

# The University of Texas Health Science Center at Tyler

**Faculty Senate Meeting  
Conference Room G3212  
November 16<sup>th</sup>, 2017  
2:00-3:00 PM**

## **Attendees:**

**Barbara Elliott, MS  
Leo Holm MD  
Anna Kurdowska, Ph.D.  
Vijaya Lella, Ph.D.  
Jeffrey Levin, Ph.D.  
Larry Lowry, Ph.D.  
Jeffrey Matthews, MD  
Pattie Olusola, MD  
Torry Tucker, Ph.D.**

Dr. Rao started the meeting by thanking everyone in attendance and extended an open invitation to all faculty to attend future meetings.

## ***Ardent Update:***

Dr. Levin gave an update regarding the Ardent proceedings. The “spark” agreement will tentatively be signed and implemented around the first week of January. There are still a large number of agreements that have to be developed and signed. He explained that we have to create new structural and governance elements and develop a joint operating agreement. There will be a board that will represent both entities, and they will decide how all of this is going to fit together with other agreements where other decisions will need to be made. The starting point is the joint operating agreement that gives some preliminary structure to say how all of this is going to start working together. This agreement has to be done by February the 3<sup>rd</sup>. There are a lot of other things that have to be worked out. There will be agreements on how the clinical operations will interface with ETMC in the new healthcare system. Ardent would manage the clinical operations of both ETMC and UTHSCT. Dr. Levin stated that he is currently working on the Academic Affiliation Agreement. The clinical faculty will remain full time, and the intent is to keep them as well as any others that may be recruited as UTHSCT employees. It was noted that the faculty titles should be carefully considered so that it will not make things difficult in the future. Questions regarding revenue being allocated to Research were asked, but Dr. Levin reminded the Senate that Ardent is interested in clinical operations and he believes that the agreement with Ardent would lead to increased revenue generation by the hospital, and some

of the profit may come to education and research. But this has to be worked out. There will be no separation between education and research funds when negotiating with Ardent. There will be one pot and how we allocate the funds among education, research and others will be determined later.

***Minutes/FS Bylaws:***

A motion was made by Torry Tucker to approve minutes from October's meeting as written and Dr. Holms seconded it.

Dr. Rao asked the Senate to review the revised Faculty Senate bylaws and send any changes to Torry Tucker within the next week.

***Faculty Compensation Transparency:***

Dr. Rao reminded the Senate of the issues that were discussed at the last meeting regarding salary transparency. After visiting with Human Resources, Dr. Rao stated that HR had salary information and structure for other employee categories but not for faculty. Dr. Rao informed that he met with Dr. Idell regarding this and discussed the importance of structure and transparency in faculty compensation. He stated that there are few studies that showed benefits of having the transparency. Dr. Idell stated that if the committee comes up with some guidelines, he will open to considering them.

Dr. Kurdowska updated the committee on a mandate from UT System to review a compensation structure for employees, including faculty to assess the pay equity between genders and among various groups, including minorities. The name of the project is Gender and Minority Pay Equity. A committee has been working on it with a deadline of spring of 2018. Dr. Rao expressed his concern about the lack of the Faculty Senate representation in this committee and others. He said that this goes back to shared governance and the Faculty Senate involvement as the legitimate faculty representatives is important.

***Research Training***

Concerns about the responsible conduct of research (RCR) training were discussed, and the Senate agreed that trainees have to have some training and contact hours and just taking the modules, such as CITI training on RCR, is not enough. Dr. Rao stated that he would speak with Dr. Idell regarding the seminar series for trainees on RCR.

***Faculty Work report:***

Dr. Rao informed the Faculty Senate that he met with Dr. Ledlow, Acting Dean, School of Rural and Community Health (on Dr. Ledlow's initiative) to discuss the Faculty work report. Dr. Ledlow informed that the present template does not capture the faculty work or performance

properly. He told that the school formed a committee to discuss this and come up with a better format. Once such template is developed, it will be shared with the faculty senate and get it approved before it goes to the administration and implemented. Dr. Rao agreed that it is a good idea.

***UT System Site team Visit:***

Dr. Rao stated that the date had not been officially confirmed, but Tony Cucolo, the Associate Vice Chancellor of Leadership Training and Veteran Affairs and others from the FAC are planning to visit our campus in January. The purpose of the visit is to convey the chancellor's philosophy on shared governance to all the stakeholders and encourage all UT institutes to implement it. Dr. Rao asked Dr. Holm for help from the clinical side for people that he would think is knowledgeable and available to meet with the team.

**Other:**

Dr. Rao urged all the faculty senate members to start familiarizing about QEP (quality enhancement plan) since the Senate has to play a major role in formulating QEP. Since we are not familiar with it and have no experience on it, it is important to learn about it.

***Meeting adjourned***

3:30 p.m.

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