

Faculty Senate
Health Sciences Center (HSC) Council
Meeting Minutes
December 17, 2015
3:00 p.m. to 5:00 p.m.

Members Present: Lee Brown (Chair), Coffee Brown (Vice Chair), Donald A Godwin, Stefan Posse, John Grassham, Robert Otto Valdez, Pramod Panikkath, Stefan Posse, Melanie Dodd, Jodi Schilz, Scott Ness, Diane Parham, Aloun Mary Vilay, Codruta Soneru, George F (Geoff) Shuster III, Cyril Tabe, and Richard Lynn, Sushma Dharia

Members Absent: Charles Bellows, Todd Thompson, Erich Marchand, Peter LeBlanc, Robert McDaniels, Jimmy Windsor, Frank Ralls, George Kennedy, and Benny Liem,

Ex-Officio: Paul B Roth, Chancellor for HSC Leslie Morrison, Vice-Chancellor for HSC, Stefan Posse, Faculty Senate President

Ex-Officio Absent:

At Large: Amy Levi

At Large Absent: Thomas Long, and Dorinda Welle

Staff Present: Candyce Torres, Office of the Secretary (OUS), Administrative Coordinator

Guest Present: Vanessa Hawker, Chief Strategic Advisor

1. The meeting of the Faculty Senate (FS) HSC Council was called to order at 3:00PM by Vice-Chair Coffee Brown.
2. **Approval of Agenda.** Approved

3. Approval of Minutes. Approved

4. 2015 Provider Voice Survey Results and Discussion. Chair Brown presented the results of the survey to HSC Council and an ensuing discussion took place among the Council on thoughts about underlying reasons for poll results.

5. Chancellor Paul Roth. Chancellor Roth provided opening remarks and discussed the results of the faculty poll survey with HSC Council members. He indicated that the Chancellor's Office is taking this very seriously and has taken some steps to being understanding where the survey results are coming from. Chancellor Roth noted that the issues revolve around the clinical dynamic and faculty dissatisfaction with the work environment within the hospital. Chancellor Roth indicated that a creation of a steering committee of faculty and hospital has been established. There are several specific tasks and efforts that they are considering including bringing in an outside consultant. It would be a three-year commitment to try to address the initiatives. Chair Brown indicated HSC Council members will be working on coming up with explanations for the results, (broader than just the providers but should include feedback from the rest of the faculty that were part of the faculty forward survey) and come up with concrete suggestions on what could possibly be done. Chancellor Roth expressed his support for the Council to submit suggestions. Chancellor Roth also stated that he will need to figure out how the Council can be more integrated into what is happening in the Steering Committee. Chancellor Roth, Chair Brown, Vice-Chair Brown, and Vice-Chancellor Morrison will all need to sit down to develop a mechanism for this. Chancellor Roth mentioned that surveys will be sent out every six months. Chair Brown listed concerns from HSC

Council members to give Chancellor Roth an idea of the faculty concerns:

- Leadership is very top down. The several layers of leadership below the Chancellor do not respond to faculty suggestions and do not respond with solutions when things are brought to their attention. The word “bully” was brought to Chair Brown’s attention.
- Differences in ease of practice.
- Hospital being at full capacity.

6. **Chair's Report. -Update on 2015-16 Goals:** Tenure for Clinician-Educators, Budget Taskforce, UNM-HSC Day at the Legislature, and Governmental Relations Committee. Chief Strategic Advisor Vanessa Hawker was invited to this meeting to assist the HSC Council in preparing to go to Santa Fe, NM to educate legislators. HSC Council Chair Lee Brown indicated that HSC Council is planning a trip to Santa Fe in early February. Vanessa Hawker provided a handout of the HSC legislative requests for this year. The session will begin on the 19th of January and the session will end on February 18th. UNM Day is on January 25th. The HSC requests are very similar to last year. The number one request is to continue to try and achieve funding for MD faculty to get them between the 25th and 50th percentile of the AAMC public institutions. The request is a \$1.056 million request that only reflects the general fund portion of the MD faculty salaries. The second request is for the continuation of the next group of 9 medical graduate residents. The timing for this is also very sensitive. Dr. Roth has already given the permission to accept these 9 residents. If the funding request is not granted it will result in a budget cut because the HSC has to take the 9 residents. If funded HSC will have fully funded the entire three years of the general Internal

Medicine residencies and Family and Community Medicine residencies. It will be tricky when it comes to revenues as they are tight. Gas prices are decreasing and that has a direct impact on the state's general fund revenues. Chair Brown further noted that HSC Council will be going up to Santa Fe to educate legislators as faculty and constituents not as officials of UNM. Hawker stressed taking the high road on this and recommended using positive messaging. Hawker mentioned stressing the point, "We are New Mexicans we are educating New Mexico students". Vice Chair Brown asked about how the pending DO School impacts the HSC "asks". Hawker indicated that if you ask the DO school what they are requesting from the Legislature they will formally tell you that there are not asking for any state dollars. However, what they are asking for is what they have made public thus far. When you look at the loan for service programs, currently there is a state loan for service program in statute where the UNM medical school is the only possible source of applicants for this program and they are asking that statute be changed to include any medical school in New Mexico. Of the 1,000 applicants of the institution, just over 1% are from New Mexico, and a little over 40% are from the United States. Is there a one page of these points that HSC can provide? Undergraduate Medical Education is another area of concern. If you look at the DO as an economic development activity for Las Cruces and El Paso its' phenomenal. How it will impact the HSC going forward is something that is to be determined. As HSC pulls together for the session they are trying to tactfully promote their image as New Mexicans educating New Mexicans, and we are here for New Mexico. The DO school has a lot of positive press and support. The legislators that are skeptical about the DO school have been silent about their skepticism because there is so much good will built up around it. The DO school is a for profit

institution. Hawker indicated the tuition is currently \$47,000 per year. If the DO school is included in the loan forgiveness program it could result in less funding for UNM students. The average med school debt is going to be outrageous and these individuals will not have ties.

7. Chair Brown indicated that he was asked on behalf of Dr. Larson to have the Council appoint someone to the HSC Top Slice Committee. Scott Ness volunteered to serve on the committee.