# Faculty Senate Minutes

**Committee Name:** Faculty Senate  
**Date/Time/Location of Meeting:** April 17, 2009  
**LBK: ACB230**  
12:00 Noon – 1:20 pm;  
**AMAHSC: 4717**  
12:00 Noon – 1:20 PM;  
**EPHSC: 212**  
11:00 AM – 12:20 PM  

## Call to Order by: 
Dr. Joel Hubbard  

## Members 
Members: Dr. Alyce Ashcraft, Dr. Ulrich Bickel, Dr. Craig Cookman (absent), Dr. Martine Coue, Dr. Tori Gustafson (absent), Dr. Joel Hubbard, Dr. Yondell Masten, Dr. Tom McGovern, Dr. William Miller (absent), Dr. Kevin Ramey, Dr. Jana Saunders, Dr. Namrata Singh (absent), Dr. Rebecca Sleeper-Irons (absent), Dr. James Stoll, Dr. Surendra Varma, Dr. Joanna Wilson (absent)  
Substitutes: Dr. Brandt Schneider for Dr. Tom McGovern  
Karen Dadich for Dr. Alyce Ashcraft

## Handouts
- [ ]

## Approval of Minutes 
March 31, 2009  

## Old Business

**Agenda Item A. Policies and Procedures**  
**Presenter(s):** Dr. Hubbard  

1. HSC OP: 73.15: Minors in Research Laboratories; Suggested revisions sent to Victor Means  
   Policy was written from a safety perspective and not from a research perspective. Expressed concerns are the policy as currently written may conflict with President Baldwin’s stated policy to encourage research; restricts students in the lab, unclear training requirements of minors to be in the lab and faculty bringing children to work. Policy needs further review. Motion was made by Dr. Masten and seconded by Dr. Saunders to forward the policy to the Policy Review Committee. Motion passed unanimously. Dr Stoll and Dr. Bickel agreed to participate in the review process as well.  

2. Other  
   None addressed

**Agenda Item B. Issues**  
**Presenter(s):** Dr. Hubbard  

1. Senate Issues of Consideration from President Baldwin  
   a. Improving Student Mentoring
## OLD BUSINESS

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<th><strong>The formation of mentoring sub-committee and the QEP was discussed at the March meeting. The QEP may be an excellent place for mentoring in teamwork and individual roles. The QEP Committee will be contacted. Drs. Varma, Gustafson, and Masten have agreed to serve.</strong></th>
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### b. Enhancing Research Atmosphere at TTUHSC

See Agenda Item A1

### c. Dental School in El Paso

Discussion for the Dental School will be addressed at a future meeting.

## 2. IRB Education for Faculty and Students

A policy with clearly stated processes and guidelines is needed. Current process is confusing for faculty and students. Clarification and basic guidelines are needed on:

- who needs IRB training and who doesn’t
- who can participate in IRB research without training
- what are the basic guidelines
- what is waived or not waived
- who should be required to take the test and who is exempt

Dr. Hubbard will review the IRB website and contact the office to clarify IRB policy and procedures.

## 3. Other

None addressed

## Agenda Item C. Recommendations

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<th><strong>TTUHSC QEP: Faculty Champions Update on Progress</strong></th>
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Eight QEP champions have been chosen. More information about the champions and the QEP is posted on the QEP website. The champions are very enthusiastic about the QEP topic, *it* (Interprofessional Teamwork). The QEP was shared with the SACS On-Site Team. The team stated *it* is cutting edge. Additionally, the team did not think the topic would be feasible at another institution but because of “who we are,” the On-Site Team stated we could accomplish the QEP and become leaders in the field of interprofessional teamwork. The QEP is implemented in a step-wise process. Pilot-testing will be conducted before full implementation of each stage. The goal is for all students to be involved in the QEP by implementation of the final step. The SACS On-Site Team asked whether additional funds would be available to sustain the QEP. President Baldwin and Elmo Cavin indicated full support for the QEP. SACS expects the QEP to become self-sustaining by the end of the five year process.

The official SACS accreditation decision will be made at the December meeting of the Commission on Colleges Board. The *it* Faculty

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<td>Dr. Masten</td>
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<td>Dr. Gustafson</td>
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### OLD BUSINESS

Champions will be meeting and pilot testing step one during the remainder of 2009 but no big leaps in the process will be made until after the Commission on College Board meets.

2. Other
   None addressed

### Agenda Item D. Leadership and Communication

1. SACS Update
   SACS On-Site Team report of findings:
   - Thankful for hospitality, food and response to needs for information
   - NO RECOMMENDATIONS for any of the SACS Compliance criteria.
   - Suggestions for three of the compliance criteria identified by the Off-Site Team areas as recommendations are as follows:
     i. Comprehensive Standard 3.5.1. College Level Competencies (general education specific to undergraduate programs). The On-Site Team was concerned about the lack of a systematic plan for evaluating the TTUHSC core competencies (Gen Ed) and enhancement of the competencies. Faculty are attempting to evaluate achievement and enhancement of the competencies via achievement of course objectives versus as Gen Ed competencies.

     **Suggestion:** Develop a systematic plan for enhancing and evaluating Gen Ed competencies by faculty trained in the evaluation process for the core competencies.

     ii. Federal Requirement 4.1. Student Achievement. The On-Site Team concern is there is no evidence of inclusion of the mission and goals outcomes in TTUHSC curricula. For example, research is a strong focus of the institutional mission and goals but students are not exposed to research or evidence-based research in the course content.

     **Suggestion:** Regularly evaluate student achievement of the mission and goals for the individual schools as well as the institution.

     iii. Federal Requirement 4.2. Program Curriculum. The On-Site Team concern was lack of evidence for achievement of mission in coursework components.

     **Suggestion:** Identify specific curricular components to increase coursework related to the mission, e.g.,
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research, evidence-based practice, …

- QEP. The QEP was accepted, with Teamwork as the name for TTUHSC QEP. The vision for the QEP is bold and the passion of institutional faculty, students, and staff support the ability of the institution to achieve the QEP. The On-Site Team recommended the following for successful implementation of the QEP:
  
  i. Further focus of the QEP by “measuring the right thing in the right way at the right way” through development and use of metrics to measure improvement in patient and health care team outcomes. Additionally, further support of faculty champions with training, development, and financial support for the Faculty Campion Role was recommended.

  ii. Collect baseline data related to QEP outcomes to have evidence of making a difference when comparing the QEP outcomes with the “baseline” data. The team suggested using alumni as the sample for collecting the baseline data.

  iii. Integrate alumni and preceptors into the QEP for the purpose of identifying gaps in the curriculum and make suggestions for additions to the curriculum.

  Additionally, the On-Site Team identified the following three issues to address:

  - Expect push-back and resistance as Teamwork is introduced and implemented. Therefore, be prepared.
  - Make the QEP matrices simpler for clear measurement of outcomes.
  - Create more balance and integration in the model. Currently, the QEP is a nursing model. Physicians need to be on board. If not, the QEP will “crash and burn!”

  Therefore, the bottom line is get better metrics and get physicians engaged in the QEP.

Discussion by Senators:

- The question was raised regarding the cost of the SACS accreditation process. There were nine SACS team members at $\approx$1,700.00 per team member. Additionally, an inordinate amount of time to work on SACS/QEP was spent by numerous faculty and staff over the past three years. No release time was granted for most of the people working on the SACS compliance process (except for the members of the Office of Institutional Planning and Effectiveness). Instead, the Institutional
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Compliance Report and QEP were written and developed in addition to regular faculty and staff job responsibilities.

- SACS needs to be applauded for standing in the gap between the university and the Department of Education (DOE). The DOE wants universities to go through the accreditation compliance process more often, such as every seven years to facilitate achievement of continuous quality improvement. SACS has instituted submission of a five the year QEP effectiveness report and a substantial mini-compliance report to avoid the seven year process.

- President Baldwin was stellar in both sessions with the SACS On-Site Team in answering tough questions and providing thorough responses. Three senators, Drs. Gustafson, Masten and Sleeper-Irons, are members of the QEP Steering Committee.

2. General Faculty Meeting April 9, 2009: Follow-up Report

Dr. Hubbard called the meeting to order and conducted a campus attendance count. A total of 57 faculty were in attendance: Lubbock – 49, Amarillo – 7, Abilene – 1, and Dallas, Highland Lakes, Midland, Odessa and El Paso did not have faculty in attendance. The Faculty Senators were introduced with school affiliation and campus location to the faculty.

President Baldwin addressed the faculty and had four areas to discuss: SACS/QEP, Mentorship, Research environment, and the establishment of a dental school.

- **SACS:** President Baldwin discussed the upcoming Southern Association of Colleges and Schools (SACS) visit of the on-site team next week. President Baldwin stated we are prepared as best we can be and he was conservatively optimistic. Our university has selected the QEP topic of Interprofessional Teamwork (iit). Many people at TTUHSC have participated in the SACS/QEP processes.

- **MENTORSHIP:** Faculty need to find a way to mentor students. President Baldwin discussed the best way would be to match a student with a mentor and stated there must be chemistry between the mentor and the student. Students must be willing to seek out mentors and faculty should embrace mentorship of students. Mentorship is a great benefit to students and very satisfying to faculty. President Baldwin encouraged all attending to think of ways to implement/improve mentorship.

- **RESEARCH ENVIRONMENT:** TTUHSC is doing a good job in clinical care, have the facilities for research, and a stable financial position to recruit researchers, both bench- and clinically-based (broad definition). TTUHSC takes the role seriously to advance healthcare and make sure clinical care evolves. The research mission is successful with dramatic increases in research and a 48% increase in NIH funding provides TTUHSC great opportunities for discovery of knowledge.
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- **DENTAL SCHOOL.** The establishment of a dental school at TTUHSC would better serve West Texas and New Mexico. There is no dental school between Dallas and Los Angeles with the exception of a dental school in Arizona and Baylor College of Dentistry. Only 35% of 50-year-olds in the rural areas such as the border communities have seen a dentist. Dental health correlates to overall health and may be linked to many diseases and conditions including diabetes and osteoporosis, and recent research shows dental care especially affects the cardiovascular system. A great deal of money is required for the implementation of a dental school. 90% of Texas A & M funding comes from Baylor College Dentistry. There is no opposition to a TTUHSC dental school and has enthusiastic support including Texas Dental Association. The establishment of such a school requires strong faculty consensus.

President Baldwin stated in his closing remarks faculty are the essence of a university.

Dr. Rial Rolfe discussed the Strategic Space Study at the Lubbock campus. A PowerPoint presentation with a handout of the events and timeline to-date plus results of the Parkhill, Smith, & Cooper consultation regarding effective use of space for the Lubbock campus was provided. By 2013, the overall student population and research funding for TTUHSC Lubbock Medical Campus will double. Plans include:

**Research**
- Consolidate and expand research space primarily on the 4th and 5th floors of the HSC building and basement Vivarium.
- Create a productivity-based methodology for allocation of research space
- Create usable research space (labs, lab support, and offices) on research floors
- Create additional research space by relocating non-research space from the research floors
- Create translational research space convenient for patient access

**Teaching**
- Consolidate and expand classroom and teaching laboratory space in the west wing (Pod C) HSC building floors 1 – 3 and the western medical campus
- The new Interdisciplinary Simulation Center project and expand the current SOAHS Simulation Center
- Provide additional teaching space
- Relocate existing teaching space (auditorium and classrooms) currently located outside the academic teaching zone
- Create central testing center
- Create and expand multiple types of student study spaces

**Clinical**
- Consolidate and expand all clinical patient services in the east wing (Pod A) HSC building floors 1 – 3 and eastern medical campus

**Presenters:**
**OLD BUSINESS**

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<td>Victor Means, Dr. Yondell Masten</td>
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- Relocate Psychiatric Clinic out of Academic Zone
- Expand and/or relocate the following clinics: Urology, Dermatology, Neurology, and Speech/Language/Hearing

**Academic Support**
- Consolidate and expand academic support space in the central wing (Pod B) floors 1 – 3 and central medical campus
- Expand academic support (faculty and staff offices) space for each school
- Create Multi-purpose Recruitment and Conference Center
- Create Faculty Center
- Expand Synergistic Center and relocate Diversity Offices nearby

Strategic planning continues regarding TTUHSC space and the basis of space allocation is included in strategic plan. The Space Planning Committee reviews all space requests and forwards requests to President Baldwin for final approval.

Victor Means provided information on OP 73.15: Minors in Research Laboratories. Mr. Means stated concerns from the Institutional Compliance Board (IBC) and others brought about the policy. The draft of the policy was submitted for review in 2006. After review, the policy was reviewed by legal counsel in 2008. There have been numerous opportunities for review and revision of the policy including review by faculty. The policy meets the standards for the Federal Labor Law, Nuclear Regulatory Commission (NRC), Texas Department of Health, and Occupational Safety and Health Administration (OSHA). TTUHSC OP 73:15 considered such factors as impact on the university, applicable laws, and risk/liability perspectives and is based on National Institutes of Health (NIH) policy. While the policy does not specifically address teaching labs, the assumption is the policy is still applicable. Universities without a stated OP still have requirements regarding minors in the laboratory. OP 73:15 states:

Underage (minor) individuals often seek and acquire opportunities to study or work under the sponsorship of the TTUHSC or other sponsored educational programs. For safety reasons, the TTUHSC has established age restrictions for minors seeking to study or work in laboratory areas. No minor (including children of TTUHSC faculty or staff) is allowed in a TTUHSC laboratory, except in accordance with this policy.

Dr. Yondell Masten provided information for the QEP Presentation. The Quality Enhancement Plan (QEP) is the second half of the accreditation compliance process for SACS. The TTUHSC QEP is Interprofessional Teamwork (it) and focuses on team interactions by multiple health professionals as team members. The team communicates using a shared language to improve patient outcomes. The QEP vision focuses on the establishment of an institutional culture committed to the values of interprofessional education and teamwork care, including collaboration, communication, and coordination. The QEP has eight Faculty Champions from the various schools and will be implemented in stages.
## OLD BUSINESS

| Presenter(s): | 
| --- | --- |
| Senators | 

Other agenda items were not addressed due to lack of time.

Thanks go to Cindy Gutierrez for arranging President Baldwin’s schedule to allow his attendance at the GFM. He was originally not scheduled to speak.

### Agenda Item E. Committee and Task Force Reports

| Presenter(s): | 
| --- | --- |
| Dr. McGovern | 
| Dr. Masten | 
| Dr. Gustafson | 
| Paula Simpson | 
| Senators | 

1. **Policy Review Committee**  
   No report given.

2. **Awards Committee**  
   The goal is to have the revised version of the OP implemented this year. The original timeline for implementation was February but was postponed due to everyone working on SACS site visit preparations. Plans are to have OP implemented by May.

3. **QEP Steering Committee**  
   No report given

4. **Staff Senate (or Task Force)**  
   Currently, staff are voting on the Constitution and Bylaws of the Staff Senate via electronic voting booth. Staff were notified of the voting link via numerous e-mails. A link to the voting booth has been established on the Staff Senate website. Additionally, the Save the Date flyer is also on the website. Once, the Constitution and Bylaws are passed, nomination of senators will occur during May, campaigns in June, elections in July, new Senator orientation in August and First Senate Meeting in September.

5. **Other**  
   None addressed

### Agenda Item F. Communiqué from President Baldwin

| Cindy Gutierrez |

None addressed

### Agenda Item G. Items for Faculty Senate Column in *Statline*

| Dr. Sleeper-Irons |

None addressed as Dr. Sleeper-Irons was absent. Please send items to Dr. Sleeper-Irons for inclusion in *Statline.*

### Agenda Item H. Other

| Senators |

1. **Other**  
   None addressed
## NEW BUSINESS

**Agenda Item A. Other**

1. Other  
   Dr. Varma requested the issue of a daycare at TTUHSC be reopened. Dr. Varma had to leave before the issue could be discussed. The issue was tabled and will be discussed at the next meeting.

**Agenda Item B. Next Steps**

1. Other  
   None addressed

## Presenter(s):

- Senators

## ADJOURNMENT

**Next Meeting Date/Time:** (May 15, 2009)

JH:ps  
04/14/2009