I. CALL TO ORDER

Jennifer Molokwu, M.D., M.P.H. - Faculty Council President

Jennifer Molokwu, M.D., M.P.H., 2017-2018 President of the Faculty Council, called the meeting to order at 12:09 p.m. She welcomed faculty participating via WebEx from the Kenworthy and Transmountain locations.

II. REVIEW AND APPROVAL OF MINUTES

Jennifer Molokwu, M.D., M.P.H. - Faculty Council President

Having met quorum, the Faculty Council members unanimously approved the meeting minutes from March 19, 2018 with no changes.

III. DEAN’S REPORT

Richard Lange, M.D., M.B.A. - Dean, PLFSOM

Richard Lange, M.D., M.B.A. reported the following:

A. MSB II is scheduled to open between March and May of 2019. It will house space for research, classroom education, and interim space for dental school students.

B. The Woody L. Hunt School of Dental Medicine is expecting to admit its first class in 2021.

C. Rolling admissions for the upcoming medical student class are underway. A class of approximately 100 first-year medical students will be finalized by April 30th.

D. There have been several key faculty changes recently and more to come in the future. The GGHSON will be welcoming Dr. Stephanie Woods as the new Dean, while PLFSOM is anticipating the arrival of Dr. Attilio Orazi.
as the department chair of Pathology. Dr. Paul Ogden will serve as the interim Dean of Clinical Affairs, following Dr. Michael Romano’s departure. Dr. Thomas Mayes is serving as Interim department chair of Pediatrics. The institution will soon begin searches for Dr. Manuel Schydlower’s replacement as Associate Dean for Admissions, and the department chair for Radiology.

IV. OLD BUSINESS

Jennifer Molokwu, M.D., M.P.H. - Faculty Council President

Jennifer Molokwu, M.D., M.P.H., reported the following:

A. To address questions that have arose recently following the Annual Faculty Governance Retreat, Dr. Molokwu reviewed with the Faculty Council a detailed timeline starting in 2010 regarding the Ad-Hoc Committee on Professionalism and the development of the PLFSOM Professionalism Policy. *(See attached presentation for timeline).* Dr. Molokwu noted that throughout various points of progress, the adoption of a professionalism policy has stalled. *(See attached presentation).*

B. Following her review of the timeline, Dr. Molokwu asked for input from faculty council members regarding what next steps should be taken with the professionalism policy. Based on the previous work of the last eight years, would it be best to amend and reorganize the last draft or form a new ad hoc committee and start anew?

1. Dr. Aung noted that progress in developing the professionalism policy in 2016 and 2017 had stalled because a hiring freeze and budget cuts rendered the suggested draft impractical. Legal issues regarding the confidentiality of reports and discoverability affected the viability of a centralized reporting database.

2. Dr. Lyn recommended that a dialogue to develop the professionalism policy is necessary to address the concerns of faculty members. Dr. Lyn stated that it was possible to address faculty issues within the Council’s level of influence and resources before being escalated to an administrative level. She suggested that this could be accomplished perhaps through an ombudsman or conflict resolution process.

3. Dr. Lange suggested considering what the ideal culture of the institution should be rather than creating prescriptive procedures to address instances of unprofessionalism.

4. Dr. Molokwu noted that having a big picture mindset of the expected professionalism culture on campus is necessary, but mechanisms to give faculty members a voice to address issues of professionalism are also essential, particularly in gray areas such as when an issue of professionalism arises between faculty in two separate departments.

C. The Faculty Council members agreed to review the most recent draft of the professionalism policy prior to the next Faculty Council Meeting at which point, suggestions for revisions, an action plan, and nominations to serve as an ad hoc committee will be discussed. An email will be sent to council members with the latest draft of the policy for review.

V. FACULTY AFFAIRS
KoKo Aung, M.D., M.P.H., reported the following:

A. The 2018-2019 Mid-Point Review Cycle, a peer-review process for those midway through their rank or tenure, is underway. For those on a Departmental Review Committee, peer evaluation forms are due by May 11th to the Office of Faculty Affairs.

B. 2018 Annual Faculty Evaluations will be released this month to review the 2017 year.

C. The 2018-2019 Tenure and/or Promotion cycle is currently underway.

D. The 2018 PLFSOM Commencement and Convocation ceremony will take place on May 18th - all faculty are encouraged to attend.

E. The Office of Outreach and Community Engagement will assume responsibility for recruitment of clinical preceptors, including faculty preceptors and non-faculty preceptors, to fulfill educational program needs. The Office of Faculty Affairs will maintain responsibility for faculty appointments, reappointments, non-reappointments, terminations, and community faculty rosters. A memorandum will be sent to parties of interest delineating the responsibilities of each office.

VI. STANDING COMMITTEE REPORT

No Report

VII. EPCMS REPORT

Richard McCallum, M.D.
- EPCMS Representative

No Report

VIII. PRESIDENT’S REPORT

Jennifer Molokwu, M.D., M.P.H.
- Faculty Council President

Jennifer Molokwu, M.D., M.P.H. reported the following:

A. A summary of material discussed at the 2018 Annual Faculty Governance Retreat will be presented at the April Dean’s Council meeting on Tuesday, April 17th.

B. A database of faculty interest in standing committees is being developed in order to assist in the nomination and appointment process of vacancies on the committees. Also, on behalf of the Faculty Council, the Office of Faculty Affairs will be sending an email to the committee chairs requesting detailed information of the current composition of each PLFSOM standing committees.

IX. ADJOURNMENT

Jennifer Molokwu, M.D., M.P.H., Faculty Council President, adjourned the meeting at 12:58 p.m.

FOLLOW UP:

ITEM: _____________________________

PERSON/DEPARTMENT RESPONSIBLE: _____________________________

TASK COMPLETED Y/N

TTUHSC El Paso PLFSOM
4-16-2018 FACULTY COUNCIL
Jennifer Molokwu, M.D., M.P.H.
PLFSOM Faculty Council President