1. Call to Order
Meeting was called to order at 4:32 PM with a quorum of senators participating in the WebEx call.

2. Approval of Minutes (September 2020)
There were no additions or corrections to the minutes, so the final minutes will be entered into the record as distributed.

3. Reports
   A. Faculty Affairs - Dr. Kevin Morano (see attachment 1)
      a. New faculty orientation will be October 21, 2020, 8-9:30AM
         i. Webex Code: 120 082 7562
         ii. The meeting will be recorded and will be available for viewing at https://med.uth.edu/administration
      b. Academic Ombuds Office is available as a confidential, informal, impartial, and independent place to discuss concerns, resolve disputes, manage conflicts, and increase skills regarding communication, negotiation, and problem solving.
         i. 560 total visitors in FY20, most in Q3.
         ii. This office is available to faculty and students. Other employees have a similar service available through the Human Resources department
         iii. Contact information:
              Email: ombuds@uth.tmc.edu
              Confidential mobile number: 713-705-5005
              Website: https://www.uth.edu/evpara/academic-ombuds.htm

   B. UTHealth Diversity and Inclusion (DE&I) Take Force Recommendation - Elaheh Ashtari, PsyD
      a. Taskforce started meeting on July 9th
      b. Student subcommittee recommendations
         i. Core curriculum that encompasses the historical and modern context of racism and prejudice
            1. Community outreach requirements tailored to each program
         ii. Sustainable pipelines from recruitment to graduation for diverse trainees
            1. UTHealth Ambassador initiative
         iii. Long term goal: A university level student support office to support academic success, safety, and wellness of trainees
      c. Staff subcommittee recommendations
         i. A confidential resource for employees
ii. A competency based diversity and inclusion training program for employees

iii. Support a centralized area/office/committee where everything diversity and inclusion is located and easily accessible

iv. Long term goal: UTHealth recognized as a center of excellence for diversity and inclusion

d. Faculty Subcommittee Recommendations

i. UTHealth DE&I Dataset and report findings annually, follow trends

ii. DE&I element added to annual review for faculty accountability

iii. EXIT interview diversity representative proposed

iv. Workplace tools and programs to support diversity

v. Create a dataset

vi. Long Term: UTHealth Diversity, Equity & Inclusion Institute

e. Integrated Recommendations

i. Short Term goals

  1. Standing DE&I council

  2. Longitudinal data collection for recruitment, retention, culture, and perceptions

  3. Inclusive leadership training

ii. Long Term goals

  1. UTHealth Diversity, Equity & Inclusion Institute

4. Update from Dr. Blackburn

A. Official Dean’s Search

  a. Committee of 12 individuals for the search formed on 10/12/2020

  b. Look out for the announcement to be sent from the office of Br. Blackburn once members are confirmed.

  c. Diversified is the recruiting firm for the Dean’s search.

    i. Aim for September 2021, but quality over time is being stressed

  d. Official job role being finalized now

B. For the next update to the Senate, Dr. Blackburn will present a year-end summary on research and impact of COVID

  a. Faculty continue to be productive

  b. A surge in COVID related research and funding

5. Old Business

6. New Business

A. Resident Issues: Logan Hostetter and Tarun Jain from House Staff Association and House Staff Senate

  a. History: Restarted in December 2018; 2-3 representatives from residency and fellowship programs

    i. 12 active members now
ii. Hope to have input from all the residencies/fellowships across the medical school

b. Senator Roles:
   i. Serve as representatives to hospital committees
   ii. Advise the Executive Council on matters pertinent to each department
   iii. Aid in developing policy to guide the affairs of the House Staff Association
   iv. Disseminate information to the Association membership

c. Current President: Logan Hostetter, MD; Current Vice-President: Tarun Jain, MD
d. Current Project Lactation Rooms in hospitals and in UTH buildings
   i. Wish items:
      1. Firm station tables with sufficient space for the pumps and the bottles.
      2. A sink with an arrangement to place the dirty and washed articles
      3. Comfortable chairs
      4. Curtains that provide full visual privacy between stations
      5. Power outlets close to the tables, for a laptop or computer and for the pump
      6. A refrigerator
      7. Kleenex wipes
      8. Hand sanitizer for each station
      9. Computers to be productive while pumping
      10. Less essential, but would add comfort: A mirror, a side table, foot rest
      11. If there is space, lockers
      12. Space for at least 3 people
      13. This room could be managed through a Google Calendars log-in system and be cleaned at strategic times.

   ii. Situation at Memorial Hermann: Met with operations on 10/06/2020 to improve room contents, current plans to update space but hoping to push for more rooms.

   iii. Situation at LBJ: Callrooms are used.

   iv. Situation at McGovern Medical School Buildings:
      2. 9 suites
      3. Medical school: B.619 and UTPB 1260
      4. Resident feedback: too far and not enough time to set-up

e. Potential issues: increasing gym space, lactation rooms, gender-inclusive restrooms

B. Masking and other Covid-19 precautions at McGovern Medical School – Dr. Catherine Ambrose

a. Questions posed by Dr Ambrose: “Do we need a policy requiring masks in the MSB and MSE”? If so, what type of mask?
   i. Results
      1. Do we need a policy requiring masks in the MSB and MSE?
a. “Yes”: 65/94 (69%)
b. “No”: 3/94 (3%)
c. No Response to the Poll: 26/94 (28%)

2. Do we need to specify the type of mask?
   a. “Yes”: 55/94 (59%)
   b. “No”: 13/94 (14%)
   c. No response to the Poll: 26/94 (28%)

b. Background: Faculty members anonymously brought up concerns about ineffective masks (one-way valves, bandanas, etc) worn by others in a shared area

c. Types of mask (see attachment 2)
d. Motion to create a taskforce on this issue passed by acclamation

7. Announcements
   A. The McGovern Medical School community is invited to a virtual Town Hall Meeting at noon, Oct. 29: UTHealth President Giuseppe N. Colasurdo, MD; McGovern Medical School Executive Dean, ad interim Richard Andrassy, MD; Michael Blackburn, PhD, McGovern Medical School dean of research, ad interim; and LaTanya Love, MD, McGovern Medical School dean of education, ad interim, will answer questions submitted anonymously in advance through http://go.uth.edu/question .
      a. Tune into the virtual Town Hall at noon, Oct. 29 via: http://go.uth.edu/answers
      b. Questions will ONLY be taken in advance but NOT during the meeting
   B. Important local, state and federal elections are coming up in November. Information about how and where to vote can be found at: www.harrisvotes.com and www.vote411.org. New this election – an early voting location at the TMC commons! (see attachment 3)
   C. Flu shot remaining days (see attachment 4)

8. Adjournment at 5:32PM

Next meeting: Thursday, November 19, 2020 at 4:30 PM

Catherine Ambrose, PhD – Chair
Zi Yang Jiang, MD – Secretary
Nahid Rianon, MD - Chair-Elect
Renee Flores, MD - Secretary-Elect
Kenya Parks, MD – Past-Chair

https://med.uth.edu/faculty-senate/
ms.facultysenate@uth.tmc.edu
Attachment 1:

The Office of Administration & Faculty Affairs
invites McGovern Medical School Faculty appointed Sept. 1, 2019 – Aug. 31, 2020 to
New Faculty Orientation
OCTOBER 21st, 2020 | 8 – 9:30 AM | WebEx Meeting Code: 120 082 7562

The event will feature presentations from the following:

Richard J. Andressy, MD
Executive Dean ad interim | McGovern Medical School

Kevin A. Merano, PhD
Associate Vice President | Faculty Affairs & Development
Associate Dean | Faculty Affairs
Director | New Investigator Development Program

William W. Metten, PhD
Senior Associate Dean | Graduate School of Biomedical Sciences

Pedro Manalis, MD
Assistant Dean | Diversity & Inclusion

Allison Owsby, PhD
Assistant Dean | Faculty & Educational Development

Mandy Hill, DrPH
Co-Chair | Women Faculty Forum

Sue Galica, MD
Co-Chair | Women Faculty Forum

Darla Brown
Director | Office of Communications

Robin Dickay, PhD, MA, LPC
Faculty Assistance Specialist | Academic Intras

Christine Flynn, PhD
Associate Director | Office of Technology Management

Amy L. Hazen, PhD
Associate Director, Shared Research Resources | Office of Strategic Industry Initiatives

Valerie Bomben, PhD
Director, Specialized & Collaborative Research Agreements | Office of Strategic Industry Initiatives

Leslie S. Beckman
Assistant Director | Office of Postdoctoral Affairs

Christina F. Solis JD, MPH
Senior Legal Officer & Privacy Officer | Office of Legal Affairs

Salman Khan, MBA, CISSP, CISSA
Manager | IT Security

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UTHealth Office of the
ACADEMIC OMBUDS

Confidential • Informal • Impartial • Independent

What is the Office of Academic Ombuds (OAO)?
A confidential, informal, impartial, and independent place to
discuss concerns, resolve disputes, manage conflicts, and increase
skills regarding communication, negotiation, and problem-solving.

What does an Academic Ombuds do?
Listens to people offers information about resources available at
UTHealth, and helps people examine options for resolving concerns.
The Ombuds serves as a coach, mediator, facilitator, or simply as a
listener.

- Communication with the Ombuds is not considered official notice to the
  University, nor does it replace any formal reporting channels
  (e.g., regarding complaints or grievances). The Ombuds does not
  make binding decisions, mandate policies, or formally adjudicate
  issues.

Who will the OAO serve?
UTHealth students, residents, fellows, post-doctoral fellows, and faculty.

Who is the Academic Ombuds?
Robin Dickay, PhD, MA, LPC, will serve as the UTHealth Academic
Ombuds. Robin is a Licensed Professional Counselor, professional
mediator, and certified integrative wellness coach. Robin currently
serves as the Faculty Assistance Specialist within the UTHealth
Faculty Assistance Program and will continue serving UTHealth
through both supportive capacities. Robin is a member of
the International Ombudsman Association (IOA) and practices
according to the IOA Code of Ethics and Standards of Practice.

How do I contact the OAO?
Phone: 713-500-3457 or confidential mobile: 713-705-5005
Email: ombuds@uth.tmc.edu
Web: www.go.uth.edu/ombuds
Office: University Center Tower (UCT)
7000 Fannin, Suite 165-A

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UTHealth The University of Texas
Health Science Center at Houston
### UTHealth/UT Physicians Respiratory Protection and Masking Summary for COVID-19

<table>
<thead>
<tr>
<th>Type of Respirator or Mask</th>
<th>Respirators</th>
<th>Masks/facial coverings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>How does it work?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non NIOSH-certified or NIOSH-certified</td>
<td>Provides positive pressure, HEPAFilter all or to the wearer. Since the air with the filter comes out the top, it does not offer protection to others around the wearer.</td>
<td>Surgical mask</td>
</tr>
<tr>
<td>N95 Filtering Respirator (N95)</td>
<td>Provides filtered air to wearer, N95 without other protection to those around the wearer.</td>
<td>Cloth/homemade mask</td>
</tr>
<tr>
<td>N95 LE with exhalation valve</td>
<td>Provides filtered air to wearer, N95 with other protection to those around the wearer.</td>
<td>Neck gaiter</td>
</tr>
<tr>
<td>N95/ N95 level respirator (P100 filter) with exhalation valve</td>
<td>Provides filtered air to wearer via the exhaled filter cartridges, allows for 60% heat loss, does not provide filter, they should offer protection to others around the wearer.</td>
<td>Bandana</td>
</tr>
</tbody>
</table>

| Provides N95 level protection against large droplets, small or non-novel or novel or other hazardous fluids. | Reduce the spread of respiratory droplets from the wearer. | Intended to reduce the spread of respiratory droplets from the wearer. |
| Provides N95 level protection against large droplets, small or non-novel or novel or other hazardous fluids. | Reduce the spread of respiratory droplets from the wearer. | Intended to reduce the spread of respiratory droplets from the wearer. |

<table>
<thead>
<tr>
<th>Protocols</th>
<th>From</th>
<th>To</th>
<th>From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donated</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Non-donated</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Fitting required</td>
<td>No, but extensive training required</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

| Other considerations | | |
|----------------------|-------------------|
| Primarily for high-risk settings (e.g., emergency departments, patient care areas). | Suitable for limited use in settings where surgical masks can be effective. |
| Strongly suggest only N95-equipped N95 or N95LE be used due to availability. | Strongly suggest only N95-compatible N95 or N95LE be used due to availability. |
| Not typically used in healthcare settings for healthcare workers due to supply shortages. | Not typically used in healthcare settings for healthcare workers due to supply shortages. |
| Ongoing research being conducted on different types of masks and how effective each type is in providing protection. | Ongoing research being conducted on different types of masks and how effective each type is in providing protection. |
| Any cloth used must not allow entry of virus by either breath, face, or other means of transmission. | Any cloth used must not allow entry of virus by either breath, face, or other means of transmission. |
| Proper donning and doffing is critical for effectiveness. | Proper donning and doffing is critical for effectiveness. |

| Is the device reusable? | Yes, but requires extensive disinfection and maintenance protocols. | No, single use only, limited need and additional use protocols available. |
|-------------------------|-------------------------------------------------|
| Respirators available   | No, single use only, limited need and additional use protocols available. | Yes, single use only, limited need and additional use protocols available. |
| Respirators available   | Respirators available are also available in extreme circumstances. | Respirators available are also available in extreme circumstances. |
| Respirators available   | Yes, but requires extensive disinfection and maintenance protocols. | Yes, can be laundered at home |

**Sources:**
- CDC, COVID-19 home
- CDC, Work Guidance
- CDC, Universal Care Guidance
- CDC, Lungs PPE
- HHS, COVID-19 home
- NIOSH, Work Guidance
ELECTION HOURS

EARLY VOTING
Tuesday, October 13th – Saturday, October 17th: 7:00am – 7:00pm
Sunday, October 18th: 12:00pm – 7:00pm
Monday, October 19th – Saturday, October 24th: 7:00am – 7:00pm
Sunday, October 25th: 12:00pm – 7:00pm
Monday, October 26th: 7:00am – 7:00pm
Tuesday, October 27th – Thursday, October 29th: 7:00am – 10:00pm
Thursday, October 29th: 7:00am (24hr roll into Friday morning)
Friday, October 30th: 7:00am – 7:00pm

ELECTION DAY
Tuesday, November 3rd: 7:00am – 7:00pm

LOCATION: JOHN P. MCGOVERN COMMONS

Remember your approved ID and face mask.
To learn more and view all voting locations, visit HARRISVOTES.com
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct. 20</td>
<td>1-3 p.m.</td>
<td>Harris Health Lyndon B. Johnson Hospital</td>
<td>1D02</td>
</tr>
<tr>
<td>Oct. 22</td>
<td>1-3 p.m.</td>
<td>University Center Tower</td>
<td>Suite 1620 conference room</td>
</tr>
<tr>
<td>Oct. 29</td>
<td>8-10 a.m.</td>
<td>Fayez S. Sarofim Research Building (IMM)</td>
<td>Room 110</td>
</tr>
<tr>
<td>Oct. 29</td>
<td>1-3 p.m.</td>
<td>UTHealth School of Public Health</td>
<td>Room E705</td>
</tr>
<tr>
<td>Nov. 5</td>
<td>1:3 p.m.</td>
<td>McGovern Medical School Building</td>
<td>Room B-100</td>
</tr>
<tr>
<td>Nov. 12</td>
<td>9-11 a.m.</td>
<td>Behavioral and Biomedical Sciences Building</td>
<td>Room 1300</td>
</tr>
</tbody>
</table>