# UTHealth McGovern Medical School Faculty Senate

Thursday, February 17, 2022 ∣ 4:30 pm WebEx Meeting

# AGENDA

1. Introduction
   1. Call to Order: 4:30 pm
   2. Housekeeping reminders
2. Approval of Minutes – January 2022

Minutes were approved as submitted.

1. Reports
   1. Faculty Affairs update – Dr. Kevin Morano: COVID updates
      * Employee Health reports of total employees positive for COVID-19 and self-reported location of exposure by week showing a decrease in trajectory.
      * Dean search showing progress, may have an announcement by next Faculty Senate Meeting.
   2. CME at UTHealth - Dr. Zi Jiang, Chair
      * Website https://med.uth.edu/cme/
      * On March 1, 2022 plan to have all activities on the McGovern Medical School CME site
      * <https://go.uth.edu/cme23> is the website for getting CME activity for your department
      * Types of CME
        + Regularly Scheduled Series (RSS): Grand Rounds, Weekly/Monthly Conferences
        + Symposiums: Symposium with Breakout Sessions, Multi-day Symposium, Day-Long Meeting with Pre-lunch and Post-lunch Sessions.
        + Enduring Materials: Videos, presentations, or reading materials for which the participant can receive AMA Category 1 credit with successful completion
        + Short Course: Physician Training Courses. This choice is best when you have an event with the exact same content which happens on a recurring basis
   3. Interfaculty Council update – Dr. Georgene Hergenroeder
      * UTHealth Public Affairs Office
        + Ms. Meredith Raine, Assistant Vice President;
        + Ms. Deborah Lake, Director, Media Relations
        + Ms. Lauren Mathews, Director of Branding and Creative Services – Standards & branding – new logos, etc.
          - <https://www.uth.edu/brand-standards/toolbox/>
      * UTHealth Benefits Office personnel:
        + Ms. Patricia Hinojosa, Director, Payroll & Benefits – Family Leave Pool
        + Mr. Michael Tramonte, Senior VP, Finance & Business Services and CFO-- BC/BS & MHHS in negotiations
        + Mr. Andrew Casas, Senior VP, UTHealth and COO -- Practice Plan
        + Ms. Laura Chambers, Executive Director, Employee Benefits
2. Old Business
   1. Mental Health Support Taskforce – Dr. Nahid Rianon (on behalf of Dr. Stacy Norrell)
      * Find out if each department has mental health support in place, will follow up in March
3. New Business – Faculty salary/compensation structure at McGovern Medical School –

Dr. Nancy McNiel, Senior Associate Dean for Administrative Affairs, MMS

* + - Salaries for faculty are compared to national benchmarks:
      * AAMC Faculty Compensation Survey- for all academic departments
      * MGMA for additional clinical subspecialty compensation benchmarks and for wRVU productivity standards
      * Academic specialty surveys for individual departments’ own surveys for national benchmarks
    - Equity analyses are done to establish faculty salaries and to justify changes to compensation. Analyzed by rank and specialty, years of experience, and gender. Internal data are utilized, with comparisons to external national benchmarks.
      * Years of experience is based on post-residency for clinical faculty and post-doctorate for PhD
    - Proposed changes in faculty compensation are included in the annual budget meeting discussions and budget submissions for individual departments
    - Equity analysis is required when equity adjustments are requested
    - There is no requirement for, or specific amount of, compensation increases associated with promotion in rank. Departments are expected to be consistent within the department for promotion-related increases.
    - Gender is considered in equity analyses; data on race are not currently available at the school level. Part-time faculty with similar duties are paid at a comparable, prorated amount.

1. Announcement:
   1. Dr. Napoleon B Higgins Jr, Imposter Syndrome & Microaggressions, February 23, 2022 from 12-1 pm
   2. Women in Leadership Seminar, February 24, 2022, 11:30-12:30pm
2. Adjournment 5:08 pm

**Next meeting: Thursday, March 17, at 4:30 PM**

Dr. Nahid Rianon – Chair

Dr. Georgene Hergenroeder – Chair-Elect Dr. Renee Flores – Secretary

Dr. Olasimbo Chiadika – Secretary-Elect Dr. Catherine Ambrose – 2020-2021 Past-Chair

<https://med.uth.edu/faculty-senate/ms.faculty@uth.tmc.edu>