

Volume 49

Number 4

November 18, 2021

Minutes of the OUHSC Faculty Senate

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

PRESENT

Anderson, Michael (S)
Bagley, Jennifer (S)
Beavers, Susie (A)
Burgett, Anthony (S)
Burks, Heather (S)
Broussard, Kimetha (A)
Campbell, Janis (S)
Cელი, Amanda (S)
Dresser, Susan (A)
Esteban Florez, Fernando (O)
Finneran, Denise (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'Brien, James (A)
O'Neal, Katherine (O)
Settle, Susan (S)
Smith, Michael (S)
Smith, Patsy (S)
Wickersham, Elizabeth (S)

ABSENT

Bhattacharya, Resham (S)
Costner-Lark, Amy (A)
Dacus, Zachary (S)
Floyd, Evan (S)
Kathuria, Pranay (S)
Miller, Bernadette (A)
Ntourou, Kat (A)
Perrine, Jordan (A)
Reese, Jessica (A)
Rogers, Carol (S)
Sharpe, Amanda (A)
Vandyck, Kofi (A)
Wood, Donna (A)
Zhang, Ying (A)

EX-OFFICERS AND GUESTS PRESENT – John Hanak, Joy Summers-Ables, Michaela Taylor, Kate Morris, Jill Raines, Claire Young, and Zoom Guests

I. Call to Order - Dr. Fernando Esteban Florez, Chair, called the meeting to order at 5:01 pm via Zoom and in the Provost's Conference Room. A quorum was present.

II. Guest Speakers:

- **Michaela Taylor, Key Account Manager, Nature Masterclasses Online:** Ms. Taylor provided an overview of the Nature Masterclasses online platform. There are several courses available, they include various training courses for researchers with knowledge and skills to advance professional careers and increase users' reputation in the field. Courses are on-demand and offer 5 hours of learning per course. Ms. Taylor also covered the university's current subscription to Nature Masterclasses which is valid until mid-January 2022. Discussions of renewal were in progress at the time of the meeting.

The OUHSC Bird Library Director, Joy Summers-Ables, was present and added that the library is testing Sage Research Methods. She encouraged faculty to use the trial and provide feedback on this new resource before December 1st. Additionally, she shared information about financial assistance with publishing that the Bird Library currently receives through a subscription service. These are opportunities to help faculty publish free of charge.

- **John Hanak, Chief Innovation and Corporate Officer:** Mr. Hanak leads the new Office of Innovation and Corporate Partnerships. He has equal responsibilities for all OU campuses and has made a commitment to be in physically present at the Norman and Oklahoma City campuses every week.

His career started in the corporate world, working in the steel industry, he then worked with several start-up companies. This eventually led him to Purdue University. There he focused on moving ideas from the lab to the marketplace. Whether it was through licensing, corporate partnership or start-ups, he worked with faculty to help get their product to the market. This work ultimately put Purdue on the map as a top university for commercializing intellectual property. Mr. Hanak addressed his new position at OU and the goals he has for the

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University. His main mission at HSC is supporting innovations in healthcare and moving those innovations to the marketplace for the benefits of society. He will work with HSC researchers and help them listen to the market to understand what it demands. Mr. Hanak will expand on the information presented at this meeting at the January 2022 meeting when he is scheduled to join the Faculty Senate again.

III. Approval of October 2021 Minutes – Approved

- **Motioned:** Patsy Smith, second: Katherine O'Neal – Approved

Report of the Chair – Dr. Fernando Esteban Florez – The Faculty Senate Executive Committee had several meetings in the month of November including a meeting with President Harroz, Interim President James Sluss of the Schusterman Center, and the Fall Faculty meeting. Those reports will be tabled until the January meeting in an effort to cover the rest of the November agenda.

IV. Committee and Council Reports

Voted on slate.

- **Motioned:** Eric Howard, second: Rene Leasure - Approved

Regents Meeting: No report

Bylaws Committee: No report

Committee on Committees: Dr. Eric Howard, Chair – No report

Faculty Compensation Committee: Chair – No report

IT Advisory Committee: Dr. Katherine O'Neal/Renee Leasure

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: Chair – No report

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

Athletics Council: Dr. O'Neal – This committee met on Tuesday, November 16th, and provided updates on student athletes. Athletes graduation success rate is above average. They are focused on career development, and leadership development. Athletics Director Joe Castiglione has been invited to speak to Norman Campus Faculty Senate meeting in February 2022.

Commencement Committee: Dr. Denise Bender – No report

Continuing Education Council: 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

Shared Leave Committee: Dr. Howard asked for volunteers to serve on this committee to fill a vacancy. Dr. Kate Morris volunteered to fill this position.

- **Motioned:** Eric Howard, second: Rene Leasure - Approved

V. Old Business: OU Health Update

Dr. Kate Morris reported on the OU Health contracts saying it is still unclear whether faculty with dual appointments will be asked to practice outside of the scope in their sub-specialty. She is hoping that language will be added to address this issue. These are the issues that remain after the addition of the most recent appendix.

Dr. Morris also reported on the clinical compensation plan. She said it is unclear to her who is developing that compensation plan. The message that she is receiving is that the compensation plan will be based on RVU production. Because of historically lower levels of clinical, marketing, and referrals support for women and historically excluded minorities, she is concerned that reimbursement based primarily on RVU generation will lead to additional wage disparities. Without considering the different levels of support that allow providers to generate RVUs (e.g., clinic staffing, access to ORs, resident and advanced practice provider support) an RVU driven compensation plan may sound like a meritocracy, but indeed will end up being discriminatory.

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Dr. Morris has raised concerns to senior leaders and has received short email responses that do not allow for meaningful dialogue. She was told the contracts would not be negotiated. There was discussion the potential for a two-tiered system to evolve based on allowing regarding faculty with OTRS to not merge while requiring those without OTRS to merge. This remained unresolved at the time of the meeting.

Fernando responded saying that these concerns were expressed to the Provost and Vice Provost and they were told that OUHSC and the Provost's Office are not involved in writing the contracts, those are coming from the hospital system.

Dr. McNall-Knapp suggested that the Faculty Senate leadership request a meeting with Burkhart and Dunn to discuss the terms of the contract and potential ramifications of the language.

Vice Provost Jill Raines responded to the questions regarding the OU Health contracts. Dr. Esteban Florez asked about rumor regarding signing contracts or facing termination if faculty refuse to sign. Vice-Provost Raines stated that the hospital provided appendices to the faculty who are being integrating per the comments received by Drs. Dunn, Burkhart, and Sanders. There is some concern that faculty wouldn't be able to do certain outside work so there was a document drafted to clarify that. Dr. Morris asked about the members of the clinical compensation plan committee; however, Ms. Raines could not speak to the make-up of the committee due to it being under the hospital's purview. Ms. Raines said she would be willing to attend a meeting with the OU Health leadership in support capacity. She added that for academic questions, she can assist faculty but that clinical questions should be directed to Dr. Dunn and Dr. Burkhart.

VI. New Business: HSC Faculty Handbook Committee

Dr. Esteban Florez called on Dr. Kate Morris to report on the updates to the Faculty Handbook. Dr. Morris, Dr. McNall-Knapp, and Dr. Franklin represent the faculty on a committee meeting regularly to update the HSC Faculty Handbook. Dr. Morris said the handbook committee is focused on integrating the handbook with the new entity. Dr. Morris shared that in the Faculty Handbook there is language that states that if a faculty member does not have any percentage of teaching (COM) effort they will be considered volunteer faculty. Dr. Leasure provided input on this sharing that the Executive Committee met with the Provost regarding faculty appointments and the handbook. Dr. Sanders said that the Board of Regents' Policy Manual is going to be updated to clarify faculty appointments for faculty with dual appointments. The exact language will be forthcoming.

VII. Other Items

- **NEW! Is this a Great University or What?**
- **OU Growth Fund**
 - o This is a campus-specific fund outlined in the OU Intellectual Property policy that strengthens the commercial potential of disclosed University of Oklahoma innovations, and is available to researchers on all three campuses seeking funding for prototypes and/or additional commercially-focused research results.
 - o All campus faculty, staff, and graduate students are eligible, and must have a disclosure on file with the Office of Technology Commercialization prior to application. More about the disclosure process can be found here.
 - o The Growth Fund is strategically separated into two phases: Marketing Discovery and Translational Research. These phases build upon each other to provide crucial insights into a technology's commercial value and progress along its commercial development pathway. <https://www.ou.edu/otc/growthfund>
 - o Dr. Esteban Florez is a receipt of a growth fund and spoke to its aid to his research.
- College of Dentistry Pilot Grants: This was a fund that former Dean Raymond Cohlma and, Associate Dean for Research Dr. Sharukh Khajotia created. These grants are \$12,500 each. These are crucial because the College of Dentistry is very clinically orientated. These will help grow research and help faculty members secure Federal funds.
- College of Nursing's Dr. Jennifer Heck's Grant – **Engaging Tribal Community Stakeholders to Enhance Indigenous Women's Postpartum Depression Care** (with Emily J. Jones, PhD, RNC-OB, FAHA, FPCNA, and Judy Goforth Parker, PhD, RN, FACHE)
 - o Aim 1/Phase 1: Using a community engagement framework, create a community advisory board with stakeholders from the Chickasaw Nation to improve PPD care for Indigenous women. Aim 1 Objectives are to: 1) develop roles, goals, and responsibilities; 2) establish compensation/recognition; 3) membership; and 4) conduct meetings.
 - o Aim 2/Phase 2: Examine community advisory board members' perspectives of PPD to gain better descriptive and interpretive validity of PPD in Indigenous women. Aim 2 objectives are to: 1) describe the "who, what and

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where” of Indigenous PPD; 2) interpret meanings attributed to Indigenous PPD; 3) identify potential chasms in the PPD care of Indigenous women, and 4) identify issues surrounding feasibility, acceptability, perceived barriers, and facilitators of a future, larger-scale research collaboration for PPD instrument adaptation.

VIII. Announcements/Other Discussion Items

- **Next meeting will be Thursday, January 20th at 5pm. All faculty are welcome to attend.**

Adjourned: 6:07 pm

Respectfully submitted,
Claire Young for:
Renee Leasure, Secretary 2021-2022
Katherine O’Neal, Secretary-Elect 2021-2022

Handouts:
November 2021 Agenda
October 2021 Faculty Senate Meeting Minutes