

**December, 2005**

Dear Texas Tech Family,

We are in the midst of the busy holiday season. Thanksgiving is behind us, and Christmas, Hanukkah, Kwanzaa and New Year's Day are just ahead. I hope that you have had time to think about your family and to assist those less fortunate.

**Mini-Retreat:** Last summer, a number of faculty members, department chairs, and administrators met in Cloudcroft, New Mexico to discuss issues related to the new medical school. One of the outcomes of the meeting was a list of action steps with deadlines. On November 14, we convened to review the progress. The entire faculty was invited to the meeting, and the turnout was gratifying. Dr. Alison Days of Pediatrics reported on faculty development and recruitment. Dr. José Rodriguez of Obstetrics/Gynecology described the process of departmental review. Dr. Antonio Jesurun of Pediatrics described the Budget Advisory Committee and its responsibility in reviewing allocation of funds. Dr. Rajkumar Lakshmanaswamy of Experimental Pathology showed the timetable for occupancy of the medical research building and described efforts to develop clinical research. I completed the presentation with an update on funding perspectives and the timeline for establishing the four-year medical school.

**Departmental Review:** The process of departmental review is moving ahead on schedule. The departments selected for the first round of review include Obstetrics/Gynecology, Pathology, and Pediatrics. Each department is preparing a self-study that includes responses about governance, finances, clinical activities, education of medical students and residents, and research activity. The self study and a 360 evaluation of the department chair will then serve as the basis of a review by internal review committees selected from throughout the faculty. The committee will interview key individuals and develop a report or their findings. The final step in the process is a visit by department chairs of the discipline under review drawn from medical schools across the country. This group will also interview key individuals and review the self study, chair evaluation, and the report of the internal review committee in order to prepare their own report and findings. The internal review committee for Pathology has already met, and the other committees will meet in the near future. External reviewers have been invited, and we are in the process of scheduling their visits. Information about the process, including the documents used for the self study, can be found at [www.ttuhschool.edu/elpaso/](http://www.ttuhschool.edu/elpaso/) in a new section entitled "Faculty News" (described below).

**Continuing Progress on Establishing the New Medical School:** Funding decisions by the Legislative Budget Board have stalled, but Texas Tech is moving forward in planning for the new medical school. On December 1, we held a ground breaking ceremony for the Medical Education Building, which will serve as the centerpiece and educational hub of the new campus. President Wilson has also revealed his plans for a national search for the Founding Dean. Dr. Zenaido Camacho will chair the search committee. Members of the search committee will be announced in the near future. The goal is to identify and appoint the Founding Dean in a timely fashion.

**Clinic Operations Review:** Dr. Antonio Jesurun has taken on a new responsibility as the Chair of the Clinic Operations Committee. Dr. Jesurun has revitalized this committee and is taking on the major task of reviewing the operations of the Texas Tech Clinics. The purposes of this review are to identify the strengths and weaknesses of each clinic operation, identify strategies and actions that can improve the activities within the clinics, and enhance greater satisfaction by patients, families, physicians, and staff.

**Cancer Initiative:** Dr. Frank Talamantes will represent El Paso at a retreat in Dallas during January 2006 for all Texas Tech campuses. The retreat will provide information about the cancer research activities of TTUHSC investigators and give them the opportunity to meet and become better acquainted. Gaps in TTUHSC cancer expertise will be identified for future recruiting, and investigators will advise administrators of ways to enhance TTUHSC cancer research programs.

**Visit to Creighton School of Medicine:** CFO Larry Elkins, Steve Wagner, David Porras, Marti Juarez, Carlos Campos, and Alicia Gacharna recently visited Creighton University School of Medicine in Omaha, Nebraska to review their business operations and faculty practice plan and Mission Based Management. As we consider alternative ways to manage our own budgeting process, this information may prove extremely useful. Mr. Elkins will share information gained in the visit with the newly established Budget Advisory Committee.

**El Paso Faculty Links:** Every time you connect to the Internet on your university computer, the first screen you see is the El Paso Homepage. You may not read it, but there is a new reason to pay attention. Starting this month, with the help of Monica Castro in the IT Department, El Paso Faculty Links serves as the place to check on current activities as well as back issues of the Dean's Corner. This month, you can see the questionnaires that are being used in the departmental review process as well as membership in the various internal review committees. We will also provide follow up information about the search for the Founding Dean. We plan to keep Faculty Links current so that all of the faculty will have access to information that, for many reasons, often does not get distributed to those who need to know.

Finally, a wish to you and your family for the holidays: I wish you joy, peace and a wonderful new year.

*Jose Manuel de la Rosa, M.D.*

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