HEALTH SCIENCES FACULTY COUNCIL  
Minutes  
December 3, 2013

Unable to attend:  R Espiritu, L Eyler, L Friedman, T Handel  
Absent:  R Clark, R Mehta, T Savides, B Smith  
Guests & Speakers:  L Greene, V Reznik  
Recorder:  C Caisip  

| Call to Order and Approval of Minutes | • Vice Chair Cosman called the meeting to order at 5:05 p.m.  
• Minutes for the September 2013 and October 2013 meetings were submitted for approval. | • The minutes were approved. |
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<td>Chair Announcements</td>
<td>• Vice Chair Cosman did not have any announcements.</td>
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| David A Brenner, Vice Chancellor Health Sciences | • Dr Brenner provided an update for Health Sciences (HS). This information will also be presented to the Health Sciences Leadership Board on December 9, 2013.  
• Dr. Brenner discussed the impact of the Garamendi buildings. Garamendi was a lieutenant governor who developed a proposal where indirect costs can be used to support a new research building, but the criteria for these funds are very strict. For example, the monies would need to be from new grants or new faculty. The funds for Garamendi buildings have two components: pay for both the debt and maintenance of the building. The general idea is to bring new money into the system to support the building.  
• Dr. Brenner reported there is $45M in Foundation reserves and the obligation is to spend the current money in those reserves. | Double click icon to view presentation:  
Presentation Brenner 12032013 |
| Linda Greene, Vice Chancellor - Equity, Diversity, and Inclusion | • Linda Greene, Vice Chancellor of Equity, Diversity, and Inclusion (VC-EDI), presented an overview of her office and the role she filled in January 2013.  
• VC Greene said that some of the goals of the VC-EDI office are to increase underrepresented minority and women faculty, provide support in the faculty hiring process, encourage search committees in diverse hires, and create a climate that empowers all individuals. Her office is currently in the process of hiring two associate vice chancellors for faculty diversity and engagement.  
• The Office of the VC-EDI established two student resource centers: the Black Resource Center and Raza Resource Centro. These centers were created to assist in student recruitment, retention and academic success. |
| Dr. Vivian Reznik, Assistant Vice Chancellor – HS Faculty Affairs | • Dr. Reznik discussed recruiting and retaining a diversified faculty for Health Sciences (HS).  
• The topics included HS faculty demographics, responses to the HS climate survey, recruitment strategy, and faculty retention.  
• Each year, the demographic growth of faculty are reviewed and analyzed. Dr. Reznik stated that the changes shown in the report are a result of specific changes that chairs have made demonstrating that leadership does matter. Demographic data aren’t obtained until November, so Dr. Reznik will do another presentation to the council after she receives the data.  
• The women faculty showed growth in all areas including full professorship and adjunct faculty. Slowest growth is in the ladder rank series. |

Double click icon to view the presentation: Presentation Reznik 12032013

• Q: What is the comparison of women faculty in health sciences vs. women faculty across campus?  
• A: There is a higher number of women faculty in health sciences than campus, and the numbers in health sciences are consistent with national norms.
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<th>Old Business</th>
<th>NO OLD BUSINESS WAS DISCUSSED</th>
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- Dr. Reznik discussed the results of the faculty climate survey. Survey results have been presented to various departments throughout HS. This is the first time since 2011 where the survey includes specific data department-wide on climate and satisfaction, and information was presented to every department chair.
- Some of the departmental responses addressed the discrepancies that women perceived concerning the environment in different departments.
- In 2011, an action plan was developed to address faculty concerns of employee safety, lighting, and outside bathrooms, and Facilities Management has taken steps to resolve these issues.
- For compensation concerns, HS has a HS faculty compensation service core which will help with workshops that address general policies of how the University looks at health sciences and how salaries are derived. This information can then be brought back to departments for discussion.
- In regard to research space, there is currently a Space Advisory Committee and Office of Space Management, and in conjunction with the Vice Chancellor office, the methodology of allocation of research space will be discussed with faculty.
- HS faculty would like HS Human Resources to create workshops re: benefits and retirement so that questions and concerns can be addressed locally.

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<th>Q: Are signals being sent that proactive leadership is necessary or expected in order to achieve goals?</th>
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<td>A: All department chairs have been presented with data and given suggestions to improve.</td>
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*Minutes*  
*December 3, 2013*

| **New Business** | NO NEW BUSINESS WAS DISCUSSED  
| • |  |
| **Adjournment** | • The meeting was adjourned at 6:23 p.m.  
| **Next Meeting** | • *Tuesday, January 7, 2014, 5:00 to 6:30 pm*  
| | *Dean's Large Conference Room BSB 1320*  
| **Action Items** | • Invite Dr. Reznik to a future council meeting to complete her presentation.  
| | • Secretary C Caisip to schedule for 2014; contact Dr Reznik and confirm date prior to January 2014 meeting. |