

The University of Texas Health Science Center at Tyler
FACULTY SENATE MEETING
August 16, 2018
2:00 -3:00 PM
6th Floor B. BLDG.

Attendees:

Vijay Lella, Ph.D. Barbara Elliott, MS, MT
Pattie Olusola, MD Jeffrey Matthews, MD
Torry Tucker, Ph.D.
Leo Holms MD

Others Present:

Vanessa Casanova, Ph.D. – Chair-elect starting Sept 1, 2018
Melinda Menard, MD., Senator-elect
Andrey Komissarov, Ph.D., Senator-elect

Approval of Minutes:

Minutes from June's meeting were approved as written. July meeting had no quorum and no minutes were recorded.

Dr. Lella started the meeting by summarizing the functions of three Faculty Senate committees and provided a brief update. Dr. Vijay Boggaram, the Chair for Faculty Governance Committee, who unable to attend the meeting communicated via e-mail that the Governance Committee had met once and discussed the Grievance Policy. The Committee will be drafting changes to our current policy and present the revised policy for comments and approval by Faculty Senate. The Academic Affairs Committee had met once a couple of months back to discuss general admission policies. During the discussion on charges for Academic Affairs, Dr. Casanova stated that the School of Community Rural Health has a curriculum committee that discusses some of the issues, which may overlap the function of Academic Affairs. Dr. Tucker stated that the School of Medical Biological Sciences also has the Curriculum Committee but unsure how active it is. It has been stated that the function of the Senate's Academic Affairs is not school-specific and it relates to all academic programs in the Health Center. It was felt that the participation of one of the members of the Curriculum Committee in the Academic Affairs Committee would be good. It seems that we already have such participation

Dr. Lella, who also acts as the Chair for the Senate Committee on Faculty Welfare, stated that the Committee had met once to start its groundwork. He also stated that he started researching about the faculty compensation and most of his research shows having transparency in the compensation benefits both employees and administrators. When there is transparency, the employee feels that the organization is treating him or her fairly and they will be more productive and satisfied. In the absence of transparency, although the employee gets compensated better than a bench-mark average, they may not realize and appreciate the fact. Although there is a lot of information available online on the faculty salaries at various universities and the

Health Science Centers, it may be difficult to compare the information as the compensation reported differently by different surveys (some include only base salary, and some include incentives). To have a better sense of faculty compensation and to get accurate information, a brief survey requesting annual base salary, total compensation, procedures using fair and transparent compensation has been prepared, and the survey was sent to all UT components via Human Resources. So far, HR received the response from one UT component, UT Health Science Center, Houston. It was shared with the Faculty Senate. Dr. Lella mentioned that he met Dean Dr. Ledlow, the School of Community and Rural Health, to familiarize how the faculty compensation was determined in the school. He learned that the School works with HR to gather information on the department of specific salary benchmarks from professional organization surveys, market analysis, and other sources and determine the salary ranges. Dr. Ledlow mentioned that the faculty compensation in his school varies a lot because each department is unique and has a different range.

There was a brief discussion on compensation plans for physicians. A comment was that the compensation based on RVU is very transparent; however, the guidelines for compensation for activities not related to clinical revenue generation may not be fully transparent. It was a general sentiment of the Faculty Senate that, although it is understandable and necessary that to attract new faculty we may have to compensate them better than the existing faculty, but it may not be fair for the faculty if the difference is large and continues forever. These discrepancies may be corrected through the Compensation Committee, which they already have, reviewing of compensation on a regular basis.

Dr. Lella welcomed the new faculty senate representatives who attended the meeting. As in the past, Chair and Chair-elect will represent the institute at UT System in the FAC. The Past Chair will be the alternate representative

There was a brief discussion on who in the Faculty Senate takes charge of reviewing IHOP policies in the coming year. Dr. Lella explained how the process is working currently, and stated that he could continue doing this job until someone assumes the responsibility. Dr. Holm stated that he could take -charge of this. The Senate members were eminded that the best practice is to send all policies to all senators as they arrive and give some time for them to review. This would increase oversight and allow us to flag occasional problematic issues in policy.

There was a brief discussion on upward evaluation /evaluation of administrators). As per the UT Regent Rules, it has to be done at least once in six years. It was unclear when the last upward evaluation was done at our institute. The question was raised who should initiate the process. Dr. Lella stated that the President is responsible for this. He could appoint a committee with the Faculty Senate input or could delegate the responsibility to the Faculty Senate. It was decided to bring this to the President's attention in the next meeting with him.

Meeting adjourned

3:00 PM

Lella