



**LSOM Faculty Assembly Executive Committee Meeting Minutes**  
**Thursday, January 3, 2019**  
**12:00 - 1:00 PM**

**Executive Committee Members Present:**

Ometeotl Acosta, MD, Greg Bean, MD, Anh Dinh, MD, and Mark Muir, MD  
Dean: Robert Hromas, MD  
Guests: Chiquita Collins, PhD

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**I. Approval of Minutes**

Minutes from the November 8, 2018 meeting were submitted and approved.  
An addendum to the September 6, 2018 meeting were submitted and approved.

**II. Faculty Senate Special Election Results**

On December 6, 2018 via email the Faculty Senate special election was approved by EC quorum vote with the following results:

**Clinical Faculty – Special 2-year term:**

Christian Fernandez-Falcon, MD  
Assistant Professor, Department of Family and Community Medicine

**Clinical Faculty – Special 1-year term:**

Umber A. Salman, MD  
Associate Professor, Department of Radiology

**Basic Science Faculty – Special 2-year term:**

Glenn Toney, PhD  
Professor, Department of Cellular & Integrative Physiology

Notification of the results were sent via email to the Faculty Senate Chair.

**III. Long School of Medicine Mission, Vision, and Values Statements**

Dean Hromas updated the school's mission, vision, and values statements. The updated version aligns with the Sanguis Anima principles as outlined during the leadership retreats held earlier in the year. On November 28, 2018 via email, the EC endorsed the statements by quorum vote



#### **IV. Certification of Medical Student Representative to serve on LSOM Diversity Advisory Council**

The Diversity Advisory Council (DAC) submitted a request for Ryan Michael Reyes, 4<sup>th</sup> year MD/PhD to serve as their medical student representative. A call for nominations was sent out and four were received. The DAC discussed and deliberated at length all four candidates before. By quorum vote, the EC reviewed and approved. Dean Hromas provided his approval.

#### **V. Office for Inclusion and Diversity Mission – Chiquita Collins, PhD**

Dr. Chiquita Collins, Vice Dean for Inclusion and Diversity and LSOM Chief Diversity Officer, met with the EC to discuss OID's missions. Dr. Collins joined UT Health SA in September 2018. Since she began, her main priority has been LCME accreditation.

Dr. Collins explained that diversity includes all of the mini human differences and not just race. Her job is to make sure whether student, staff, faculty, resident feel welcomed. She is working with Deans, Chairs, Center Directors, and finance team to form partnerships. Initiatives the OID is working on include:

##### Diversity Grand Rounds

- Senior Expert in their field plus diversity
- Monthly
- Extend invites to all schools
- Evaluations and feedback have been positive
- This month is the AAMC Chief Diversity Officer

##### Diversity Advisory Council

- Faculty, Residents, and Students included
- Meet monthly

##### National Center for Faculty Diversity Portal

- Highly regarded national resource that we are members of

##### Diversity Website – in progress

##### Partnership with UT Southwestern

- Pipeline to identify faculty
- GME advertises to residents

##### Faculty Diversity

- Dr. Collins is integrated into the search process for recruitments and provides implicit bias training. Dr. Collins also meets with candidates when on campus.



### Medical Student Applicants

- While applicants are here interviewing, organizes breakfast for applicants with diverse backgrounds to meet with other diverse students
- These applicants are self-identifying, and Dr. Collins is not digging to find them

### CAST-MED

- Work in conjunction with Dr. Ronald Rodriguez, Chair of Urology, HEB, and SAISD
- Objective: Medical HS on southside to provide access to those who normally don't have it. Pipeline to UTHSCSA. Opening Fall 2019 by lottery admission.

### Diversity Directors

- One to oversee residents and one to oversee students

### ELAM

- Run out of Drexel
- Meet with Dean
- Senior women with input into the Dean's Office. Dean meets with for dinner and questions

Dr. Dinh asked question n regarding how compare progress before and after. Dr. Collins advised we are ahead of the game with Hispanics, but always room for improvements and still have lots of opportunities

Dr. Muir asked how do you measure? Dr. Collins advised that it is more of the effort when it comes to diversity. Investing with money and having senior leadership embrace it. Dr. Hromas added that medicine issues are so complex and need diversity for complex issues that can only come diversity backgrounds.

## **VI. Dean's Update**

Dr. Hromas asked the members what he should be working on:

Muir: Diversity and filling the chairs

Hromas: Candidates are currently coming through for Anesthesiology, Emergency Medicine, and Radiation Oncology Chair positions

Bean: Physician Wellness/Burnout

Hromas: Believes faculty wellness should be a two-way street. Thinks we need to be good with money. Work smarter than harder. Give faculty more control over work lives.

Bean: Thinks little things would make better such as faculty lounge, gym membership

Dr. Hromas provided updates on the following:

360 Evaluations – Wants to kick off in the summer. Behavioral related. Informative feedback. From top to bottom including staff.



External Deans Review – January 11-12 will have four external deans review the LSOM's departments and NIH funded centers strategic planning

LCME Accreditation Site Visit – January 28-30

There being no further business the meeting was adjourned.  
Minutes taken by April Ainsworth