

## **Interfaculty Council Meeting Minutes FY 2021 – October 20, 2021 – Webex**

**Present:** Dr. Cameron Jeter, Dr. Daniel Harrington, Dr. Tiffany Champagne-Langabeer, Dr. Nicholas De Lay, Dr. Jennifer Bailey, Dr. Joseph Alcorn, Dr. Elaheh Ashtari, Dr. Linh Bui, Dr. Nachum Dafny, Dr. Syed Hashmi, Dr. Georgene Hergenroeder, Dr. Nahid Rianon, Dr. Bethany Williams, Dr. Licong Cui, Dr. Assaf Gottlieb, Dr. Arif Harmanci, Dr. Kirk Roberts, Dr. Kurt Kasper, Dr. Alan Myers, Dr. June Sadowsky, Dr. Dharini van der Hoeven, Dr. Vaunette Fay, Dr. Carole Mackavey, Dr. Omobola Oyeleye, Dr. Seth Stephens, Dr. Eric Jones, Dr. Ross Shegog, Dr. Yun Xin Fu, and Ms. Angela Hayes

**Absent:** Dr. Meena Bhattacharjee, Dr. Rashedah Ekeoduru, Dr. Craig Hanis

**Absent and Viewed IFC Meeting Recording:** Ms. Alainna Talton

**Ex-Officio Attendees:** Dr. Kevin Morano

**Administrative Personnel:** Ms. Terrie Schade-Lugo

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**I. CALL TO ORDER / INTRODUCTIONS** *Dr. Cameron Jeter, IFC Chair FY 2022*

Dr. Jeter called the meeting to order at 11:34 AM. The September IFC Meeting typically has guest speakers from the UTHealth Governmental Affairs Office to provide legislative updates from the past fiscal year. So, Dr. Jeter began the October meeting by providing a brief orientation on such topics as the membership of the IFC, meeting dates, and roster information located on the IFC website, the UT System Faculty Advisory Council, and participation in reviewing HOOP policies. Next, Dr. Jeter asked all attendees to introduce themselves and respond to the icebreaker question of what we may once have believed but found out was not true.

**II. APPROVAL OF THE MINUTES**

Dr. Jeter solicited approval of the August 18, 2021 Minutes. Upon motion made, seconded, and a few abstentions from new members not on the IFC during FY 2021, the minutes were approved as presented.

Dr. Jeter solicited approval of the September 15, 2021 Minutes. Upon motion made, seconded, and a few abstentions from members not yet seated on the IFC for FY 2022, the minutes were approved as presented.

**III. IFC FY 2022 THEME – “Believe In Our Voice”**

Dr. Jeter explained this year’s theme is “Believe.” Before the October 20 meeting, a small pink box was delivered to the IFC membership containing shortbread cookies homemade by Dr. Daniel Harrington, wrapped/boxed by Dr. Tiffany Champagne-Langabeer, and delivered to all IFC members by a team of people at each school. Dr. Jeter continued by explaining the background of the cookies being connected to an American sports comedy-drama streaming television series called *Ted Lasso*. The cookies are a key part of the plot of the show. Ted has an owner named Rebecca that he is trying to win over, so he presents her with the small pink box of shortbread cookies inside. Rebecca, who is working to ruin the team for personal reasons, enjoys the cookies. The box of cookies provided to the membership is the first act of service by the executive leadership.

Ted’s charm and dedication thrive as he becomes a coach that brings a new spirit to the game. The show provides a different outlook towards things because Ted is going to change all the negative perceptions. He is a character that everyone underestimates; he never underestimates himself because he believes in the word “believe.” His can-do attitude and ability to inject humor in a high-pressure environment eases tensions and reminds the players to relax and enjoy their work. Ted places a sign with the word “Believe” above the locker room door, and he explains to the team about believing in hope and believing in each other. So, amid this stressful pandemic, we are all still together over Webex, and we know that hope and belief have not died. We are tired and constantly hitting the restart button -and the only constant in our lives now is change.

Dr. Jeter asked the members to believe in their collective voice as the Interfaculty Council. She reminded the IFC that they do not just assemble monthly, but the work done by the IFC does matter and makes a difference. The IFC recently expressed frustrations and concerns about mask-wearing adherence in our clinics and buildings, understanding that there are parameters to follow as a state-funded university. The IFC Executive Leadership and

Faculty Governance Representatives brought these concerns to President Colasurdo; he was very receptive and met with this group the next morning. One of the outcomes of that meeting was having the date for the UTHealth Town Hall moved up, which occurred in September. Also, in past years, our subcommittees worked on projects such as faculty burnout, faculty mentorship, and supporting diversity in our faculty. The work done by the IFC brought about the McGovern Medical School's Faculty Mentorship Program under Dr. Morano, the Office of the Ombuds, and our recently formed UTHealth Diversity, Equity, and Inclusion Council. The IFC's collective voice has prompted positive changes to occur at UTHealth.

#### IV. ANNOUNCEMENTS

##### **Associate Vice President, UTHealth Faculty Affairs & Development**

*Dr. Kevin A. Morano*

Dr. Morano reported that the extension of time for tenure track faculty for fiscal years 2020 and 2021 ended on September 1, 2021. Eighteen faculty members filed a request and were approved for this tenure extension. It is hoped that this extension will allow them the help needed to get their programs back on track as they work towards requesting the award of tenure.

Unfortunately, due to the COVID pandemic, we again had to cancel our planned in-person luncheon event to celebrate the FY 2020 Presidential Scholars. Dr. Morano advised several nice write-ups on the awardees are in all the university publications, Facebook, and Twitter. He encouraged the membership to look at the articles as we have some extremely talented faculty being awarded. He further encouraged the IFC members to review the story to understand the caliber of the types of faculty that are competitive for these awards. The Call for Nominations for the FY 2021 Presidential Scholars will be announced in November. The hope is that we will have an in-person event to celebrate the awardees during FY 2022.

Last month we heard that UTHealth has two awardees for the prestigious Regents Outstanding Teaching Awards (ROTA). The first awardee is Dr. Claire Singletary, Professor of Pediatrics at McGovern Medical School, representing the GSBS and primarily selected for this award due to her work as the long-time Director of Genetic Counseling at the GSBS. The second awardee is Dr. Harold Henson, Associate Professor from the School of Dentistry, long-time Director for the Center for Teaching and Learning, and a very active member of Periodontics and Dental Hygiene. These are very lucrative awards that underscore the commitment from Texas to higher education. We are never guaranteed any awards, and it is great to see two awardees chosen from UTHealth this year. Please offer congrats to these two faculty when you see them –and ask them to buy you lunch!

We were unsuccessful in recruiting our top candidate for the position of Dean at McGovern Medical School. The search is ongoing, and we have about five or six recently received applications. Possibly one or two are internal candidates. The charge is the same, and the expectation is to have a Dean in place during FY 2022.

Brief discussions were conducted on the following with Dr. Morano:

- Tenure extension reasons;
- Research expenditures for FY 2021.

#### V. NEW BUSINESS

*Dr. Jeter*

Dr. Jeter explained the subcommittee charges for FY 2022 as follows:

##### Administrative Affairs (AA):

The AA subcommittee first will detail the salary structure at each School, itemizing the rank minimum, specialty-specific and administrative supplements, as applicable. Second, the AA subcommittee will list and compare the faculty incentive programs by track at each School. Recommendations of the subcommittee are to consider if changes to or added communication of salary structure or faculty incentive programs to faculty are warranted.

##### Faculty Status, Rights, and Responsibilities (FSRR)

The FSRR subcommittee will first document the time, money, and emotional investment faculty with caregiving responsibilities spend to secure arrangements for their child(ren) or adult loved ones. Comparison is encouraged by faculty rank, age of care recipient, percent of salary, number of simultaneous care arrangements, and number

of changes to care arrangements required during the pandemic. Second, the FSRR subcommittee will catalog what caregiving rights and resources the university offers. Recommendations of the subcommittee are to consider how the university can further aid faculty with caregiving responsibilities.

Governance and Academic Affairs:

The GAA subcommittee will catalog and compare research, clinical and teaching awards, and academies of excellence of each School for selection criteria, term of induction, and membership duties. Recommendations of the subcommittee are to consider the advantages and disadvantages of aligning Schools’ award and academy criteria, as is done by a few UT System institutions, to aid faculty as they compete for state and national awards.

The members were advised that a Poll would be circulated to choose one or more subcommittees to participate with during FY 2022. Once the subcommittees are set, a Webex will be set for Drs. Jeter and Harrington to respond to questions so the subcommittees may get started with the set charges.

**VI. UNFINISHED BUSINESS**

*Dr. Jeter*

School Campus Reports:

Dr. Jeter advised that she would be contacting the Faculty Governance representatives to explain the outline for providing the school campus reports for FY 2022. The faculty providing the school campus reports for FY 2022 are as follows:

CSON:	Dr. Carole Mackavey	SBMI:	Dr. Kirk Roberts
GSBS:	Dr. Nicholas De Lay	SOD:	Dr. Alan Myers
MMS:	Dr. Nahid Rianon	SPH:	Dr. Ross Shegog

UTHealth Diversity, Equity, and Inclusion (DEI) Council:

Dr. Elaheh Ashtari will provide information on important topics from the DEI Council

**VII. MISCELLANEOUS**

*Dr. Jeter*

Burks Scholarship Award Selection Committee for FY 2022:

Dr. Jeter thanked the Burks Scholarship Award Selection Committee (Burks Selection Committee) members for volunteering for this scholarship review and award for FY 2022. The student applications are due to the Office of Academic Affairs and Student Services by December 1. The Burks Selection Committee will be contacted, and it is anticipated that the Burks Selection Committee will bring the review results for a vote to the IFC Meeting on January 20, 2022.

Faculty Tribunal Panel Nominations:

The IFC is responsible for seating six (6) members on the UTHealth Faculty Tribunal Panel. Currently, IFC has two (2) vacancies to fill. A Confidential Poll will be circulated for voting for two (2) faculty to fill the vacancies. Dr. Jeter requested that nominations be provided to her and copied to Terrie.

**VIII. ADJOURNMENT**

*Dr. Jeter*

The meeting adjourned at 1 PM.

Respectfully submitted by Terrie Schade-Lugo, CAP, on November 16, 2021.

Approved by Interfaculty Council on November 17, 2021.