



MEMBERS IN ATTENDANCE:

Juan Figueroa-Casas, M.D., President, Internal Medicine
Dale Quest, Ph.D., Immediate Past-President, Medical Education
Heidi Lyn, M.D., President-Elect, OB/GYN
Laxman Gangwani, Ph.D., Biomedical Science
Susan Watts, Ph.D., Emergency Medicine

Jennifer Molokwu, M.D., Family Medicine
Rona Fagan, R.N., Orthopaedic Surgery & Rehabilitation
Amelia Leony-Carrete, L.C.S.W., Psychiatry
Jesus Peinado, M.D., Pediatrics
KoKo Aung, M.D., M.P.H., Associate Dean for Faculty Affairs

MEMBERS NOT IN ATTENDANCE:

Marc Orlandi, M.D., Anesthesiology
Darine Kassar, M.D., Neurology
Nassim Akle, M.D., Radiology
Alireza Torabi, M.D., Ph.D., Pathology
Trent Filler, D.D.S., Surgery

Rajendra Marwah, M.D., Community Representative, EPCMS, non-voting
Richard A. Lange, M.D., M.B.A., Founding President TTUHSC El Paso, Dean PLFSOM, ex-officio, non-voting
J Manuel de la Rosa, M.D., Provost, TTUHSC El Paso

GUESTS:

Zuber Mulla, Ph.D., Assistant Dean for Faculty Development
Sanja Kupesic, M.D., Ph.D., Associate Dean for Faculty Development
Shaked Laks, M.D., Committee on Diversity and Inclusion Chair
Melissa Mendez, M.D., Committee on Diversity and Inclusion Chair-Elect
Armando Meza, M.D., Committee on GME Chair
Henry Weisman, M.D., Committee on Libraries and Educational Resources Chair
Tammy Salazar, Ph.D., Committee on Medical School Admissions Chair

Jessica Calderon-Mora, Senior Director for Office of Diversity, Inclusion and Global Health
Gilbert Handal, M.D., TMA Representative
Veronica Mallett, M.D., WIMS Immediate Past-President
Sireesha Reddy, M.D., WIMS President-Elect
Manuel Schydlower, M.D., Associate Dean for Admissions
Stacy Milan, M.D., WIMS
Miranda Alvarez, Faculty Affairs
Cindy Camarillo, Faculty Affairs

I. CALL TO ORDER

Juan Figueroa-Casas, M.D. Dr. Figueroa-Casas, President of the Faculty Council, called the meeting to order at 12:02 PM
- Faculty Council President

II. REVIEW AND APPROVAL OF MINUTES

Juan Figueroa-Casas, M.D. Having met quorum, the Faculty Council members unanimously agreed to approve the meeting minutes from
- Faculty Council President January 19, 2016 with no changes.

III. DEAN'S REPORT

Koko Aung, M.D., M.P.H.
Associate Dean for Faculty Affairs

Dr. Koko Aung reported on behalf of Dr. Lange:
TTUHSC El Paso Leadership Retreat

- Faculty recruitment and retention was the main topic of discussion
 - Dr. Lange charged a work group to look at the process, discuss how to refine the process, and come up with a recommendations on how to fix the problem
 - The work group will also be investigating the reason for faculty attrition over the last few years.
- A follow up meeting is scheduled with the Dean, Provost, Department Chairs, and Associate Deans on April 23rd. Half of that meeting will be dedicated to discussing recruitment and retention.

Q: Will the institution be using the AAMC Faculty Forward survey to gather data regarding why faculty stay or leave the institution?

A: At the leadership retreat, Dr. Aung presented several different suggestions on how to address faculty recruitment and retention. One of these suggestions included continuous monitoring of faculty satisfaction and faculty well-being as the barometer of the status of faculty.

IV. PROVOST'S REPORT

Koko Aung, M.D., M.P.H.
Associate Dean for Faculty Affairs

TTUHSC El Paso Leadership Retreat

- The annual review of the Faculty Bylaws was also a topic of concern at the retreat.
 - The Ad-Hoc Bylaws Review Committee has been charged to initiate this year's review.

V. FACULTY AFFAIRS

Koko Aung, M.D., M.P.H.
Associate Dean for Faculty Affairs

VI. STANDING COMMITTEES

Tammy Salazar, M.D.
Committee on Medical School Admissions

Dr. Salazar reported the following:



*See attached report

Dr. Salazar asked the WIMS officers in attendance to comment on the retention efforts:

- Dr. Schydlower reached out to WIMS to contact each of the female applicants who were admitted. WIMS

**Committee on Medical School Admissions
Continued...**

contacted the students by email and then offered to contact them by phone. WIMS also offered to provide opportunities to WIMS members who are on the admissions committee to interview female candidates. WIMS hopes to use PLFSOM data and data from other schools to come up with some creative ways to get closer to admission parity. This is something the school has not been able to do since the initial class; with an exception of the 2014 entering class. PLFSOM does not want to be known as the male school; this could dissuade female applicants from coming. WIMS wants to encourage women to apply and to see PLFSOM as an environment where they can flourish and grow. WIMS would like to engage the faculty at large to reach this goal.

Q&A:

- Q: The statistic of 65% male to 45% female; how does this compare to other Texas schools?
- A: Across all schools in Texas, there are fewer female applicants. With an exception of UT San Antonio. In particular circumstance to PLFSOM, even though more males apply to the school, we interview just as many females as we do males, and offered just as many females as males acceptance to the SOM. In the previous years, we lose most female applicants after acceptance during rolling admissions.

- Q: Is PLFSOM comparable to the results of other Texas schools, with exception to UT San Antonio?
- A1: WIMS looks at this data and finds that other Texas schools have a closer parity than PLFSOM; especially when comparing PLFSOM statistics like 65% male to 35% female in 2013.
- A2: Admissions feels that PLFSOM's statistics are comparable to the rest of Texas schools.

- Q: Can admission comment on the retention factor? Why do we lose people after they have been accepted? This goes for both male and female. Is there a common thread as to why these people choose to not attend our school?
- A: After acceptance does tend to be where we lose most female applicants. Admissions wants to thank the WIMS group and their initiative to try to retain the 50 female who have been matched this year. Admissions has looked superficially as to the reasons for people not attending PLFSOM after being accepted and agree that this needs to be investigated further. It is noted that geography may make a huge impact on the applicant's decision as PLFSOM is 600 miles from I-35 where most other schools are clustered.

- Q: Are we losing these students to other Texas schools or out of state schools?
- A: We do lose some to Texas schools, but most are out of state. After February 1st, they are only able to hold on to one acceptance. Several applicants may have "pre-match" offers that they then rank where they would like to go. And in between match day and rolling admissions, if another school has one of our students in their alternate list and they have an opening, they can make an offer to one of our students. There are also a lot of students who have offers from out of state.

- Q: WIMS would like to suggest gathering some statistics from the initial process. For example, how many

**Committee on Medical School Admissions
Continued...**

male and female students were offered interviews? One of the limitations that have been mentioned is the limited number of faculty to interview the students. Since you know that when interviews will take place, is it possible to offer departments their interview dates now? Often the interview dates come a month before the interview when faculty schedules have already been set.

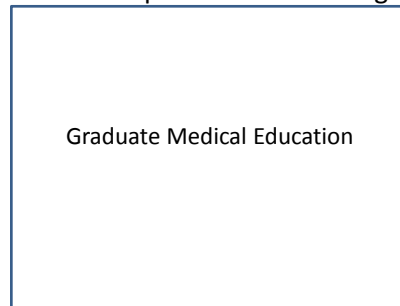
- A: The office of admissions will work on getting dates out sooner to faculty interviewers.

- Q: Some of the initiatives that other schools have made to help with the interviewing process include helping students with travel limitations by doing skype interviews. When will PLFSOM be able to offer something like this?

- A: Dr. Figueroa-Casas stated this may not be the proper forum to discuss all the initiatives on how to fix this problem. Faculty Council encourages WIMS, Admissions and Diversity to reach out if there is something the Faculty Council can do to help this initiative. Faculty Council looks forward to hearing results in the next Admissions report in approximately 6 months.

**Armando Meza, M.D.
Committee on Graduate Medical Education**

Dr. Meza reported the following:



*See attached report

**Henry Weisman, M.D.
Committee on Library and Educational
Resources**

Dr. Weisman reported the following

- The Committee on Library and Educational Resources is an advisory committee of the Faculty Council to the managing director of libraries.
 - The major issue the committee has dealt with is the library is moving from a small regional campus library to a Health Sciences Center library. The library is responsible for serving the entire institution. Currently, the library is not fully separated from the Lubbock campus in regards to funding.
 - Other issues include the issue of space regarding the two separate libraries that are used by students, faculty, residents as well as the library serving as the TTUHSC El Paso archive.
- Dr. Lisa Beinhoff, new managing director of libraries, started in January. Dr. Beinhoff has shared with the committee her vision and goals for the library.
- The Library committee has spent the last year developing a new set of bylaws. The committee composition is

Committee on Library and Educational Resources Continued...

being revised to include students, residents, and faculty from PLFSOM, GSBS and GGHSON. This could potentially make the committee very large and hard to manage. The committee has recommended to make library subcommittees for each school that report to the HSC library committee.

- Dr. Beinhoff is working on converting paper media to electronic media. There is a question of storing journals.

VII. NEW BUSINESS

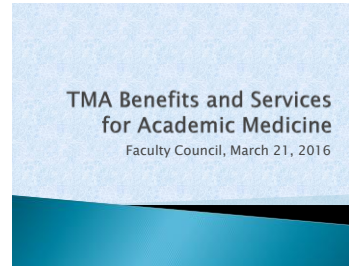
Juan Figueroa-Casas, M.D.

- **Faculty Council President**

Dr. Figueroa-Casas reported the following:

A. TMA Presentation

Gilbert Handal, M.D.



*See attached report

B. Emeritus Appointment Recommendation

- Dr. Cuetter has been nominated by Dr. Cruz-Flores, his department chair to receive a professor emeritus appointment. His CV and nomination letter were distributed last week to voting Faculty Council members and are available on the iPad or handouts.
- A motion was made and approved to recommend to Dr. Lange that Dr. Cuetter receive a professor emeritus appointment.

C. Ad-Hoc Bylaws Review Committee Chair Appointment

- Dr. Ho previously served as the Committee Chair for the Ad-Hoc Bylaws Review committee. Dr. KoKo Aung is the new Associate Dean for Faculty Affairs and will be chairing the committee to continue the work of reviewing the bylaws.
- A motion was made and approved to appoint Dr. Aung as committee chair of the Ad Hoc Bylaws Review Committee.

D. Appointment of Ad-Hoc Committee on Professionalism

- 2 additional faculty members were nominated to be appointed to the Ad-Hoc Committee on Professionalism to allow for more female representation on the committee.

New Business Continued...

- i. **Sireesha Reddy, M.D., OB/GYN**
- ii. **Wendilyn Walker, Ph.D., Biomedical Sciences**
- b. A motion was made and approved to appoint Dr. Reddy and Dr. Walker to the Ad-Hoc Committee on professionalism.
- c.

VIII. PRESIDENT'S REPORT

Juan Figueroa-Casas, M.D.

- Faculty Council President

Dr. Figueroa-Casas reported the following:

A. Doctor's Day Breakfast

- a. All PLFSOM Faculty are invited to attend the Annual Doctor's Breakfast on Wednesday, March 30, 2016 from 7:30 am to 9:30 am in the AEC, second floor faculty lounge. This invitation is open to all faculty, physicians and non-physicians.

IX. ADJOURNMENT

Juan Figueroa-Casas, M.D.

- Faculty Council President

All other agenda items will be tabled until the April meeting. Dr. Figueroa-Casas, Faculty Council President, adjourned the meeting at 12:11 P.M.

FOLLOW UP:

ITEM:

PERSON/DEPARTMENT RESPONSIBLE:

TASK COMPLETED Y/N



Juan Figueroa-Casas, M.D.
Faculty Council President

ADMISSIONS COMMITTEE REPORT MARCH 2016

To Date for Entry Year 2016

DR. MANUEL SCHYDLOWER
Associate Dean for Admissions

DR. TAMMY SALAZAR
Chair, Admissions Committee

Applicants

TMDSAS Applicants: 4043

**Applicants with completed TMDSAS primary &
PLFSOM secondary applications: 2684**

Invited for Interview: 586

Interviewed: 510

EY-16 Student Characteristics

110 Students from 3 Matches:

- JAMP September 2015
- JAMP January 2016
- TMDSAS February 2016

*Note - may change by end of rolling admissions June 1

Votes by Admissions Committee

- 2/3 in high priority tier
- 1/3 in next highest tier

EY-16 Student Characteristics

Average GPA/SGPA:

- 3.71/3.66

MCAT:

- Old MCAT: 29 (73%)
- New MCAT: 505 (68%)

*Note - MCAT changed as of January 2015

El Paso students: 24

Students from Border Counties (including EP): 29

EY-16 Student Characteristics

URM: 35

– 34 Hispanics, 1 African American

Male/Female: 60/50

WIMS and the Diversity Committee are already engaged with recruiting and retention of these students (URM, female)

Past Year Gender Distribution

- ▶ EY: M #(%); F # (%)
 - 2009: 16 (40); 24 (60)
 - 2010: 35 (58); 25 (42)
 - 2011: 44 (54); 37 (46)
 - 2012: 42 (52); 38 (48)
 - 2013: 65 (65); 35 (35)
 - 2014: 47 (45); 57 (55)
 - 2015: 67 (64); 37 (36)
 - 2016: 60 (55); 50 (45)– at Feb 2016 Match

Final Thoughts

Please keep this information confidential until a final class profile is defined June 1

Recruiting across TX by the Office of Admissions for EY 2017 is already underway

THANK YOU

**THANK YOU TO ALL FACULTY WHO
ARE SERVING ON THE ADMISSIONS
COMMITTEE AND/OR AS
INTERVIEWERS!!**

**PLEASE PLAN TO PARTICIPATE AGAIN THIS COMING
ADMISSIONS SEASON - WE NEED YOU!!!**



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER™
EL PASO

Paul L. Foster School of Medicine

Department of Neurology

Salvador Cruz-Flores, MD, MPH

Professor and Founding Chair

February 2, 2016

Richard Lange, MD, MBA

Dean, Paul L. Foster School of Medicine, TTUHSC El Paso

President, Texas Tech University Health Sciences Center El Paso

RE: Recommendation to make Albert C. Cuetter, MD Professor Emeritus

Dear President Lange:

I know you are familiar with some of Dr. Albert Cuetter's excellent qualities and his recent retirement from our discussions; however, I would like to take this opportunity to tell you even more about this phenomenal individual, and why I think Dr. Cuetter is deserving of a position as Emeritus Professor of Neurology.

In brief, Dr. Cuetter graduated from Cartagena University in his native country Cartagena, Colombia. He came to the United States for training, and completed his neurology residency at Northwestern University where he also studied neurophysiology. He joined the Army and worked as a neurologist at different facilities throughout his active military duty. His last post was here in El Paso as Chief of Neurology at William Beaumont Army Medical Center, a position he began in 1984 up until his retirement from the Army in 1990. During his military career, he was also Chief of Neurology Services at Camp Zama US Army Hospital, at Tokyo, Japan; Assistant Chief of Neurology Services at Brooke Army Medical Center, Fort Sam Houston, Texas; and Chief of Neurology Service at Walter Reed Army Hospital.

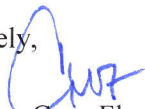
On arrival to El Paso he also joined the faculty of Texas Tech in 1985. During his tenure at Tech he worked his way through the ranks until he became full professor, a position he held for many years. There are stories about his early time here such as Dr. Cuetter putting together his own desk in a very small office. In another instance, given the location of the neurology office at the time being within visual distance of the cemetery, he is remembered cajoling patients to take their medication if they did not want to end up across the street. More importantly he held the small neurology service together, sometimes as the only neurologist providing clinical service while still managing to fulfill his duty of educating.

This devotion to teaching, places him as the "Teacher par excellence" in the mind of faculty, residents and medical students. He mentored and taught neurology to many who are now in faculty positions. This distinction in teaching and education did not go unnoticed, as it is reflected by his receiving an Outstanding Teacher award 26 times, Lifetime Teacher Award 11 times and Dean's Excellent Teaching Award once, all in the course of his career here at Texas Tech.

He is loved and respected by patients, medical students, residents and faculty at large within our institution, and commands the professional respect of physicians and neurologists in El Paso. Yet, he has always remained humbled and devoted to his passion of caring for patients, and educating medical students in the process. He retired with a heavy heart knowing that he would miss his professional purpose here.

Considering his achievements, dedication and service while at Texas Tech, I believe Dr. Albert C. Cuetter is most deserving of the title Professor Emeritus, a rank that I highly recommend him for. His devotion to a career of healing and educating, exemplified with the highlights I provided, support this recommendation. I cannot think of anybody more deserving than he is for such an honor. Please let me know if there is anything else I need to do to support this recommendation.

Sincerely,



Salvador Cruz-Flores, MD, MPH
Professor and Founding Chair

CURRICULUM VITAE

NAME: Albert C. Cuetter, M.D.

ADDRESS: Texas Tech University Health
Sciences Center
Paul L. Foster School of Medicine
Department of Neurology
4800 Alberta Ave.
El Paso, TX 79905

TELEPHONE: (915)-215-5911

PERSONAL HISTORY: Married
Three children
U.S. Citizen (Naturalized)

MILITARY HISTORY: Active Duty U.S. Army from May 28, 1969
to June 30, 1990 (21 years of active duty)
Colonel, Medical Corps (Retired)

CURRENT POSITION: Professor and Clerkship Director
Texas Tech University Health
Sciences Center
Paul L. Foster School of Medicine
Department of Neurology
El Paso, TX

EDUCATION:

Cartagena University Medical School
Cartagena, Colombia, South America
1963
M.D.

POSTGRADUATE MEDICAL EDUCATION:

Internship: Norwegian American Hospital
Chicago, IL
1964 – 1965

POSTGRADUATE MEDICAL EDUCATION (CONTINUED):

Neurology

Residency:

Northwestern University Medical School
Chicago, IL
1965 - 1968
(VA Hospital, Children's Memorial Hospital,
Wesley Memorial Hospital, and NUMS
Laboratories)

Electromyography

Fellowship:

Northwestern University Medical School
Chicago, IL
March – December, 1968

**National Heart,
Lung, and Heart
and Blood Institute,
National Institutes of
Health
Bethesda, MA**

Neurologic Conditions Affecting the
Cardiovascular System. National Heart, Lung
Twelve-Month Time accumulated from 1977
through 1984. Two Review Articles Produced.
Please see Research Experience and Publications.

APPOINTMENTS:

- 1) Professor of Neurology, Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, Department of Neurology, El Paso, TX, Jan. 1, 1985 to Present.
- 2) Chief, William Beaumont Army Medical Center, El Paso, TX, Jul. 20, 1984 to May 31, 1990.
- 3) Chief, Walter Reed Army Medical Center, Neurology Clinic, Washington, D.C., Jun. 17, 1977 – Jun. 30, 1984.
- 4) Chief, Moncrief Army Hospital, Neurology Services, Fort Jackson, SC, Aug. 1973 to May 1977.
- 5) Assistant Chief, Brooke Army Medical Center, Neurology Services, Fort Sam Houston, TX, Dec. 1971 to Jul. 1973.
- 6) Chief, U.S. Army Hospital, ZAMA, Neurology Services, Tokyo, Japan, Jul. 1969 – Nov. 1971.
- 7) Medical Field Service School, Fort Sam, Houston, TX, May 28, 1969 to Jul. 16, 1969.

ACADEMIC APPOINTMENTS:

- 1) Clinical Associate Professor, Uniformed Services University of the Health Sciences, Department of Neurology, Bethesda, MA, Jan. 1978 to May 1990.

ACADEMIC APPOINTMENTS (CONTINUED):

- 2) Book Reviewer, for Military Medicine, 1978 to 1990.
- 3) Regional Consultant, Eisenhower Army Medical Center, Department of Neurology, Fort Gordon, GA, Jan. 1976 to May 1977.
- 4) Clinical Instructor, University of Texas at San Antonio, San Antonio, TX Jan. 12, 1972.
- 5) Instructor, Northwestern University Medical School, Chicago, IL, Dec. 1968 to Apr. 1969.
- 7) Ad Hoc Reviewer for Muscle and Nerve Journal (see Dec. 1990 and Dec. 1997 issues of the Journal: John Wiley and Sons, Inc.).

LICENSURE:

- 1) Texas Medical Board #D9006, Issued Jan. 1972 (Active)
- 2) Florida Medical Board #20120, Issued Apr. 28, 1973 (Inactive)
- 2) DEA License #BC0607804 (Active)
- 3) DPS License #20063356 (Active)
- 4) ECFMG Certificate #46037, Issued 1963.
- 5) Illinois (FLEX), #36-42051, Aug. 5, 1968, by examination (Inactive).

BOARD CERTIFICATIONS:

- 1) American Board of Psychiatry and Neurology (Neurology), 1975 to Life Time.
- 2) American Board of Electrodiagnostic Medicine, Apr. 10, 1994. Recertified 2002; Recertified in 2012.

SOCIETY MEMBERSHIPS:

- 1) American Academy of Neurology (Fellow).
- 2) American Medical Association.
- 3) El Paso County Medical Society
- 4) Association of Military Surgeons of the U.S.
- 5) Texas Neurology Society.
- 6) American Association of Electrodiagnostic Medicine (Fellow).

AWARDS:

- 1) "Dean's Excellence in Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, El Paso, TX, Oct. 2013.

AWARDS (CONTINUED):

- 2) "Lifetime Teaching Award," Texas Tech University Health Sciences Center, El Paso, TX, 2012.
- 3) "Lifetime Teaching Award," Texas Tech University Health Sciences Center, El Paso, TX, 2011.
- 4) "Texas Tech University Health Sciences Center, Teaching Award," presented by the Texas Tech University Health Sciences Center, Class of 2009, El Paso, TX, Jun. 11, 2009.
- 5) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Department of Internal Medicine, Class of 2009, El Paso, TX, 2009, El Paso, TX, 2009.
- 6) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Neuropsychiatry Residents, Class of 2009, El Paso, TX, 2009.
- 7) "Lifetime Teaching Award," Texas Tech University Health Sciences Center, presented by the Class of 2009, El Paso, TX, 2009.
- 8) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 2009.
- 9) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, Department of Internal Medicine, El Paso, TX, 2009.
- 10) "American Medical Association Recognition Award," valid until Jan. 1, 2007.
- 11) "Lifetime Teaching Award," presented by the Department of Internal Medicine, Class of 2006, El Paso, TX, 2006.
- 12) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by Department of Internal Medicine, Class of 2005, El Paso, TX, 2005.
- 13) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Neuropsychiatry Residents, Class of 2005, El Paso, TX, 2005.
- 14) "Lifetime Teaching Award," Texas Tech University Health Sciences Center, presented by the Class of 2005, El Paso, TX, 2005.
- 15) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 2005.
- 16) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, Department of Internal Medicine, El Paso, TX, 2005
- 17) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Neuropsychiatry Residents, Class of 2004, El Paso, TX, 2004.
- 18) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Neuropsychiatry Residents, Class of 2003, El Paso, TX, 2003.
- 19) "Lifetime Teaching Award," Texas Tech University Health Sciences Center, presented by the Class of 2003, El Paso, TX, 2003.

AWARDS (CONTINUED):

- 20) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 2003.
- 21) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, Department of Internal Medicine, El Paso, TX, 2003.
- 22) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Neuropsychiatry Residents, Class of 2002, El Paso, TX, 2002.
- 23) "Outstanding Teaching Award," Texas Tech University Health Sciences Center, Paul L. Foster School of Medicine, presented by the Neuropsychiatry Residents, Class of 2001, El Paso, TX, 2001.
- 24) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, Department of Internal Medicine, El Paso, TX, 2001.
- 25) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 2000.
- 26) "Best Doctors of American," Central Region, 1998.
- 27) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1998.
- 28) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, Department of Internal Medicine, El Paso, TX, 1998.
- 29) "Best Doctors of America," Central Region, 1996.
- 30) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1996.
- 31) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1995.
- 32) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1993.
- 33) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1993.
- 34) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1992.
- 35) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, Department of Internal Medicine, El Paso, TX, 1992.
- 36) "Clinical Teaching Award," presented by Texas Tech University Health Sciences Center, El Paso, TX, 1991.
- 37) "Medical Literature Award," presented by William Beaumont Army Medical Center, Ft. Bliss, TX, 1988.
- 38) "Medical Literature Award," presented by William Beaumont Army Medical Center, Ft. Bliss, TX, 1987.
- 39) "Best Intern Recognition Award," University of Cartagena (upon graduation), Dec. 20, 1963.

MILITARY AWARDS:

- 1) National Defense Service Medal.
- 2) Overseas Service Ribbon.
- 3) Army Commendation Medal.
- 4) Meritorious Service Medal.
- 5) Legion of Merit Award.
- 6) Army Service Ribbon.
- 7) Armed Forces Reserve Medal.
- 8) Meritorious Unit Citation.

CONTINUING MEDICAL EDUCATION:

American Medical Association Physician Recognition Award (CME), I attended meetings every year; I also took the Continuum Course of the American Academy of Neurology; with accumulation of an average of 100 CME Category 1 CME credit hours per year.

RESEARCH EXPERIENCE:

- 1) While assigned to Walter Reed Army Medical Center from 1977 to 1984, I worked periodically with Victor J. Ferrans, M.D., Ph.D., Chief of the Ultrastructure Section of Pathology Branch of the National Heart, Lung, and Blood Institute at the National Institutes of Health in Bethesda, Maryland. From this association there were two publications in Current Problems in Cardiology (please see publications), regarding Neurologic Conditions affecting the Cardiovascular System; and Neurologic Complications of Cardiovascular Therapy.
- 2) Also, while assigned to Walter Reed from 1982 to 1984, and one year thereafter, I participated as one of the blinded physicians in a research project on intrathecal interferon in the treatment of multiple sclerosis (please see publications); seminal studies for the use of Interferon as an immunomodulator in multiple sclerosis.
- 3) From 1992 to present I participated on clinical trials of a new antiepileptic drug (Tiagabine, Abbott Lab; Lamotrigine, Burroughs Wellcome Co) in the phase three of the trials; with patients at the Epilepsy Clinic, Texas Tech University Health Sciences Center.
- 4) Currently, I am working on the treatment of parenchymatous and intraventricular neurocysticercosis with praziquantel and albendazole on an ongoing, prospective study at E.R. Thomason General Hospital and the Neurology Clinic, Texas Tech University, El Paso, Texas. Also we are doing post marketing studies of antiepileptic drugs.

RESEARCH EXPERIENCE (CONTINUED):

- 5) My main interest is clinical neurology and teaching medical students and residents at Texas Tech University in El Paso. In addition to inpatient work, and outpatient primary care of neurologic patients, we have a 1000-patient Epilepsy Clinic at Texas Tech with the aid of CIDC Grant to Presidio and Pecos Counties in Southwest Texas. I perform electrodiagnostic studies at Texas Tech 2.5 days a week.
- 6) My second subspecialty is electrodiagnosis (EMG and NCV). I offer electrodiagnostic consultations twice a week.
- 7) I am Director of the Parkinson Clinic and Deep Stimulation Programming at Texas Tech University Health Sciences Center in El Paso.

PUBLICATIONS:

- 1) Cuetter AC: Strachan's Syndrome: A Nutritional disorder of the Nervous System. Proceeding of the Weekly Seminar in Neurology (VA, Hines, 111). Vol XVIII, No. 1, Jan. 1968.
- 2) Cuetter AC, Brumlik J: Denervation Myotonia: A subclinical electromyographic finding. (Abstract) Neurology 19:282, 1969.
- 3) Brumlik J, Cuetter AC: Denervation Myotonia. Electromyography 9:297-310, 1969.
- 4) Gunderson CH, Cuetter AC: The Perversities of Acoustic Neurinomas Brook Army Med Center Notes (BAMC Press) Vol XVII, No. 5, Oct. 1973.
- 5) Cuetter AC, Sittner LL: Clinical Evolution of Japanese Encephalitis. Mil Med 139:367-370, 1974.
- 6) Hanifin JM, Cuetter AC: Diminished Nerve Conduction Velocity in Patients with Immersion Foot Type of Cold Injury. Electromyography and C1 Neurophys 14:173-178, 1974.
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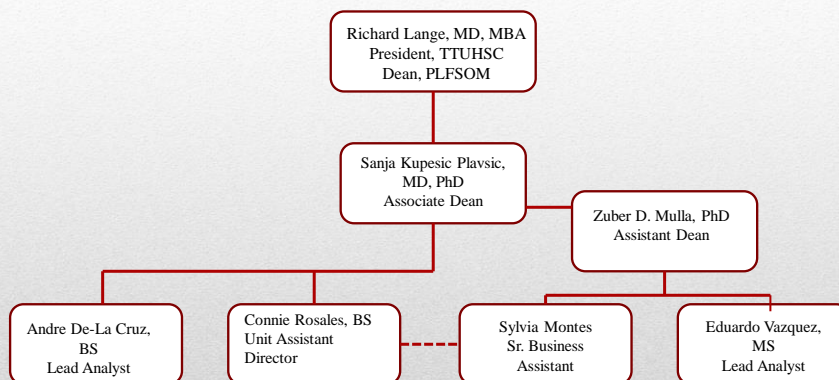
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HEALTH SCIENCES CENTER™
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Office of Faculty Development

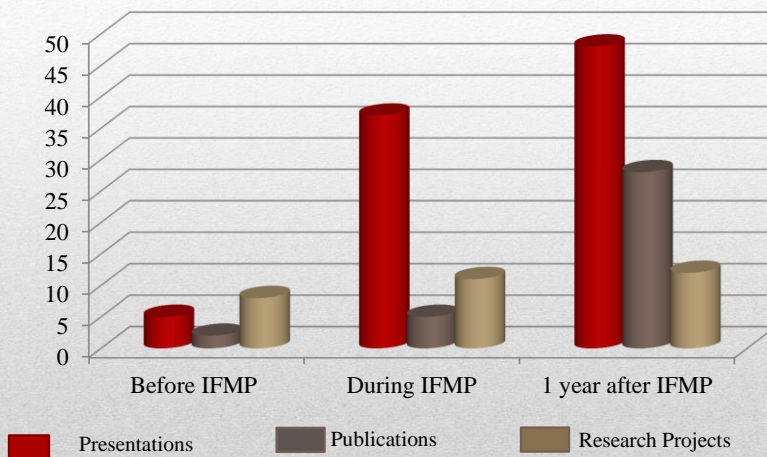


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FACULTY DEVELOPMENT
Organizational Chart



Outcomes of PLFSOM Faculty Mentoring



Institutional Faculty Mentoring Program: 4th Cohort

03/24/2016

Mentees

Sushila Arya, MD
 Sandra Lopez, MD
 Patricia Mendez Rojas, MD
 Dolgor Baatar, MD, PhD
 Brad Bryan, PhD
 Safa Farrag, MD
 Suzanne Gonzalez, PhD
 Cynthia Perry, PhD
 Gerardo Vazquez, MD
 Jesus Diaz, MD

 Stormy Monks, PhD
 Victor Olivas, MD

Mentors

Sanja Kupesic, MD, PhD; Zuber Mulla, PhD
 Sanja Kupesic, MD, PhD; Zuber Mulla, PhD

 Thomas Gest, PhD
 Zeina Nahleh, MD
 Zeina Nahleh, MD (research); S. Kupesic, MD
 Peter M. Thompson, MD
 Frank Henry Wians, Jr, PhD, MT (ASCP)
 Navkiran Shokar, MD
 Gurjeet Shokar, MD (administrative) &
 Richard McCallum, MD (research)
 Susan Watts, PhD
 Brian Davis, MD

Upcoming Sessions: This Year

- **Beginners' Writing Interest Group
(03/31/2016)**
 - ✓ Targeting junior faculty
 - ✓ Eight sessions: two hours each, every other week
 - ✓ Facilitated by senior faculty
 - ✓ Support of two medical writers from the Office of I.A. plus lead analyst from the Office of Faculty Development

 - **Advanced Writing Interest Group**
 - ✓ Revising and re-submitting manuscripts
-

Graduate Medical Education

**Texas Tech El Paso PLFSOM
2014-2015 Annual ACGME Institutional Review (AIR)
Executive Summary
Graduate Medical Education**

[Overview of Annual Institutional Review](#)

As of December 2015, the institution sponsors 14 ACGME-approved training programs, of which nine are core residencies and five are fellowships.

There are 3 non ACGME training programs

The total number of trainees from ACGME approved programs is 254 residents and fellows.

Five new programs have opened and remain active to date in the last five years.

Thirteen of these programs are in fully accredited (Continued Accreditation) status.

One program Family Medicine, is on Probationary Accreditation. This program had a full site visit in January 20th, 2016 and is expecting a decision notification by April, 2016.

The GME institutional site visit took place in October 18, 2011 and received full accreditation status with commendation and zero citations.

The Self Study visit to take place in 2025 and under NAS it is expected to receive a continued accreditation status in April of 2016.

Financial support for salary and benefits of the trainees comes from a diversity sources. The majority of them are provided by the main training site University Medical Center (UMC).

Status of Sponsored Residency Programs

Program	Approved # of Positions	Approval Status	Next Review Date
Emergency Medicine	36	Continued Accreditation	01/14/2017
Family Medicine	24	Probationary Accreditation	Pending
Internal Medicine	47	Continued Accreditation	01/15/2017
Obstetrics/Gynecology	20	Continued Accreditation	02/11/2017
Pediatrics	47	Continued Accreditation	01/28/2017
Psychiatry	24	Continued Accreditation	02/05/2017
Diagnostic Radiology	12	Continued Accreditation	01/28/2017
General Surgery	18	Continued Accreditation	Pending
Neurology	9	Initial Accreditation	07/01/2017
Sports Medicine	2	Continued Accreditation	05/18/2016
Cardiovascular Disease	6	Continued Accreditation	01/15/2017
Gastroenterology	6	Continued Accreditation	01/15/2017
Nephrology	4	Continued Accreditation	01/15/2017
Child and Adol. Psych.	4	Continued Accreditation	02/05/2017

ACGME Surveys and Feedback

The Institutional ACGME Resident Survey (Feb-May 2015, 216/230 responses) showed that 83% had a positive and very positive evaluation of their training program. Of the six areas inquired (Duty Hours, Faculty, Evaluation, Educational Content, Resources, Patient Safety/Teamwork) the average scores were slightly below the national mean. The weakest perceived area was related to integration of medical records across settings (56% vs 82% national mean)

The Institutional ACGME Faculty Survey (Feb-May 2015, 143/163 responses) showed that 98% had a positive and very positive evaluation of their training program. Of the six areas inquired (Faculty Supervision and Teaching, Educational Content, Resources, Patient Safety and Teamwork) the average scores were slightly below the national mean. The weakest perceived area was related to perception that information is not lost during transitions of patient care (75% vs 89% national mean)

Clinical Learning Environment Review (CLER)

In August 4 and 5th of 2015 the ACGME performed a Clinical Learning Environment Review to University Medical Center and the campus' Texas Tech University Ambulatory clinics. The results were reported on September 21st, 2015. Overall the feedback was positive. There were six focus areas: patient safety, quality improvement, duty hours, professionalism, transitions of care and supervision. The residents were found to be actively involved in the performance improvement and quality of care initiatives and promotion of inter professional approach to patient care. Also it was noted the presence of educational activities at on boarding, improvements of the culture of professionalism, active resident memberships at UMC committees, cultural competency education, and standardized structure of hand offs.

Patient Safety (ARS)

	Res/Fell	Faculty	PDs	Comments
Hospital has a permissive environment for event reporting	95%			
Adverse Event experienced	58%			
AE reported by themselves	57%	12%	33%	
Received feedback on the outcome	45%			Unconfirmed at walking rounds
Near miss reported	32%			
Training on disclosure of PSE	68%			
Believe R/F do not report a PSE	(15%)	18%	8%	
Believe R/F use the RDE to report a PSE	(38%)	41%	42%	
Believe R/F use nurses to report a PSE	(15%)	6%	25%	
Believe R/F use their supervisor to report a PSE	(31%)	35%	25%	
RCA Participation	27%	60%	50%	At UMC
Education about pro active risk assessments		6%		Such as Failure Mode and Effectuated Analyses.

GMEC

- Chair/DIO/ADGME : Armando Meza MD
- Program Directors
 - Emergency Medicine; John Mackay MD
 - Family Medicine: Mary Spalding MD
 - Sports Medicine: Justin Wright MM
 - Internal Medicine: Hasan Salameh MD
 - Gastroenterology: Marc Zuckerman MD
 - Cardiology: Debabrata Mukherjee MD
 - Nephrology: Adel Ahmad MD
 - Neurology: Paisith Piriawat MD
 - OB/GYN: Melissa Mendez MD
 - MIS: Salvador Saldivar MD
 - Pediatrics: Namrata Singh MD
 - Psychiatry: Henry Weisman MD
 - Radiology: Jesus Diaz MD
 - Body Imaging: Shaked Laks MD
 - Women's Imaging: Anoop Ayyappan MD
 - General Surgery: Brian Davis MD
- Associate Program Directors
- Coordinator Representative
- House Staff Representative
- Performance Improvement Representative
- Main Training Site Representatives

Oversight of:

1. The ACGME accreditation status of the Sponsoring Institution and its ACGME-accredited programs;
2. The quality of the GME learning and working environment within the Sponsoring Institution, its ACGME-accredited programs, and its participating sites;
3. The quality of educational experiences in each ACGME-accredited program that lead to measurable achievement of educational outcomes as identified in the ACGME Common and specialty/subspecialty specific program requirements;
4. The ACGME -accredited programs' annual evaluation and improvement activities; and,
5. All processes related to reductions and closures of individual ACGME-accredited programs, major participating sites, and the Sponsoring Institution.

Review and Approval of:

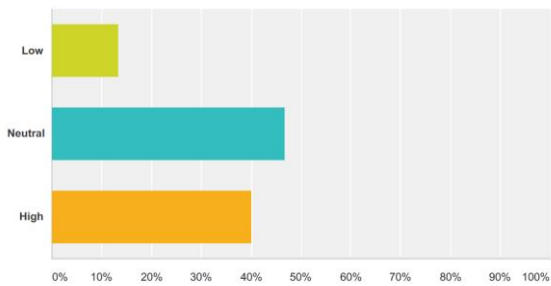
6. Institutional GME policies and procedures;
7. Annual recommendations to the Sponsoring Institutions administration regarding resident/fellow stipends and benefits;
8. Applications for ACGME accreditation of new programs;
9. Requests for permanent changes in resident/fellow complement;
10. Major changes in ACGME-accredited programs' structure or duration of activities;
11. Additions and deletions of ACGME-accredited programs' participating sites;
12. appointment of new program directors;
13. Progress reports requested by a Review Committee;
14. Responses to Clinical Learning Environment Review (CLER) reports;
15. Requests for exceptions to duty hour requirements;
16. Voluntary withdrawal of ACGME program accreditation;
17. Requests for appeal of an adverse action by a Review Committee; and,
18. Appeal presentations to an ACGME appeals panel.
19. Annual Institutional Review Report
20. Special Review process for underperforming programs

Survey

GME Strategic Plan 2016-2022

Q4 Overall how would you rate the support of the Texas Tech El Paso (TTUHSC-EP) to the Graduate Medical Education mission?

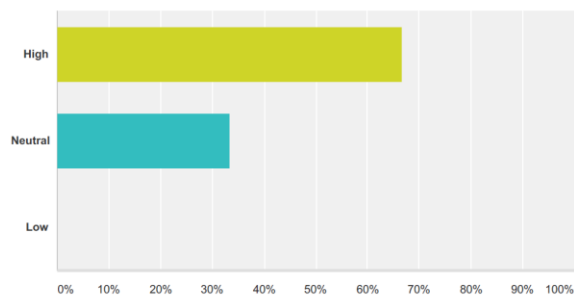
Answered: 15 Skipped: 0



GME Strategic Plan 2016-2022

Q5 Overall how would you rate the support your department gives to GME?

Answered: 15 Skipped: 0



Written Comments

I see a lot of faculty turnover and loss. There's a lack of protected teaching/prep time. There is more stress on teaching the medical students that the residents feel pushed to the side and unimportant.

I think we could have better oversight of the programs. For instance, there should be consequences for not turning in reports on time. We should all be on the same page as to what type of students should be recruited to our programs. There needs to be more interdisciplinary training. We should have a retreat just for PDs the way that the chairs do.

I think we need to be more careful about all the new programs. We have had too many open and close in the last few years. The question above about PD- it's not that we are not appointing good quality people- it's the turnover rate. Again, we should have a retreat, support each other, each department should send their PD to their version of PD school and faculty development to develop leadership and teaching skills. We should collaborate more. When we are disciplining a resident, other PD's should know how we are dealing with difficult situations as we can all learn from each other.

I think most programs struggle with the provision of faculty development. While some faculty are able to participate in Dr. Ho's course, time constraints and finances are major road blocks to providing significant and meaningful faculty development activities at the program level.

Mandatory teaching prep time and didactic time for FACULTY to teach residents. More faculty development beyond FDC, especially in items such as evaluation and feedback. Again, more collaboration- see my comments above.

Residency administrative training to new coordinators. Re-classification of residency coordinator titles to reflect compensation and the management of a residency program.

There is really no financial support or protected time for program directors

	STRENGTHS	WEAKNESSES
INTERNAL FACTORS	<p>Over the years GME has been a firm constituent of our institution and has achieved a growing trend.</p> <p>Currently TTUHSC-EP is undergoing a phase of exponential growth never seen before and GME is included in this expansion project.</p> <p>The training programs have been relatively stable considering the multiple challenges faced.</p>	<p>The institution's expansion of the number of training programs along with the additional oversight responsibilities under NAS place a high pressure on the GME system.</p> <p>Proper number and quality of the human resources as well as the related infrastructure is going becoming a critical factor for the success of the GME enterprise and its already showing signs of stress</p> <p>GME as a financially solvent entity is continuously weakened by the regulatory system.</p>
	OPPORTUNITIES	THREATS
EXTERNAL FACTORS	<p>The ACGME Next Accreditation System (NAS) places more accountability of oversight on the sponsoring institutions.</p> <p>This change has increased the prospects of GME to bring innovation into its educational programs.</p> <p>The Clinical Learning Environment Review (CLER) a component of NAS, provides leverage of Sponsoring Institutions to improve the training sites conditions</p>	<p>The lack of additional resources, financial and human, to meet these additional functions will stretch the system and challenge GME to achieve the expected level of performance.</p>

GME ACTION PLAN (STRATEGIES)

OPPORTUNITY, THREAT, or WEAKNESS	ACTION PLAN
Next Accreditation System	Continue with the institutional and program implementation process to achieve satisfactory program and institutional compliance.
Clinical Learning Environment Review	Provide direct feedback with both local and national data reporting to the training sites leadership to improve the working conditions of the training sites.
Programs Expansion	Continue supporting these initiatives in a judicious manner assuring the departments are able to support these residencies and fellowships.
New Programs	Assure that proper infrastructure and human resources are available before enrolling trainees.
New Training Sites	Work with these facilities to properly establish and meet the educational mission.
Faculty Development	Create a variety of GME faculty training resources adjusted to the needs of the diverse academicians' function.
Advocacy	Serve as promoter and facilitator to protect the GME community at the institutional and community level.
Staff Development	Increase the level of training and resources to develop a well-trained GME allied staff.

Goal 2: Increase the institutional and program-specific ACGME competency knowledge among the GME community

First Objective: Develop a GME competency-based and function-specific academic curriculum

Expected Outcome: Complete and distribute the curriculum to the GME community by 2018

Second Objective: Develop the implementation method of the GME competency-based and function-specific curriculum for the GME community

Expected Outcome: Complete and distribute the implementation method to the GME community by 2019

Third Objective: Determine the areas in need of improvement by analyzing the feedback from the recipients of the curriculum

Expected Outcome: Modify the curriculum to address the most relevant areas identified by the analysis by 2020

End

TMA Benefits and Services for Academic Medicine

Faculty Council, March 21, 2016

Health and Science Initiatives-1

- ▶ Be Wise- Immunize
- ▶ Hard Hats for Little Heads
- ▶ Live and Then Give

Health and Science Initiatives-2

- ▶ Physician Oncology Education Program
- ▶ Policy Development
- ▶ Public Health Alerts
- ▶ Public Health Advocacy
- ▶ Disaster preparedness and response

Health and Science Initiatives-3

- ▶ Connections
 - Me and My Doctor blog
 - Texas Medicine Magazine

Academic Leadership Opportunities and Policy Development-1

- ▶ Council on Medical Education
 - Meeting 3 times a year to exchange information on issues and develop policy
- ▶ Subcommittee for Academic Physicians
 - Representing 10 health related institutions for issues that affect Faculty
- ▶ Committee on Physician Distribution and Health Care Access

Academic Leadership Opportunities and Policy Development-2

- ▶ Committee for Continuing Education
- ▶ Department of Medical Education

Scholarships and Awards

- ▶ TMA Award for Excellence in Academic Medicine
- ▶ TMA Minority Scholarship Program
- ▶ TMA Ernest and Sarah Butler Awards for Excellence in Science Teaching
- ▶ Low Interest Loans
- ▶ Cancer Education Scholarships

Leadership Development

- ▶ TMA Leadership College
- ▶ IMG Section
- ▶ Medical Student Section
- ▶ Resident Physician Section
- ▶ Young Physician Section

Practice Management Services and Professional Resources

- ▶ Practice Set Up, Assessment, Monitoring, Recruitment, Coding, Billing, Financial Oversight
- ▶ Health Information Technology
- ▶ EMR Set Up
- ▶ Monitor Insurance Payment Plans
- ▶ Services for Academic Physicians including training and curriculum development for staff

Education and CME Opportunities

- ▶ Free Meeting 3 times a year
- ▶ Online, home study and seminar CME options
- ▶ Practice management seminars
- ▶ Resources for quality of care and patient physician education

Accomplishments

- ▶ Tort reform 2002
- ▶ Legislative Action
 - Border Health Caucus
 - First Tuesday Agenda
 - Items supported by the Legislative Committee
 - Meaningful use hardship
 - Implementation of ICD-10
 - SGR
 - Scope of Practice

Medical Education Achievements

- ▶ \$53 million for new GME expansion (\$40 million increase over 2014-15)
- ▶ \$7 million for primary care physician pipeline programs
 - Restart the primary care preceptorship
 - Increase family medicine residency support

Medical Education Achievements– 2

- ▶ \$20 million increase (22 % increase in formula funding).
- ▶ An additional \$53 million (3% biennial increase in medical student formula funding).
- ▶ Maintained funding for the State Physician Education Loan Repayment Program.

Medical Education Achievements–3

- ▶ A new loan repayment program for psychiatrists and other mental health professionals.
- ▶ Additional money for mental health workforce training programs in underserved areas.