

**The University of Texas Health Science Center at Tyler**  
**Faculty Senate Meeting**  
**February 15, 2018**  
**6<sup>th</sup> Floor Conference Room**  
**2:00-3:00 PM**

**Attendees:**

**Vijaya Lella, Ph.D.**

**Pattie Olusola, MD**

**Barbara Elliott, MS, MT**

**Torry Tucker, Ph.D.**

**Julie Philley, MD**

**Larry Lowry, Ph.D.**

**Leo Holms, MD – via teleconference**

**Vijay Boggaram, Ph.D.**

**Tom Craig – Librarian**

***New Faculty Onboarding***

The meeting began with a review of the “onboarding” proposal submitted by Dr. Holms. After discussion, the committee agreed that a system of “mentorship” for new faculty members was needed to ensure that they would have a reliable source for help and information that may not be detailed or discussed in the orientation. This process would also give current faculty a better introduction to incoming faculty as well as present a warmer welcome. The committee also felt that a process for “offboarding” should be implemented to understand why a faculty member is leaving to make better choices in the future and to prevent faculty burnout.

Ideas for both processes include an informal, off campus, meet and greet with new faculty and also a survey for recent new hires (i.e., six months) asking them what we could have done to make the transition better for them. Interviewing a faculty member that is leaving would be especially helpful if they are willing to discuss it. The Medical Staff Services department was suggested to be a good source for this information as well as possible implementation.

***Library Budget***

Tom Craig spoke on behalf of the Library Committee and the Academic Leadership regarding the budget cuts of the library. The faculty was encouraged to tell others to use the interlibrary loan service if they are not already doing so. The Library budget was increased in 2017, but 60% of that increase was decreased for the next year. Tom explained to the Senate that you could not sustain journal subscriptions with that kind of cuts in the budget. The market average clinical journal subscription is about \$1600 per year, and the average chemistry journal subscription for Research is about \$3600 annually. Tom also encouraged the committee to use their services and not to think that it is an imposition for them to find a journal or other materials for them because this is the core function of the library and they are there to serve the faculty and students. No one knows how the Ardent deal will affect the situation, but if UT is asked to support additional faculty/staff, the costs to keep the Library running may increase. Two possible solutions discussed at the previous meeting was to allocate some MSRD funds to the library and to include library costs in some grant proposals, but specific justifications would have to be met in either case. All agreed that the library would be an important and

necessary source if plans for the Residency, Academic, and Research programs are to continue to succeed.

### ***FAC update***

Dr. Rao briefly summarized the content of recently held FAC meeting in Austin. From the summary of campus reports presented at the FAC, it seems that Faculty Senates at some campuses are playing an active role in improving the faculty welfare and working conditions by gathering hard data on these issues and presenting it to the administration. Another item discussed at the FAC was lack of paid parental leave at UT System. UT System had no ready information on how many faculty members take the parental leave. So, it is unknown how big of a problem this is. The Chancellor informed that he would be leaving April 15<sup>th</sup> to take care of his health, but he expressed to the FAC that if it comes up with concrete ideas and guidelines that could advance the FAC agenda, he will do everything that he could to help them.

The Senate members Dr. Rao and Dr. Olusola were appointed by Dr. Calhoun to the APT committee.

### ***Vaccinations***

It was brought to the committee's attention that the mandatory flu policy was also going to include varicella vaccine and that there were some employees and staff that were opposed to having it be mandatory for non-clinical people. One committee member verified that he was not informed that when you take your annual QuantiFeron test, the lab also draws blood for testing MMR, DTAP or Varicella. It was found that the current IHOP policy on this states, "*current university employees will verify compliance with MMR, DTAP, and Varicella upon annual QuantiFeron testing and upon hire for new employees.*" The policy also had exemptions listed for those who did not want to take these measures. The committee agreed that informing employees of the policy changes as well as updating current e-mails and medical paperwork would make this process much easier. The Senate felt that this issue should be discussed with Occupational Health and seek clarification.

### ***Minutes Approval***

The motion was made and approved for the minutes as written, barring any corrections for December 2017. The motion was also made and approved for the minutes as written, barring any corrections for January 2018.

### ***Web Page Development***

The committee discussed the development of the Academic and Research web page. It was agreed that the main page should have a standard format and content, and show uniformity among all faculty, but the page owner should have the flexibility to modify their individual page with content as needed.

Meeting Adjourned

3:00 p.m.

Lella/PA