

The University of Texas Health Science Center at Tyler
Faculty Senate Meeting
6th Floor Conference Room
October 19, 2017
2:00-3:00 PM

Attendees:

Barbara Elliott, MS
Hishaam Ismael, MD
Vijaya Lella, Ph.D.
Pattie Olusola, MD
Hua Tang, Ph.D.
Torry Tucker, Ph.D.

Minutes

Dr. Rao started the meeting with the review of the previous minutes. The motion was made to approve the minutes pending any minor grammatical errors.

FAC Report

Dr. Rao summarized the FAC report. FAC discussed the tenure-track/tenured faculty versus the non-tenured and temporary faculty. It appears that the non-tenured faculty is taken advantage of by paying lower salaries and pushing more responsibility. Furthermore, non-tenured faculty, part-time and the adjunct faculty may not receive all the support to make the student success a priority. Dr. Rao has stated that the FAC may want to address this issue in their future meetings on how they can help the non-tenured faculty people. The FAC report also noted the success of the symposium on physicians burnout held at MD Anderson. The FAC made a critical role in organizing the symposium. Based on discussion at the symposium, the FAC is working on guidelines to reduce the burnout. A clinical committee member commented that UT Health Northeast might be unique among other UT Health components and it may be difficult to implement the guidelines here. An additional note that Dr. Rao shared with the committee about the Galveston clinical faculty survey. In this non-scientific survey, it was found that the job satisfaction rate of "top performers" was same as the other faculty.

Bylaws

The committee discussed the changes to the faculty senate bylaws. Dr. Rao stated that two years back we didn't have a School of Community and Rural Health so when the bylaws were written, we only had clinical, and research faculty representation in the Faculty Senate and it was an equal representation. But now that we have the school with 15 faculty members, it is fair that they are included in the Faculty Senate. Dr. Rao stated that we could have four for clinical, four for research and 2 for the new rural school in the Faculty Senate. It was noted that in theory that the clinical side should have more representation based on the faculty size. However, based on the history of research and clinical faculty having separate assemblies, the participation rate of clinical faculty in the clinical assembly/the Faculty Senate and having a quorum to conduct any business, it was felt that the present representation is appropriate. Dr. Rao reminded that we can always change the bylaws to adjust representation if needed in future. A member commented that if there is a true shared governance and if the faculty feels their participation makes a difference, then we will get more participation from the faculty. Dr. Rao

asked the members to review the bylaws and make any necessary changes and then it will be sent to the faculty senate for a vote.

Compensation

The committee discussed compensation structure on both the clinical and research side. The clinical structure was basically described as follows: for every patient or case that you see, there is a monetary value assigned to it. There is also an expected target for your salary so if you don't meet that target, your salary will decrease but if you exceed the target, you will receive bonuses based on it. This system is transparent and good for compensation. However, it is not apparent if there is any standardized pay structure or formulas for research faculty and how the salary increments to the base pay were determined. If any, the faculty is not aware of it. One of the members commented that the HR might have this information, but the faculty may not know it. Other member commented that there might be software to calculate what the salary should be based on the title, number of years in service, publication and grant support. The Faculty Senate felt that there is no transparent compensation structure for Research Faculty. It has recommended that Dr. Rao should find out from the HR whether they have any pay structure for the faculty compensation before he could start a dialogue with Dr. Idell on this.

The meeting was adjourned at 3 pm.