Interfaculty Council Meeting Minutes
FY 2018 – January 24, 2018 – UCT 1726

Present: Dr. Ryan Quock, Dr. Syed Hashmi, Dr. Gurur Biliciler-Denktas, Dr. Ines Moreno-Gonzalez, Dr. Joseph Alcorn, Dr. Veronica Gonzalez, Dr. Heidi Kaplan, Dr. Jessica Lee, Dr. David Marshak, Dr. Monica Verduzco-Gutierrez, Dr. Tiffany Champagne, Dr. Amy Franklin, Dr. Luca Giancardo, Dr. Kirk Roberts, Dr. Ashley Clark, Dr. Cameron Jeter, Dr. Ariadne Letra, Dr. Nikolaos Soldatos, Dr. Stacy Drake, Dr. Allison Edwards, Dr. Patrick Laird for Dr. Elda Ramirez, Dr. Rebecca Tsusaki, Dr. Craig Hanis, Dr. Ross Shegog, Dr. Michael Swartz, Ms. Jacquelyn Sterling-Logan, and Ms. Brittany Jewell

Absent: Dr. Lanny Ling, Dr. Marie-Francoise Doursout, Dr. Joan Bull, Dr. Amber Luong, Dr. Donald Molony, Dr. Elda Ramirez, Dr. Linda Highfield

Ex-Officio Attendees: Dr. Kevin Morano

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

I. CALL TO ORDER
Dr. Ryan Quock, 2017-2018 IFC Chair, called the meeting to order at 11:35 AM.

II. APPROVAL OF THE MINUTES
Dr. Quock polled the members for any objections or corrections to the minutes for November 15, 2017. Upon motion made and seconded, the minutes were unanimously approved.

III. NEW BUSINESS

Thomas F. Burks Scholarship for Academic Merit
Dr. Veronica Gonzalez explained the background of the Burks scholarship, its intent, and purpose.
• The Call for Nominations for FY 2018 was provided to all schools on October 30, 2017 with nomination materials due on December 1, 2017.
• All schools were invited to submit up to two (2) nomination packets; Eleven (11) nomination packets were received.
• The Selection Committee participated in an Electronic Meeting from December 19, 2017 to January 12, 2018 and unanimously decided to have three (3) awards for FY 2018.
  o Stephen Simington from SBMI was voted as the FIRST PLACE awardee and the Selection Committee set his award amount at $1,750;
  o Faiez Saiyed from MMS was voted as the SECOND PLACE awardee and the Selection Committee set his award amount at $1,250; and
  o Muhammad Amith from SBMI was voted as the THIRD PLACE awardee and the Selection Committee set his award amount at $1,000.

Subcommittee Reports:

Governance and Academic Affairs:
Dr. Cameron Jeter explained the subcommittee’s charge:
• Assess and report on status of honor code policies at each school, including key components of each policy as well as efficacy. Make recommendation regarding possible university-wide honor code policy.
  o To date, the subcommittee has interviewed five of the six UTHealth schools’ disciplinary officers. Subcommittee chair, Cameron Jeter, and sometimes another subcommittee member from the School of the interviewee conducted the interviews. Each conversation followed the questions above, to standardize each interview.
  o As expected, answers to the questions varied School to School. Once interviews are complete, the subcommittee will create an anonymized report.
Of note, all five officers interviewed agreed a unified UTHealth Honor Code could be beneficial, but state the Code would not change the procedures followed at each respective School.

**Administrative Affairs**

**Dr. Ashley Clark**

Dr. Clark explained the charges of the subcommittee and the data they have gathered:

- **Assess and report on status/process of Annual Faculty Development Plan & Activity Report.** At least some data has been collected from all six schools at the HSC.
  - Five of these schools (CSON, GSBS, SBMI, SOD, and SPH) have some form of written policy delineating the timeline and process for annual faculty review.
  - CSON and SBMI have specific policies on the process, which follow HOOP 111.
  - SOD and SPH have new documents yearly delineating the dates and policies per HOOP 111.
  - GSBS is slightly different from HOOP 111 in that the faculty members are annually evaluated after three years of service.
  - MMS has different policies for differing departments. Information from six departments has been provided to us; we will present further information as it is received.

- **Explore relevancy of timing to faculty member trajectory.** The consensus is the timing of these reviews generally starts after completion of the fiscal year (around September). However, some departments at MMS do these reviews at different times; GSBS does not provide a specific time of year.

- **Explore purposes for which the reviews are utilized.** The precise utilization of the reviews by administration remains unclear, though most agree annual feedback is one of the primary functions. The CSON and SOD specifically (via policy or questioning) defer to HOOP 111; it appears SBMI does this also. GSBS has different utilization depending on the year of service; by year three, individuals minimally involved will either resign their faculty appointments or increase participation. By year five, there are five possible outcomes ranging from reappointment with highest commendation to termination of appointment. Some departments in MMS use these reviews to help prepare faculty for promotion and tenure. SPH appears to use these reviews for faculty incentive pay.

**Faculty Rights, Status, and Responsibilities**

**Dr. Amy Franklin**

Dr. Franklin advised that the Faculty, Rights, and Responsibilities Subcommittee’s task is to gather information regarding current Promotion and Tenure practices for each school.

- The Bylaws outlining the committee composition was gathered. Significant variation across schools noted. In addition to developing a visualization showing the organizational structures across schools, the subcommittee will move on to its next activity which may include surveying the faculty regarding general understanding of the tenure process and requirements, gathering further data regarding mentoring and support in preparation for tenure, or related topics as determined by the committee.

**Campus Reports:**

Dr. Quock requested that each school’s governance officer provide a school report.

**School of Biomedical Informatics (SBMI):**

- SBMI will be having their Annual Healthcare Technology and Policy Speaker Series on Tuesday, February 13, 2018 at the IMM from 8:30 – 10 am. Dr. Walter Suarez of Kaiser Permanente International will be the speaker and the topic is “Health IT Policy: Moving U.S. Health Care Beyond
EHRs, Meaningful Use, and Interoperability.” The flyer will be provided to the IFC membership via email.

School of Dentistry (SOD):  Dr. Nikolaos Soldatos
- We have a new UTPD officer from 7:00-4:00, Officer John Hughes, necessitated due to heavy traffic and accidents.
- The 10th Annual Nabers Program will be on February 16 with Dr. Myron Nevins. It is free for faculty and students.
- Academic Health Careers Fellowship Program is a new, six-month professional development plan for dentists, dental hygienists, dental specialists, and others interested in exploring academic careers. Faculty mentors will guide participants as they observe teaching in the classroom, clinic, laboratory, and simulation center. It is the only program of its kind in the US.
- Residents, who are now Clinical Assistant Professors, are competing for national and international awards this month.
  - Dr. Rosalie Nguyen - First time ever to have a presentation in Academy of Osseointegration Meeting for the Oral Presentation Award in March in Los Angeles. We are competing against seven other Dental Schools.
  - Dr. Jennifer James - Presentation in Southwest Society of Periodontists Annual Meeting for the Prichard Award, in Dallas on January 27.
- International recognition of one of our faculty members:
  - The IADR Board Operations Committee has appointed Dr. Flavia Lakschevitz as a member of the 2018-2019 IADR Ethics in Dental Research Committee, pending Council approval at the 2018 IADR/PER General Session & Exhibition in London, England; and
  - The AADR Board Operations Committee has appointed Dr. Flavia Lakschevitz as a member of the 2018-2019 AADR Ethics in Dental Research Committee, pending Council approval at the 2018 AADR/CADR Annual Meeting & Exhibition in Fort Lauderdale, Florida.
- The Faculty Retreat meeting will be held in June 2018, in preparation for our accreditation in September 2019.
- Dean Valenza appointed a 2019 Self-Study Steering Committee to prepare the school for the Dental Accreditation (CODA) on September 2019.
- Third-year student who is at the top of his class left the school because he decided he does not like dental school. His family reached out to us, and spoke with the Dean. Unfortunately, the student has not changed his mind.

School of Public Health (SPH):  Dr. Ross Shegog
- Our Faculty Forum is a whole school gathering and stratified by Tenure, Non-Tenure, Assistant, Associate, Admin, Full Professors, to look at how we are assessed in our workload, reviewing the parameters on which assessment should be made across teaching, research, and service. Purpose is to reconcile expectations across all these strata, including the vertical strata between the admin and faculty. This process is expected to be a 12-month activity and is faculty driven.

Cizik School of Nursing (CSON):  Dr. Stacy Drake et al
- Dr. Allison Edwards introduced and provided a welcome back to Dr. Patrick Laird.
- Simulation Lab construction is projected to start mid-year 2018.
- Dr. Elda Ramirez was awarded a training grant for Emergency/Trauma nurse practitioner education.
- Dr. Allison Edwards reported on the projected nurse shortage and need for faculty.
- The CSON Faculty Life APTR Committee will be reviewing bylaws.
McGovern Medical School (MMS):  
**Dr. Monica Verduzco-Gutierrez**  
- MMS has formed two task forces that have faculty members participating:  
  - Faculty Wellness/Resilience Task Force & Student Mistreatment Task Force  
  - When the LCME Accreditation did a survey and students are complaining about mistreatment from residency and faculty, so they are looking at these complaints from the faculty perspective.
- The senate executive committee asked the senators to come up with “Three ideas” (i.e., complaints, improvements to the school, and questions). We are working with administration on these ideas (example improving access for physician appointments for faculty and found out that there is a patient navigator system for VIPs that are willing to use for faculty as well, and people are requesting better quality water in the building so we are looking at water filters.

Graduate School of Biomedical Sciences (GSBS):  
**Dr. Ines Moreno-Gonzalez**  
- Dr. Moreno-Gonzalez advised that Dean Blackburn would be surveying the GSBS for feedback on the restructuring.

Student InterCouncil (SIC)  
**Ms. Brittany Jewell, SIC Representative**  
Ms. Jewell advised that the students are putting together an event called *UTHealth Cares*. President Colasurdo charged the SIC, last year, with the goal of creating a healthcare event where we all can step out into the community together—faculty and students. The event this year is on February 3, 2018 from 8 am – 1 pm at the Jensen Clinic. The SIC are hoping to have participation from all six schools. Each school’s student affairs offices are disseminating the information.

University Classified Staff Council (UCSC)  
**Ms. Jacquelyn Sterling-Logan**  
The UCSC is preparing for the annual educational awards program for classified staff. We are asking for donations, which are tax deductible. Information will be circulated through the end of February.

### IV. UNFINISHED BUSINESS

**Workload & Well-Being Survey Final Results**  
**Dr. Syed Hashmi**  
**Dr. Gurur Biliciler-Denktas**  
Dr. Hashmi provided the membership with the final analysis of the Workload & Well-Being Survey. He advised there was diversity in the respondents to the workload and burnout survey with all schools represented, with about half the respondents female (52%), non-Hispanic white (56%), junior faculty (52%), and in academia for 10 years or less (54%). Overall, in univariable analyses, respondent characteristics associated with burnout were years in academia, awareness of resources and perception of fairness and equality. Principal component analysis identified higher “workload”, “inequity”, and “awareness”, and lower “academic position” as factors associated with burnout. Demographic factors such as gender and ethnicity were not uniformly distributed across the “academic position” component. There was also a difference in perception of inequity between clinical and non-clinical faculty.

### VI. ANNOUNCEMENTS

**Associate Vice President Announcements**  
**Dr. Kevin Morano**  
Dr. Morano thanked everyone for the contributions to the *Workload & Well-Being Survey*. He advised that he would be sharing the results with the Deans and President, as a product of this Council. He expects that the Deans will analyze their school’s data, and they may follow up with their own internal
actions and internal surveys to address the issues that are brought up, as best fits their school. Dr. Morano stated that UT System made a very explicit charge that came from the *Burnout Symposium* held in September 2017, at MD Anderson. They are focused on physician wellness. The charge from UT System is to come up with resolutions for the doctors. He advised that at the MMS, they are tackling the burnout issue by establishing a joint task force between the Faculty Senate and his Faculty Affairs Office. Dr. Morano advised that he would like to charge the IFC, with permission of the IFC Chair, with addressing the issue of non-physician faculty burnout. What is going on with the rest of our faculty at the other schools; take these data, break it down, and make recommendations to the Deans from the faculty governance side.

Dr. Morano next advised on the Regents’ Outstanding Teaching Awards (ROTAs) program. The lucrative and hard to obtain teaching awards sponsored by UT System began in 2012, where ten faculty at each academic and health science center were awarded. In 2017, it contracted to six awards for each institution. This year, the notice was announced very late, probably due to securing the funding, and it now has been further contracted to up to two awards for each institution. We have provided this information to each school and are accepting two nominations per school. Six nominations will be forwarded to the President for selecting up to four nominations to be forwarded to UT System where they will review and select up to two awards for each institution.

Dr. Morano advised that Chancellor McRaven has indicated his desire to step down from his position sometime this Spring. We are unsure of what initiatives will continue after his departure.

**VII. MISCELLANEOUS DISCUSSION**

Dr. Quock polled the attendees as to whether there was interest in the charge that Dr. Morano suggested. He explained that an Ad Hoc Subcommittee, chaired by Dr. Hashmi, would take on the task of addressing non-physician faculty burnout and making recommendations for consideration. The attendees indicated an interest in this project. An email will be circulated to the membership to volunteer to be part of the Ad Hoc Subcommittee.

Drs. Biliciler-Denktas and Quock will be attending the UTFAC meeting on Friday, January 26, 2018 and will provide an update at the February 21, 2018 IFC Meeting.

**VIII. ADJOURNMENT**

A motion was made and seconded to adjourn the meeting. The meeting adjourned at 1 PM. The next IFC meeting is scheduled for Wednesday, February 21, 2018.

Respectfully submitted by Yuliana Nunéz on 01/26/2018.

Approved by Interfaculty Council on 02/21/2018.