

**Faculty Senate**  
Health Sciences Center (HSC) Council  
Meeting Minutes  
August 20, 2020  
3:00 p.m. to 3:30 p.m.

- Members Present:** Carla Wilhite (Chair), Brandi Fink, Jacob Ormsby, Heather Jarrell, Stephen Hernandez, Paul Afek, Nadja Falk, Mark Langsfeld, Abinash Achrekar, Brian Nees, Jennifer Jernigan, Jennifer Saline, Jerome, Yatskowitz, Larissa Myaskovsky, Rebecca Blankley, Diane Rimple, Christos Argyropoulos, and Melissa Ivers
- Members Absent:** Elizabeth Baker, Gregory Borah, Robert Valdez, V. Ann Waldorf, and Pramod Panikkath,
- Ex-Officio:** Michael Richards, Interim Executive Vice President, Office of the Chancellor for Health Sciences Center, Amy Levi, Vice Chancellor, Office of the Chancellor for Health Sciences Center
- Ex-Officio Absent:** James Holloway, Provost, Provost & Executive Vice President Academic Affairs, and Finnie Coleman, Faculty Senate President
- At Large:** Benoît Blondeau, Lee Brown, Linda Felton, and Sharon Ruyak,
- At Large Absent:**
- Staff Present:** Candyce Torres, Office of the Secretary, Administrative Coordinator
- Guest Present:** Garnett Stokes, University President, Akshay Sood, Professor, Department of Internal Medicine, Martha McGrew, Dean, School of Medicine, Lisa Day, Alex Sanchez, Krystal Ward, Beth Jones, Jason McConville, Mary Pat Couig, Donna Sigl, Vanessa Roybal, Carla Sakiestewa,

- The meeting of the Faculty Senate (FS) HSC Council was called to order at 3:00PM by Chair Dr. Carla Wilhite.

1. **Approval of Agenda.** Approved

2. **Approval of Minutes.** Minutes approved with two abstentions and two corrections. FS HSC Council members Lee Brown and Linda Felton abstain. Two corrections to July 16<sup>th</sup> meeting minutes documenting attendance of Drs. Victoria Sanchez and Jacob Ormsby at July 16<sup>th</sup> council meeting.

3. **Chair Report.** Chair Wilhite informed the council of the proposed priorities for HSC Council to pursue this year. The priorities include continuing monitoring efforts to stop student mistreatment. Faculty Senate President, Finnie Coleman explained that there is a mechanism for the Faculty Senate to sanction faculty that mistreat students. It was mentioned that this is worth exploring. In addition, other priorities include improving compensation and working conditions for the faculty, improving disability accessibility both curriculum and facility. Another important item mentioned was constituting the FS HSC Council Policy Committee. FS HSC Council member, Lee Brown is willing to chair this committee and would like interested faculty to send their name(s) to the Office of the University Secretary.

Nominations and election of Vice Chair were conducted. FS HSC Council members Benoît Blondeau and Jacob Ormsby were nominated and accepted. FS HSC Council members voted via zoom election poll that resulted in a tie. A runoff election declaring the two candidates will be conducted by the Office of the University Secretary utilizing the survey tool Opinio.

4. **Faculty Retention.** Dr. Akshay Sood presented on retention issues. Pre-reading material was sent to the council. To summarize there is one message, and that is the exiting faculty demand change. Dr. Sood indicated it is very important that data is used to guide and measure change. Dr. Sood indicated that it is estimated that the School of Medicine spends alone an estimated \$45 million annually to replace clinical faculty. The question he is hoping the Faculty Senate can discuss is: how can the institution better retain its faculty? Dr. Sood shared five important findings that might be useful for senate members. The first point is there has been an uptick in the School of Medicine faculty resignation for 2019. This is a change in trend and something that needs to be watched carefully. Most exiting faculty site five reasons for leaving: personal family matters, work environment being challenging, a better career opportunity coming along, leadership, and salary. Salary is not one of the top four reasons to leave. When asked faculty what the most critical issue for faculty development and retention the answer is mentoring. Further discussion with the council continued.

5. **HSC Mission & Workplace Culture.** Interim Executive Vice President for Health Sciences,

Michael Richards discussed this topic with the council. Dr. Richards expressed that the faculty concerns of feeling overwhelmed and unappreciated are valid and need to be addressed. These are important conversations that must happen. What he can do in this interim role is listen, hear the concerns, participate in the dialogue now, and going forward. Dr. Richards expressed that he can commit to being here and to being a part of this process. He can participate as a faculty member, and as a representative of the administration. There are options available going forward. Dr. Richards acknowledged that the clinical work environment is very hard and would like to come back to a future meeting to discuss this with the council. Dr. Richards explained that a new Executive Vice President will be coming on board very soon.

## **6. Adjourn**