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
Darine Kassar, M.D., Neurology
Rona Fagan, R.N., Orthopaedic Surgery & Rehabilitation
Alireza Torabi, M.D., Ph.D., Pathology
Jesus Peinado, M.D., Pediatrics
Nassim Akle, M.D., Radiology
KoKo Aung, M.D., M.P.H., Associate Dean for Faculty Affairs
Richard A. Lange, M.D., M.B.A., Founding President TTUHSC El Paso, Dean PLFSOM,
ex-officio, non-voting

MEMBERS NOT IN ATTENDANCE:
Marc Orlandi, M.D., Anesthesiology
Amelia Leony-Carrete, L.C.S.W., Psychiatry
Trent Filler, D.D.S., Surgery
Rajendra Marwah, M.D., Community Representative, EPCMS, non-voting
J Manuel de la Rosa, M.D., Provost, TTUHSC El Paso

GUESTS:
Herb Janssen, Ph.D., Student Grading and Promotion Committee Chair
Zuber Mulla, Ph.D., Assistant Dean for Faculty Development
Sanja Kupesic, M.D., Ph.D., Associate Dean for Faculty Development

I. CALL TO ORDER
Juan Figueroa-Casas, M.D.
- Faculty Council President
Dr. Juan Figueroa-Casas, President of the Faculty Council, called the meeting to order at 12:01 PM

II. REVIEW AND APPROVAL OF MINUTES
Juan Figueroa-Casas, M.D.
- Faculty Council President
Having met quorum, the Faculty Council members unanimously agreed to approve the meeting minutes from May 16, 2016 with no changes.

III. DEAN’S REPORT
Richard A. Lange, M.D., M.B.A.
President, TTUHSC El Paso
Dean, PLFSOM
Dr. Lange reported the following:

Budget Process
Dr. Lange intends to ask the Texas Legislature to maintain the current $28 million budget that was previously approved in 2015. He will ask to keep the same budget in order to build a new dental school requiring no additional funds. In order to maintain this budget, moderate tuition increases will be an item for reconsideration in 2017.

Dean’s Report continued...
New TTU President
The Board of Regents named Lawrence Schovanec, Ph.D., as the sole finalist for the presidency of Texas Tech University. Dr. Schovanec is currently the provost and senior vice president at TTU. Under state law, at least 21 days must pass before any final action can be taken for Dr. Schovanec to officially be appointed as president.

TTUHSC El Paso Dental School
One of the new goals detailed in the TTUHSC El Paso Strategic Plan is the establishment of a TTUHSC El Paso Dental School. Plans to add a dental school are underway with the approval of the Board of Regents in consultation with the Governor’s Office and the City of El Paso. This is based on a 2015 position paper documenting there are not enough dentists in El Paso. The previous strategy to draw dental graduates from the three dental schools in the state of Texas have not been successful. The University of Texas system has dental schools in Houston and San Antonio, and Texas A&M’s dental school is in Dallas. Together, these schools graduated approximately 211 dental students of which only 1 graduate came to El Paso. Over the last 5 years, of all the graduates from the Texas dental schools, less than 1 graduate per year has moved out to West Texas to start their practice. This is a similar situation that existed in El Paso before opening the Paul L Foster School of Medicine. Now 25% of graduates from residency programs reside here in El Paso. 40% of Family and Community physicians are from the Texas Tech program. Dr. Lange will present to the Texas Legislature about the need for dental care in the El Paso area, and how establishing a dental school will meet those needs. Dr. Lange plans to add this school to TTUHSC El Paso in the next 3 to 4 years.

CEO for UMC
University Medical Center Board of Managers have spent the past three months searching for Jim Valenti’s replacement. The board met in executive session on Wednesday, May 25th. A single finalist has been chosen and the formal announcement will be made next week. Once the new CEO for UMC has come on board, El Paso Children’s Hospital will announce their top candidate for CEO.

Transmountain Campus
The new 130 bed, hospital construction is on budget and on time, and is scheduled to open in January 2017. The medical office building will be ready in September 2016. Recruitment for physicians is slightly behind schedule.

IV. PROVOST’S REPORT
No Report

V. FACULTY AFFAIRS
Koko Aung, M.D., M.P.H.
Associate Dean for Faculty Affairs
Dr. Aung Reported the Following:
Dr. Aung gave an update on the current Tenure and Promotion cycle, as well as made the distinction between Pre-Tenure and/or Pre-Promotion and “real” Tenure and/or Promotion:

Pre-Tenure and/or Pre-Promotion Review:
The Pre-Tenure and/or Pre-Promotion review should not be confused with the actual Tenure and Promotion cycle.
Faculty Affairs continued…

Pre-Tenure and Pre-Promotion happens once a year and is intended to be a midpoint review for faculty members to get a peer reviewed assessment of their progress in teaching, scholarly activity, clinical service, and academically related public service towards their future application for tenure or promotion. This review cycle is currently in its final stage and faculty applicants and their department chairs will be notified of their results in July.

Tenure and/or Promotion Cycle:
The “real” Tenure and/or Promotion cycle began on June 1st. Department chairs submitted a list of candidates who will be applying this year. There will be workshops for both candidates, and departmental reviewers.

VI. STANDING COMMITTEES

Herb Janssen, Ph.D.
Committee on Student Grading and Promotion
Committee Chair

Dr. Janssen reported the following:

*See attached report

Dr. Janssen added a few comments on students who are off cycle. Last year there were 15 students who went off cycle. Two have failed STEP 1 or withdrew, one still has not taken the exam, and two have passed STEP but have dropped back a year.

Taking an extra year puts them more removed from the course material. According to Dr. Janssen, there is no “control group” but based on last year, it appears going off cycle may not be a good approach if students are trying to improving their STEP score.

This year there are at least 25 students going off cycle. This will decrease the number of students in the 1st block to about 80. However, next year there will be close to 130 students in 1st block.

Q&A:

It was mentioned that currently in the OB/GYN clinics, the noticeably lesser amount of students is easier to handle. However, next year taking on an extra 25 students will be an issue for the OB department. Faculty are unsure how
VII. NEW BUSINESS

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

Dr. Figueroa-Casas reported the following:

A. Nominations for President Elect
   - Nominations will be taken starting Monday, June 20, 2016. The nomination deadline is July 11\textsuperscript{th}. Submit nominations to Miranda.alvarez@ttuhsc.edu. Elections will be held in July 2016.
   - Nominees must be a current Faculty Council representative. The position of Faculty Council President-Elect is a 3-year commitment. He(she) will assume the duties of the President-Elect in September 2016 and then the positions of President and Past-President in the subsequent two years. Nominees for Faculty Council President-Elect will be required to submit a one paragraph statement about what they think the Faculty Council’s role should be at PLFSOM, and what they would like to do if elected to the position.

B. Faculty Council Seats Up for Election/Re-election by September 2016
   The following departments have seats up for election/re-election. The department chairs for these departments will be notified by email. Departments should hold an election before September, so the new or re-elected faculty council representative may begin their term at the September 201 meeting.
   a. Family & Community Medicine
   b. Medical Education
   c. Neurology
   d. Orthopaedic Surgery & Rehabilitation
   e. Pathology
   f. Pediatrics
   g. Psychiatry
   h. Radiology
   i. Surgery

VIII. PRESIDENT’S REPORT

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

Dr. Figueroa-Casas reported the following:

A. Leadership Retreat Update:

Dr. Figueroa attended the TTUHSC El Paso Leadership retreat follow up session on April 23\textsuperscript{rd}. The three items that were identified as issues by the Faculty Council were recruitment and retention, research, and faculty amenities. Recruitment was a heavily discussed topic throughout the leadership retreat. Dr. Lange gave an update on this at the last General Faculty meeting. The research issues were addressed by Dr. Rotwein during the Research Committee’s report at the May Faculty Council meeting. Dr. Figueroa did not
mention faculty amenities at the retreat. Dr. Lange and Dr. Aung are in the process of addressing “Faculty
Wellness”

B. Faculty Satisfaction Survey
The President’s office will send out a survey in the next month or so to all faculty and staff. Dr. Lange
mentioned that this is a result of Faculty Council recommendations. Dr. Lange is hopeful the faculty survey
will identify the hot points regarding recruitment and retention issues.

C. Unconscious Bias Training
WIMS will be hosting an Unconscious Bias Training on Wednesday, June 23rd in the CSB, A3500 at noon. All
faculty are encouraged to attend this session.

Q&A:

Q: Will more meetings and workshops be providing TechLink for the Kenworthy clinic?
A: The Faculty Council may send a note to departments organizing faculty events to encourage sessions to be made
available to off-site faculty, either through TechLink or WebEx. It was noted that not all meeting rooms on campus
are TechLink capable.

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Juan Figueroa-Casas, M.D.
Faculty Council President
This year we will have had five students from MS-1 (Class of 2019) repeating the year and five for MS-2 (Class of 2018). The reason for the repeats varies from student-to-student but was mostly due to failure of units in SPM course.

- Two have been dismissed due to failure of STEP- 1.
- We have an overall 5.5% attrition rate since we began our school (national average is 5%).
This year we have 25 (out of 97) MS-2 students going “off-cycle.” This means that they will not start their MS-3 year at the appropriate time. Many of these students feel they want more time to study in hopes of raising their grade. This will make the current first block (in 2016) less crowded (approximately 80 students); however, next year we have the potential of approximately 125 students enrolled in the first block. This could be a significant problem.

### STEP 1

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### STEP 2 - CS

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Nominations for Faculty Council President Elect

- Nominees must be a current Faculty Council representative.

- The position of Faculty Council President-Elect is a 3-year commitment. He(she) will assume the duties of the President-Elect in September 2016 and then the positions of President and Past-President in the subsequent two years.

- The President-Elect shall preside over meetings of the Faculty Council in the absence of the President.

- Nominees for Faculty Council President-Elect will be required to submit a one paragraph statement about what they think the Faculty Council’s role should be at PLFSOM, and what they would like to do if elected to the position.

- Nominations will be taken starting Monday, June 20, 2016. Elections will be held in July 2016.

- If you are interested in serving as the President-Elect, you may self-nominate, or you may nominate a current Faculty Council representative. Please submit nominations to Miranda.alvarez@ttuhsc.edu by Monday, July 11, 2016.