The Faculty Senate of the Health Science Center serves as the representative voice of the faculty on issues that may affect the rights, privileges, responsibilities and welfare of the university’s faculty.

Chair
Ramon Cestero

Chair-Elect
Marisa Earley

Past Chair
Cheryl Burns

Winter Issue

CHAIR’S REPORT

UT Health San Antonio Faculty,

As the Chair of the 2018-2019 Faculty Senate, it is my pleasure to present the Winter UT Health San Antonio Faculty Senate newsletter, highlighting the important work and activities that the Faculty Senate is conducting on your behalf. With this quarterly communication, our goal is to keep you informed and updated on institutional and UT System activities that affect you as a faculty member at UTHSA.

First, I would like to sincerely thank our outgoing Chair, Professor Cheryl Burns, for her service and invaluable leadership over the past year, and also welcome our new Chair-elect, Dr. Marisa Earley, who will serve as the 2019-2020 Faculty Senate Chair. As they have both committed to three-year terms during their tenure, our faculty is fortunate to have such dedicated individuals leading Senate efforts.

In terms of recent activities, this past quarter the Faculty Senate presented Leadership Awards to two outstanding faculty members. Dr. Joseph P. Connor, DDS (Department of Comprehensive Dentistry) was the recipient of the Faculty Leadership Award, and Dr. Eileen Breslin, PhD, RN (Dean, School of Nursing) was awarded the Administration Leadership award. Congratulations to them both!

Although specific accomplishments are highlighted in this newsletter, as your representatives we continue to address significant faculty-related topics including the practice and advancement of shared governance, development of an institution-wide supervisor evaluation process, increasing financial transparency, and most recently, addressing faculty wellness and burnout as part of a UT System initiative. We will continue to update you as we make progress in each of these areas.

As a reminder, all faculty are invited to attend our monthly Faculty Senate meetings held on the 2nd Wednesday of each month, and I encourage you to contact any of your Faculty Senators with institution-related issues or concerns.

Along with the rest of the Faculty Senate, I look forward to representing your interests this year.

Ramon Cestero, MD MBA
Chair, 2018-2019 Faculty Senate
COMMITTEE HIGHLIGHTS

Faculty Governance Committee – Martha Acosta, Chair

Current/Ongoing Efforts:
- Improve communication with UT Health San Antonio faculty by quarterly distribution of the Faculty Senate Newsletter
- UT Health San Antonio financial performance information shared with faculty on regular basis (provided by Office of the President)
- Faculty questions and concerns can be brought to the attention of any Senator. All faculty are also invited to attend meetings and discuss issues in person.

Faculty Status and Welfare Committee – Dr. Ricky Joseph, Chair

Current/Ongoing Efforts:
- Exploring the range of benefits offered for faculty for mental health services.
- Working with UT Compensation Committee regarding university level policy on faculty raises and salary adjustments in terms of faculty retention, recruitment, and faculty investment in the university.
- Exploring methods of enhancing faculty interaction and socialization through events that support vitality among faculty.
- Collecting information and distributing a newsletter brief that highlights benefits for faculty, such as free museum tickets, discount sports/theater tickets, etc.
- In collaboration with individual Schools, identification and distribution of a faculty wellness and burnout assessment

Scholarly Activities and Faculty Service Committee - Dr. Claudia Contreras, Chair

Current/Ongoing Efforts:
- Assessment and improvement of testing facilities for students with special accommodations.
- For students with needs for special accommodations please see the following information: https://uthealthsa.sharepoint.com/AFSA/Pages/ombudsperson.aspx. Here you can find the relevant HOP Policy and the ADA request forms. (Please scroll to the drop-down arrow in the middle section of the page).

Academic Affairs Committee – Cheryl Burns & Wendy Lee, Co-Chairs

Current/Ongoing Efforts:
- Maintain communication with the 360 Evaluation Task Force as to progress towards a 360 evaluation for faculty’s immediate administrators
- Explore mechanism to ensure that there is no gender or racial discrimination with respect to pay at UT Health San Antonio
In response to the interest of UT Health San Antonio faculty regarding the University’s overall financial status, the Office of the President has provided a financial summary to share with all faculty. The Faculty Senate would like to thank Michael E. Black, MBA, Executive Vice President & Chief Operating Officer and Andrea Marks, MBA, CPA, Vice President & Chief Financial Officer, for providing this report.

**UT HEALTH FINANCIAL DASHBOARD**

For the fiscal year ending August 31, 2018, total revenues were up 3.1% while total expenses were up 4% over FY 2017 operations resulting in a negative operating margin of <$2.8m> against a budgeted margin of $2.7m. Revenues are up due to an increase in professional fee revenue in the physician practice plan from clinical growth and an increase in sponsored program revenue. The increase in total operating expenses outpaced the growth in revenue and is primarily attributed to the acceleration of investments in clinical expansion in primary care and cancer as well as targeted recruitment efforts across medicine, neurology, and nephrology. Despite the negative operating margin reported for FY18, the financial health of the organization remains strong with sufficient reserves to support these investments. The FY 2019 budget includes continued significant investments in clinical growth and research recruitments.
o Information about upcoming closure on Floyd Curl starting on 2/22/19 through 3/17/19 can be found here: 
  https://uthealthsa.sharepoint.com/Pages/news/18818.aspx

o Please find a link to all UT Health San Antonio Holidays for 2019-2020 and 2020-2021: The link to all holiday calendars is https://uthealthsa.sharepoint.com/HR/Pages/Holiday-Schedule.aspx

o The Department of Quality and Lifelong at the School of Medicine Clinical Safety and Effectiveness (CSE) Course with the aim of improving quality of care and patient safety. The course is project-based, experiential learning, where learners bring a real-time quality improvement (QI) project to the course and apply QI tools to improve quality of care in their immediate work area. It is an interprofessional experience, including physicians, nurses, pharmacists, administrators, and other health care professionals and staff from UT Health San Antonio and University Health System. The curriculum includes quality improvement basics and tools, evidence-based medicine, patient safety factors, teamwork, Lean principles, disclosure of adverse events and return on investment. The course curriculum is conducted over seven days (~eight hours/day) over a five-month period to allow completion of the QI project. Time to attend the course sessions and to meet with the project team outside the course sessions to apply tools and complete the QI project is also required.

Proposed projects are selected based on their alignment with the strategic goals of the supporting organizations, UT Health San Antonio and University Health System. Participants must be nominated by their supervisor/department chair or clinical leadership and include faculty, administrators and staff from UT Health San Antonio and University Health System. Dr. Jan Patterson, Associate Dean for Quality & Lifelong Learning is the course director. Please contact her at pattersonj@uthscsa.edu or cme@uthscsa.edu with any questions.

**Open to all schools, faculty and staff**