

Volume 49

Number 1

August 19, 2021

Minutes of the OUHSC Faculty Senate

SENATORS (S), ALTERNATES (A), AND OFFICERS (O)

PRESENT

ABSENT

Anderson, Michael (S)
Bagley, Jennifer (S)
Beavers, Susie (A)
Bhattacharya, Resham (S)
Burgett, Anthony (S)
Burks, Heather (S)
Campbell, Janis (S)
Costner-Lark, Amy (A)
Dacus, Zachary (S)
Esteban Florez, Fernando (O)
Finneran, Denise (S)
Floyd, Evan (S)
Hall, Beth (S)
Hord, Norman (A)
Howard, Eric (O)
Jeffries, Lynn (O)
Lang, Mark (S)
Leasure, Renee (O)
Mangrum, Marissa (S)
McNall-Knapp, Rene (S)
O'Neal, Katherine (O)
Rogers, Carol (S)
Settle, Susan (S)
Smith, Michael (S)
Smith, Patsy (S)
Wickersham, Elizabeth (S)

Broussard, Kimetha (A)
Celi, Amanda (S)
Dresser, Susan (A)
Kathuria, Pranay (S)
Miller, Bernadette (A)
Ntourou, Kat (A)
O'Brien, James (A)
Perrine, Jordan (A)
Reese, Jessica (A)
Sharpe, Amanda (A)
Vandyck, Kofi (A)
Wood, Donna (A)
Zhang, Ying (A)

EX-OFFICERS AND GUESTS PRESENT – Dr. Jason Sanders, Senior Vice President and Provost, Jill Raines, Vice Provost Health Sciences Administration, MaryBeth Humphrey, Marie Hanigan, and Zoom Guests

- I. **Call to Order** - Dr. Fernando Esteban Florez, Chair, called the meeting to order at 5:05 pm in the Faculty Atrium, Bird Library. A quorum was present.
- II. **Introductions** - Dr. Fernando Esteban Florez introduced the Executive Committee and welcomed new members of the Senate.
- III. **Approval of June 2021 Minutes** –Approved
 - o **Motioned:** Katherine O'Neal, second: Lynn Jeffries – Approved
- IV. **Report of the Chair** – Dr. Fernando Esteban Florez
 - o Meeting with Provost and Vice Provost
 - Exec Committee worked with Provost Sanders and Vice Provost Raines to improve benefits for employees. For example, fertility treatments such as IUIs and IVFs are now covered by Blue Cross and Blue Shield of Oklahoma. The specific details of this coverage, such as cost of medicine and number of cycles covered, are not yet known.
 - A special meeting took place on August 10, 2021 where the Faculty Senate discussed issues precipitating the OU Health Transition. A document was drafted and sent to Provost Sanders that highlighted the major issues. [Provost Sanders addresses this document during his discussion as the guest speaker]
 - Dr. Leasure added that BCBS has a person in HR who can help employees with insurance claims that have been denied or have other issues. This person's job is to serve as an intermediary between employees and the insurance carrier. Lee Camargo-Quinn is willing to come to a Faculty Senate meeting and so employees can learn how to connect with her.

APPROVED

V. Committee and Council Reports

Regents Meeting: No report

Bylaws Committee: No report

Committee on Committees: Dr. Eric Howard– Chair – Report Provided

- Dr. Howard has been working with the colleges to fill vacancies on the various Faculty Senate, HSC and University-wide committees. Voted on slate.
 - **Motioned:** Carol Rogers, second: Rene Leasure- Approved

If anyone has an interest in volunteering for a committee, please email Dr. Howard.

Faculty Compensation Committee: Chair – No report

IT Advisory Committee: Dr. Katherine O'Neal/Renee Leasure– No report

Academic Programs Council: No report

Campus Tenure Committee: Dr. Ben Crowley – Chair – No report

Conflict of Interest Committee – No Report

Discrimination and Harassment Committee: Dr. Wendy Galbraith & Dr. Suzanne Kimball – No report

Graduate Council: Dr. Eric Howard – No report

Library Advisory Committee: Dr. Shari Kinney- Chair – No report

Research Council: Dr. Grant Skrepnek – Chair – No report

Athletics Council: No report

Commencement Committee: Dr. Denise Bender – No report

Continuing Education Council: Dr. Stacy Anderson – No report

Council on Faculty Awards and Honors: No report

Employment Benefits Committee: University Committee – No report

Honorary Degrees Screening Committee: Dr. Patsy Smith – No report

Scholars Selection Committee: No report

Retirement Plans Management Committee: No report

VI. Unfinished Business: None

VII. Old Business: None

VIII. New Business: See Committee-on-Committees report. Faculty Senate voted on and approved of the committee slate.

Guest Speaker: Dr. Jason Sanders, Senior Vice President and Provost

- Dr. Sanders addressed the major themes of concern presented to him after the Faculty Senate Special OU Health Transition Meeting held on August 10, 2021.
- Theme 1, Participatory Governance: Dr. Sanders said OU Health Partners will be the exclusive physicians and advanced practice providers (APPs) group for OU Health. There are open board seats to be filled; at least two at-large and the another six that are flexible. The group met and are putting in place a nominating committee that has representation across the hospital specialties. They will be soliciting nominations for clinical faculty and APPs to serve on the OU Health Partners Board. The last meeting of the OU Medicine Board was June 28th and will meet again as the OU Health Board on Monday, August 23. Dr. Sanders is eager to start communication with the OU Health board.
- Theme 2, Staff Turnover: The OU Health Board will talk in detail about the nursing turnover. Dean Hoff is the Chief Nursing Executive for OU Health and has several ideas on how to address the nurse turnover. Dr. Sanders will continue to address these shortages with the Faculty Senate. Dr. Sanders recognized how the insufficient staffing is causing issues with number of patients and patient encounters. This will also be addressed at the upcoming OU Health Board meeting. For the next fiscal year, compensation will not go down relative to the current year. An additional \$15 million has been budgeted for clinical provider compensation. Dr. Sanders said that Dr. Ian Dunn is the Interim Chief Physician Executive. He will be working with the clinical departments and new physician leaders. Dr. Sanders discussed changes with the reimbursement structure. The Board will continue to discuss how to retain staff. We have to invest in staff and faculty.
- Theme 3, Benefit Disparities: Dr Sanders said that we have engaged a local law firm to substantiate our first position that the employment of clinical faculty in OU Health Partners for clinical time since the University is a member of that, in the legal terminology. We'll report years of service credit as we've always done. Since the University of part of our health partners it should be the same. We'll be as aggressive as possible to maintain this. If for some reason that is unsuccessful, we'll adjust pay to clinical faculty to offset years of service credit. We've reached out to the director of OTRS. Legislative solution is the third option (to have it added to a statute).

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- Theme 4, Faculty Position vs. 'Corporate' Position: Dr. Sanders addressed the concerns that OU Health feels more corporate than like the University setting. The strategic plan is to build an academic health system. We can only develop OU Health with engagement from our clinical faculty. The concern is faculty are wanting to see more of the identity of OU Health since it feels corporate. Part of the answer is that we need the clinical faculty to make it an academic health system. This will take physician leaders partnering with academic leaders. We'll aim to be less corporate in that we want to get decision making closer to the front-line caregivers. Dr. Sanders emphasized that we have to give this a chance and have patience to see these changes and discover how OU Health develops.
- Theme 5, Research: This is critical to the clinical enterprise. We have an agreement that a percentage of profit will be invested in mission support to go to research. In 10 years we will have \$40-50 million in recurring revenue. Pair that with increased philanthropy and state support that will increase to \$80 million. It will allow us to recruit 10 -15 new research faculty a year. Concerned individuals will need to sit down with their department chairs and OU Health partners to go through effort allocations. We are fully committed to growing clinician scientists, promotions, and having time for scholarship. Time for lectures and small group teaching is unresolved across the nation. Education time is the hardest to get, research time is easier. We'll do everything we can to get time for research, mission support funds will be put into it. Next year we're going to spend out of cash reserves to contribute funding (\$88 million) for accommodation into OU Health. Now is the time to use our resources and grow research.
- Dr. Sanders then opened up the floor to Q&A. He said that this is part of an ongoing conversation.

IX. Announcements/Other Discussion Items

- There is a course titled "Entrepreneurship for Science and Technology" (BMSC 5300-002, S/U, 2 credit hours; 08/24 to 10/12; 6:00 p.m. to 9:30 p.m.) is now open for enrollment for current OUHSC students. This course will take place at the Gene Rainbolt Graduate School of Business in Oklahoma City (Research Parkway – Building 865, Room 0335) and is being offered by Thomas Wavering who is faculty at the Price College of Business Entrepreneurship and is the Executive Director of the Tom Love Innovation Hub.
- **Next meeting will be Thursday, September 16 at 5pm.** The Faculty Senate will continue to meet in a hybrid format (in-person and via Zoom)

Adjourned: 6:32 pm

Respectfully submitted,

Claire Young for:

Renee Leasure, Secretary 2021-2022

Katherine O'Neal, Secretary-Elect 2021-2022

Handouts:

August 2021 Agenda

June 2021 Faculty Senate Meeting Minutes

Entrepreneurship for Sciences and Technology Flyer