevators, parking, shuttles;
    ▪ Recently acquired State funds is now addressing these issues, although some issues will take years to address.
• Clinical Faculty tracks:
  o Dr. Kevin Morano has a committee within MMS that is addressing the matter;
• Providing information from a central source to individual faculty:
  o New UTHealth Public Affairs Director is collecting data;
• UT System budget – possible cuts of $2 to 35 million next biennium;
  o State funds are 16% of a lean budget, which will have an effect;
• New curriculum at the MMS;
  o First year with new curriculum and it is impacting the faculty and students;
SBMI:
- Managing significant growth of faculty and students in the last few years;
  - Managing space issues due to the growth; and
  - Managing growth with new curriculum for the Biomedical Informatics program;
- Peer review of teaching;
- Work-life balance in assessing workload across our faculty;
- Significant efforts in building collaborations both for education initiatives/interprofessional education, as well as applied informatics efforts across schools
- Creation of a UTHHealth Data Governance Program, we are trying to figure out how to better facilitate the efforts from our school and the other schools that we work with now and want to work with in the future.
- Interprofessional Education is Center for Interprofessional Education (IPE).
  - Push to create a curriculum across all six schools in training and interprofessional education;
  - Purpose to build a model of how students can work better together.

SOD:
- Development of an Honor Code/Academic Integrity document;
  - After a flurry of issues 2 years ago, it prompted creation of this document;
  - Honor Code has been a 2 year project that is currently at the student government level.
- Legislative session:
  - Hiring Freeze is of concern to current and potential faculty;
    - Multiple open searches;
    - Ninety percent (90%) of UTSD positions are state-funded employees;
- Increase in class size from 100 to 103;
- One school goal is to increase clinic revenue in order to be less dependent on state funds in the future;
- Looking forward to our 2019 Accreditation site visit;
- Concern is being expressed about student evaluations being weighed too heavily in the promotions and tenure reviews.

SON:
- NCLEX-RN®
  - 2016 NCLEX-RN® examination pass rate for Texas programs is 87.14% (9,945/11,413)
  - National average of 84.30%.
  - UTSON pass rate was 94.77%
- Highest enrollment trend in the history of UTSON
  - 34% increase of 602 to 911 students from Spring 2016-Spring 2017 for graduate level nursing;
    and
  - 9% increase for undergraduate nursing.
- A new $3.4-million grant from The University of Texas System will help to make the biobank at UTHHealth School of Nursing the hub for a new state-wide, collaborative network of health institution partners for facilitating researchers’ use of biological samples and data. Jennifer E. Sanner, Ph.D., R.N., director of the Center for Clinical and Translational Sciences (CCTS) Biobank, is project sponsor for the new multi-institution UT System Health Biobank (UTSHB).
- To accommodate the increase level of students, more courses are being offered online.
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SPH:
- Faculty meeting structure reviewed
  - Time and frequency of meeting unchanged
- Faculty survey conducted to examine issues in the school
  - Top ranking issues were: teaching loads, salary equity (within school and nationally), school ranking, salary offset, and student advising.
- Faculty forum instituted to promote candid communication
  - First topic discussed in December faculty meeting was teaching loads.
  - SWOT analysis is pending.
- Annual Activity Reports reviewed
- Three-year Review Policy reviewed
- Curriculum overview in preparation for accreditation
- Administrator Reviews:
  - Will be done annually and it is accompany the Annual Review
  - An opportunity for faculty to be able to review Chairs, Department Chairs, and other campus deans.
    - The anonymized information will then be given to the Dean of the school.
- Dean rolled out a plan for refinance the school in a completely different budgeting process.
  - Linking it to size of departments, productivity and external funding, etc.
- The SPH Dean with the Baylor College of Medicine Human Genome Sequencing Center, etc., received a $5M grant.

Questions/Discussions/Information:
- 6-Year Review Process
  - UTHealth reinstated the 6-year review of administrators:
    - All department Chair levels will be reviewed and it has to come through a formal process that is initiated in the Office of Faculty Affairs and Development. The Associate and Assistant Dean level positions are to be reviewed separately by the Deans of the school and done internally.
- The School of Dentistry department chairs are reviewed every 3 years.
  - This review is conducted through a third-party out-of-state.
  - After the department chair is reviewed, the Dean receives the information and then schedules an appointment with the department. He has an open discussion with them about the feedback received to be able to ensure a good discussion with the department chair.
- McGovern Medical School
  - After the administrators’ reviews, the faculty would have liked for feedback to have been provided, there was no transparency in the process.

IV. UNFINISHED BUSINESS

UTFAC Report

Drs. Anne Sereno and Denktas

Dr. Anne Sereno provided an overview of the last UTFAC meeting.
- Tony Cuolo, Associate Vice Chancellor for Leadership recently did a report about creating a program for operationalizing women’s advancement at a system level.
• System has a new Chief Compliance and Risk Office and a Chief Inquiry Officer
  o Phillip B. Dendy, CRM, CIC – Chief Compliance and Risk Officer
    ▪ Over 30 years in risk management industry
    ▪ Joined UT System in 1995 as Associate Director for Workers’ Compensation Insurance
    ▪ Responsible for evaluating, developing, establishing, and maintain effective System wide compliance programs that promote compliance awareness through education and training, and that prevent, monitor, detect, and respond to non-compliance.
  o Jason King, JD – Associate Systemwide Compliance Officer and Ethics Officer
    ▪ Provides guidance on a number of issues; including conflicts of interest, nepotism, gifts, honorarium, and political activity.
    ▪ Before joining the Systemwide Compliance Office, Mr. King worked for the UT System Office of General Counsel, providing legal and ethical counsel, training and assistance to administrators Systemwide.
  o Trey Atchley, JD – Chief Inquiry Officer
    ▪ Prior to joining UT System he served as a special agent with the FBI for 21 years and San Antonio Division crisis negotiation coordinator for about 7 years.
    ▪ Responsible for conducting and managing investigations involving allegations of misconduct requested by the chancellor, board of regents, deputy chancellor, and chief compliance and risk officer. Also, assist, conducts, and oversees investigations referred by the fourteen U.T. Institutions.
  o BethLynn Maxwell, JD, PhD – Chief Health Research Officer
    ▪ Spoke of the creation of the UT System Health Biobank (UTSHB)
      • Biobank is a way multiple UT institutions can efficiently share data and biological samples used for medical research.

HOOP 192 – Academic Titles
Tabled awaiting updates from HOOP Committee.

V. ANNOUNCEMENTS

ASSOCIATE VICE PRESIDENT ANNOUNCEMENTS  Dr. Kevin Morano

As mentioned in the last meeting, we now have a university-wide subscription for The Chronicle of Higher Education. The information was provided to Deans of the schools to be provided to the faculty.

The Hiring Freeze
Dr. Morano addressed the hiring freeze there is no news and Dr. Colasurdo and Mr. Kevin Dillon do not know the extent of the budget cuts. What we can say is that faculty positions that are not on state funds will be processed; and, leadership is working on a plan to process those who are on state funds. What we do know is that there will be a way to ask for exceptions. As more information becomes available, it will be provided.
VI. MISCELLANEOUS DISCUSSION

- Thank you email was sent to Drs. Giuseppe Colasurdo and Robert Emery for their early decision regarding the high-water weather event on Wednesday, January 18, 2017.
- Dr. Denktas advised that Associate Vice Chancellor, Anthony A. “Tony” Cucolo, III, will be visiting UTHealth and UT MDACC on March 15-17, 2017.
  - He will be our guest at the IFC meeting on March 15, 2017.
  - Topics of discussion can include quantum leaps, and leadership.
    - Please send a list of questions and areas of interest for him to consider discussing.
  - Thursday, March 16, 2017 at 4:30 PM, the McGovern Medical School normally conducts their Senate Meeting; however, the Senate Meeting will be replaced with a Town Hall Meeting for UTHealth.
- UTFAC Governance Initiative
  - UT System Share Governance Initiative implementation steps, what they want to do and, how they want to meet its all in the FAC and being discussed.
  - Draft of the UTFAC Governance Initiative will be sent out.
- Elmer Bernstam was introduced as an at-large member of SBMI replacing Dean Sittig on the IFC.
- IFC requested that we discuss the HOOP Honor Code at the May 17, 2017 meeting.

VII. ADJOURNMENT

A motion was made and seconded to adjourn the meeting. The meeting adjourned at 1:06 PM. The next IFC meeting is scheduled for Wednesday, March 15, 2017.

Respectfully submitted by Yuliana Nunez on 02/10/2017.
Approved by Interfaculty Council on 04/19/2017.