MEMBERS IN ATTENDANCE:
Marc Orlandi, M.D., Anesthesiology
Laxman Gangwani, Ph.D., Biomedical Sciences
Stormy Monks, Ph.D., Emergency Medicine
Jennifer Molokwu, M.D., M.P.H., President, Family & Community Medicine
Hernando Garcia, M.D., Internal Medicine
Cynthia Perry, Ph.D., Medical Education
Heidi Lyn, M.D., Immediate Past President, OB/GYN
Gilberto Gonzalez, M.D., Orthopaedic Surgery & Rehabilitation

MEMBERS NOT IN ATTENDANCE:
Darine Kassar, M.D., Neurology
Trent Filler, D.D.S., Surgery

GUESTS
Sanja Kupesic, M.D., Ph.D., Associate Dean for Faculty Development
Zuber Mulla, Ph.D., Assistant Dean for Faculty Development
Paul Ogden, M.D., Provost, TTUHSC El Paso
J. Manuel de la Rosa, M.D., Vice President for Outreach & Community Engagement
Fatima Gutierrez, M.D., Chair for Committee on Diversity
Scott Crawford, M.D., Emergency Medicine
Oge Alozie, M.D., Internal Medicine
Jorge Cervantes, M.D., Medical Education
Thwe Htay, M.D., Medical Education

I. CALL TO ORDER
Jennifer Molokwu, M.D., M.P.H., Faculty Council President

Jennifer Molokwu, M.D., M.P.H., President of the Faculty Council, called the meeting to order at 12:10 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 July 16, 2018 with no changes.
III. DEAN’S REPORT
Paul Ogden, M.D.
- Provost, TTUHSC El Paso

Dr. Ogden reported the following on behalf of Dr. Lange:
- PLFSOM welcomed 100 new medical students into the Class of 2022 with the White Coat Ceremony on July 28, 2018.
- The Board of Regents officially approved the inception of the Dental School, which will include a dental clinic that will initially be housed in the ASB II.
- GGHSON welcomed their new dean, Dr. Stephanie Woods, who is off to a great start.
- PLFSOM is currently conducting several searches. Dr. Richard Brower will serve as the Interim Associate Dean for Student Affairs. In the interim, Dr. Ogden will assume some clinical affairs functions at Transmountain. Chairs for the departments of OB/GYN-Transmountain, Psychiatry-Transmountain, and Radiology are actively being recruited.
- The President’s Office is working with Dr. de la Rosa to increase community involvement for student education. Different opportunities, such as the Shannon Clinic in San Angelo, are being explored as a potential opportunity for growth to accommodate all of the students.
- A retreat to discuss the curriculum will take place to understand what is working and where there can be more innovation, perhaps even try a third year longitudinal, integrated curriculum.

IV. FACULTY AFFAIRS
KoKo Aung, M.D., M.P.H.
- Associate Dean for Faculty Affairs, PLFSOM

No Report

V. DEPARTMENT REPORT
Daniel Bustamante, M.D.
- Assistant Professor of Pathology

Dr. Bustamante reported the following:

*Please see attached report

Q&A:

Q: How do the pathologists in Medical Education divide their time?
A: The pathologists who hold primary faculty appointments in the Department of Medical Education are in medical education 85% and clinic 15%.
Q: Are there any future plans to develop a pathology residency or fellowship?
A: Yes, but students also need to be exposed to pathology – they need more time in clerkship.

Q: Would your department have the capacity to support a residency or fellowship program?
A: Right now, no. But now with Dr. Orazi as Chair, we will begin feasibility assessments and decide how we need to strengthen our numbers.

VI. EPCMS REPORT

Richard McCallum, M.D., EPCMS Representative, reported the following:

- Dr. McCallum extended his gratitude to Dr. Juan Perez, President of EPCMS, for the involvement of EPCMS in the PLFSOM White Coat Ceremony, in which he delivered the opening remarks and prayer and donated two white coats to new students.
- Four EPCMS members will be attending a summit in Washington D.C. held by the Department of Veterans Affairs, Human Health and Services, and Senators to discuss border health.
- The next meeting of the Texas Medical Association (TMA) will be held in Austin on September 28th and 29th.
- Emma Schwartz, President of the Medical Center of the Americas (MCA), is spearheading a consortium of the El Paso community to stimulate clinical trial research in order to draw pharmaceutical companies here to support the economy and medical advancement.
- The quarterly journal of the EPCMS, published in July, will hold an editorial board meeting on Thursday, August 30. All are encouraged to submit articles.
- Twice a month “The El Paso Physician” is aired on television on Thursday evenings at 7:00 p.m.
- Both RotaCare and the Free Medical Student Run Clinic in the Sparks Housing Development are in need of volunteers to carry out valuable services in the community.
- Dr. McCallum continued, stating that by using the community research potential, it may be possible to develop a Clinical and Translational Science Award (CTSA) application.

Q&A

Q: Would the clinical trials consortium live under TTUHSC El Paso or the Medical Center of the Americas?
A: That has yet to be determined.

- Q: Dr. de la Rosa commented the city-wide consortium led by the MCA, which receives 75% of its funding through franchising, is looking to bring individual companies into a collaboration that will benefit the population here, which is largely Hispanic, an underrepresented minority. The actions taken by MCA are a well-coordinated effort. TTUHSC El Paso could contribute through training and advertising in order to receive a portion of the benefit, fiscal and otherwise. However, integral questions remain such as “How collaborative? Who takes priority?” Faculty are encouraged to get involved. The Health Information Exchange is forming a database of patient medical records that can be shared between various locations for a nominal fee. Currently, the VA, The Hospitals of Providence, and University Medical Center (UMC) are participants benefiting from this organized system of sharing patient information.
VI. NEW BUSINESS

Jennifer Molokwu, M.D., M.P.H., reported the following:
- Faculty Council President

- The following departments have new representatives beginning their 2-year term in September:
  - Orthopaedic Surgery & Rehabilitation
    - Lisa Kafchinski, M.D., Assistant Professor
  - Neurology
    - Anantha Vellipuram, M.D., Assistant Professor
  - Surgery
    - Brian Davis, M.D., Associate Professor

VI. OLD BUSINESS

Jennifer Molokwu, M.D., M.P.H., reported the following:
- Faculty Council President

- The Committee on Student Affairs currently had three vacancies that needed to be filled. The Office of Faculty Affairs solicited for nominations. The following faculty were nominated to serve on the Committee on Student Affairs:
  - Medical Educator: Jorge Cervantes-Gonzales, M.D., Ph.D.
  - Clinical Educator/Psychiatrist: Ricardo Salazar, M.D.
  - Clinical Educator: Indu Pathak, M.D.

- A motion was made to approve the nominations of the three faculty members to the committee. The motion was second, and carried. The names will be forwarded to the Dean for appointment to the Committee on Student Affairs.

- In accordance with the terms of the Faculty Bylaws, the following departments’ voting seats on the Faculty Council are up for election/re-election:
  - Medical Education
  - OB/GYN
  - Pediatrics
  - Radiology

VII. STANDING COMMITTEE REPORTS

Fatima Gutierrez, M.D.
- Chair, Committee on Diversity

Fatima Gutierrez, M.D. reported the following:

- Please see attached report.

Dr. de la Rosa commented that all members of search committees are required to participate in “Unconscious Bias” training hosted by either Diversity or the AAMC and that it is highly recommended for those who will be interviewing potential students.

VIII. PRESIDENT’S REPORT
Jennifer Molokwu, M.D., M.P.H. announced the following:

- The PLFSOM General Faculty Meeting held on July 30th had 99 faculty participants. Participation in these meetings is highly encouraged as faculty gets direct access to the Dean and can share their concerns openly and directly. Prior to the next General Faculty Meeting, as members of the Faculty Council, please solicit questions from within your departments so that the faculty issues can be addressed.
- The White Coat Ceremony only had twelve faculty attendees, two of whom were community faculty. A stronger representative presence is needed, as this is the first time students will see their doctors and educators. What can be done to increase participation?
  - Dr. McCallum responded that faculty deserve more recognition, perhaps by being named personally and asked to stand because of the impact made on the students' education.
  - Dr. Lyn suggested that perhaps not holding the ceremony on a Saturday afternoon or integrating it with a faculty meeting would bolster attendance. She also proposed rethinking when and how the students receive their white coats.
- The next Faculty Council Meeting will take place on September 17, 2018 to which all representatives were reminded they are required to attend or to send a substitute in their stead.

IX. ADJOURNMENT

Jennifer Molokwu, M.D., M.P.H., Faculty Council President, adjourned the meeting at 1:00 p.m.

FOLLOW UP:

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<th>ITEM</th>
<th>PERSON/DEPARTMENT RESPONSIBLE</th>
<th>TASK COMPLETED Y/N</th>
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Jennifer Molokwu, M.D., M.P.H.
PLFSOM Faculty Council President
Pathology Department Report

PRESENTATION TO THE FACULTY COUNCIL
BY: DANIEL BUSTAMANTE, M.D.
DATE: 8/20/18

Department Breakdown

Please provide the total number of faculty members in your department and break down this number by rank. Please list new faculty members that have joined your department within the last six months.

- Total Number of Faculty:
  - Number of Instructors: 9
  - Number of Assistant Professors: 6
  - Number of Associate Professors: 1
  - Number of Professors: 2

- New Faculty
  - Dr. Attilio Orazi
  - Dr. Syed Gilani
Dr. Attilio Orazi

- Professor of Pathology and Laboratory Medicine
- Vice-Chair for Hematopathology and Director of the Division of Hematopathology at the Weill Cornell Medical College (WCMC) of Cornell University in New York where he also serves as the ACGME Hematopathology Fellowship Director. He serves as Attending Pathologist at WCMC/New York Presbyterian Hospital.
- MD from the University Of Milano School Of Medicine, in Italy
- Residency training in Clinical Hematology and in Pathology in the United Kingdom and in Italy
- Staff pathologist at Istituto Nazionale dei Tumori of Milan
- Director of Hematopathology at Columbia University Medical Center in New York and at Indiana University School of Medicine in Indianapolis, Indiana.
- 240 peer-reviewed medical journal articles, four books, and 44 book chapters primarily on hematopathology
  - Including fourteen chapters of the current WHO 2008 Classification of Tumours of Haematopoietic and Lymphoid Tissue.
  - He is the lead editor of one of the major pathology textbooks: Knowles Neoplastic Hematopathology 3rd Edition.
  - He is the lead author or a co-author in three additional textbooks: Illustrated Pathology of the Bone Marrow, Benign and Reactive Conditions of Lymph Node and Spleen, and Disorders of the Spleen.
Leadership

- Department Chair
  - Attilio Orazi, M.D.

Accomplishments and Scholarly Activity

**INVITED TALKS**

- Frank H. Wians, Jr., PhD
  - Annual Meeting, Texas Association For Clinical Laboratory Science (TACLS), March 22\textsuperscript{nd}, 2018
  - Introductory and Keynote Speaker

- TTUHSC EP 2018 Writing Interest Group, April 17\textsuperscript{th}, 2018
  - Topic: Summarizing Manuscript Results and Making “Good” Graphs and Tables

- Roberto Gamez, MD, MPH
  - College of Anatomic Pathologists and Cytologists of Chihuahua, Mexico (El Colegio de Médicos Anatomopatólogos y Citologos. Del Estado de Chihuahua, AC.), June 2\textsuperscript{nd}, 2018
  - Topic 1: (Correlación entre imagenología y patología mamaria); Topic 2: (Lesión de células fusiformes de la mama)
Accomplishments and Scholarly Activity

PUBLICATIONS

- Frank H. Wians, Jr., PhD

- M. Nawar Hakim, MD

Accomplishments and Scholarly Activity

- Education
  - Residents
  - fellowships
  - Lectures
  - Workcases
Issues/Concerns

Strengths

- A cadre of well-qualified, experienced, and board-certified anatomic and clinical pathologists | Center of Excellence in Hematopathology (3 board-certified Hematopathologists on staff: Drs. Orazi, Padilla, and Bustamante).
- A well-qualified, experienced, and board-certified clinical chemist.
- Creation of a Pathology Interest Group and Honor Society at PLFOM.
- Continuing Education programs that enable staff medical technologists to obtain the necessary CEUs for their Certification Maintenance Program.
- A cadre of well-qualified, experienced, and dedicated pathology staff to cope with the large AP and CP workload of the Department of Pathology.
- Education
  - 2 AP/CP Rotations (MSs; IM PGYs) : 2-4 weeks duration
  - Initiation of Pathology services at TMC.
  - Department of Pathology faculty participation on numerous TTUHSC EP Committees.

Concerns

- Poor faculty promotion track record.

Future

- Creation/Feasibility of a Pathology Residency Program.
- Creation/Feasibility of a Clinical Pathology Fellowship Program.
- Transitioning from a predominantly service-oriented culture to a service-oriented academic culture with an emphasis on expanding services, research, and publications that increase the stature of the Department of Pathology and TTUHSC EP.

Questions?
Committee on Diversity Report
Fatima Gutierrez, MD - Chair
August 21, 2018

Committee Composition and Terms of Service

- We currently have 12 members:
  - 7 Faculty members
    - 5 from PLFSOM
    - 1 from GSBS
    - 1 from GGHON
  - 2 Medical students
  - 0 Nursing students - will be assigned by GGHSON school later this month
  - 1 Residents
  - 2 Staff members
- 3 year terms
- Currently, no vacancies
Committee Charge

The Diversity Committee shall exist to ensure the continued promotion of diversity and cultural competence throughout the medical school through advisory activities to various campus groups as well as the sponsorship of workshops, lectures, seminars, and conferences which focus on issues related to gender, race and cultural equity and awareness in professional education as well as patient care.

The Committee increases awareness surrounding diversity and creates an open and inclusive campus community by working with administrators and faculty to promote the inclusion of diversity in recruitment and admissions processes of all three schools. The Diversity Committee shall encourage diversity training for faculty, residents, students, and staff. The Committee will review policies and make recommendations concerning diversity, inclusion, and cultural competence.

Current Issues/Concerns

- Engage the El Paso community through promoting diversity, inclusion, and cultural humility
- Work with administrators and faculty to promote the inclusion of diversity in recruitment and admission processes
- Visibility of the diversity committee throughout the TTUHSC El Paso campus
- Inclusive Clinic Intake Forms
  - Standardization across campus of paper/electronic forms and EMR fields
Actions taken since last report

- Trialogue Workshop
  - A diversity icebreaker that uses a questionnaire on communication styles

- Created a working group with various members to integrate diversity topics in the curriculum
  - LGBT issues
  - Sex and gender-based issues
  - Disabilities

On-going Diversity Initiatives

- Annual Cultural Competence Conference
- Diversity and Global Health Perspectives Lecture and Film Series
- Cultural Diversity Celebrations:
  - One in Spring and one in Fall
- Spanish Lab
- Diversity Mentorship Program
  - To-date, we have 19 MSI, 35 MSII, 19 MSIII, and 12 MSIV mentor-mentee pairs (a total of 85)
- TTUHSC El Paso Gay Straight Campus Alliance (GaSCA)
On-going Diversity Initiatives (cont’d)

- Safe Zone Training across Campus
  - Surgery
  - GGHSON Pre-professional Series
  - Psychiatry

- Unconscious Bias Training across Campus
  - Surgery
  - Pediatrics
  - GGHSON Pre-professional Series

Upcoming actions

8th Annual Cultural Competence Conference

- Keynote: How Bias Is Impacting Your Work - and 6 Ways to Stop It provided by Rene Salazar, MD, Assistant Dean for Diversity at Dell Medical University.

- Closing Plenary: Bias Against Health Care Providers provided by Emily Whitgob, MD, Postdoctoral Medical Fellow at Stanford University School of Medicine and Rebecca Blankenburg, MD, MPH, Clinical Associate Professor for the Pediatrics department at Stanford University School of Medicine

- 5 sessions:
  - Unconscious Bias
  - LGBT Health Care
  - Alternative Medicine
  - Women's Leadership
  - Bias Against Health Care Providers
Upcoming Actions (cont’d)

- Continue Safe Zone Training across Campus
- Continuing Unconscious Bias Training across Campus
- Fall 2018 Cultural Diversity Celebration
- Feature stories of faculty, students, residents, and staff of diverse backgrounds on Tech Talk
Q&A

THANK YOU
Mayra Morales, MBA
Sr. Director
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