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 12:04 PM.

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 July 18, 2016 with no changes.

DEAN’S REPORT
Richard A. Lange, M.D., M.B.A. - President, TTUHSC El Paso
Dean, PLFSOM

Dr. Lange reported the following:

Dr. KoKo Aung, Associate Dean for Faculty Affairs was granted tenure at the last Board of Regents meeting.
The Distinction of Anatomy for Medical Education department was granted approval as well.
Campus purchase of land to the east of the campus for the MSB II building and other properties for clinical services.
The building will be about 20000 sq ft, 80 sq ft and will be dedicated to medical sciences. Dr. Rotwein will be
designing that with his group. There will also be a large auditorium to accommodate 175 individuals that can be divided into at least 4 different classrooms.

Q: What is being done about the parking situation?
A: The land to the north of the miles warehouse is in the final contract phase to add 110 spots. They have applied for a tiger grant with the city to build a parking garage. Dr. Lange is meeting with Jacob Cintron with all the area that has been demolished and to hold off on clinic building space for now. It may be used as parking spaces in the future.

Q: Is the Miles building still going to be used as a fitness center?
A: Yes, some space will be used as a warehouse; the other part will be a gym. This will also add more parking spaces.

Q: Does all the space on Concepcion belong to UMC?
A: Not all of the space belongs to UMC, there is just a sign put up in that area.

Dr. Lange introduced Amy Sanchez new Chief of Staff for TTUHSC El Paso. Amy Sanchez, used to work in Auditing for TTU, has accepted this new position. Amy will be involved in special projects around the campus. Will help mentor individuals around campus.

**IV. PROVOST’S REPORT**

**J Manuel de la Rosa, M.D.**
**Provost, TTUHSC El Paso**

Dr. de la Rosa reported the following:

**Accreditation Activities:**
Accreditation at the university level and at the school level are different. At the university level is SACS COC. One of the themes that has recurred this month is the difference between a faculty activity at the university level and at the school level. For example, a university council compared to a school committee. What is the role of the library committee as prescribed by the faculty council?

**Faculty Senate:**
The work group called the Proto Senate has done most of their work and has presented their bylaws. Dr. de la Rosa is reviewing the Faculty Senate Bylaws. Stay tuned for a final version to be presented to the faculty “council,” for approval by deans, and president.

**New Professionalism Group:** Professionalism policy is not ready yet.

**LCME:** Accreditation body for the PLFSOM. Dr. Brower is leading those efforts. He is tying up his loose ends on the data collection instrument. The next phase is the self-study. Dr. Richard Brower will be inaugurating that self-study at the end of August, early September. As a part of that the faculty council has been asked to meet as a part of the Ad-Hoc bylaws group.
Diversity survey: results are back. Raw data will go out to council and student affairs.

Library: To establish 24/7 hours for students to study. They will have access starting September 1, 2016.

Q: Is this professionalism group the same group working on the ombudsman policy?
A: Yes this is the same group, however the proposed policy is still under review.

Q: Can faculty go overseas with students?
A: Faculty lead activities. The legal structure for each one is substantially different. There needs to be learning and curricular objectives.

Q: Lubbock Faculty Senate: The issue of campus carry was discussed, OP 10.03. Concealed handgun issues. Asked to consider if student conduct codes were set up to deal with violations. Under the OP 10.30, it is not clear what to do when there is a violation of campus carry. Is this something that needs to be discussed here for our campus?
A: People don't know what to do. TTUHSC El Paso will hold active shooter training in the fall. To be announced in the fall and will happen in certain buildings. To be clear, there is NO open carry anywhere on campus. There is concealed carry for those who have licenses. There are off limits places on campus in the simulation area, science buildings, and clinics. Hospitals are also restricted. When there are high school students on campus, all areas will be restricted. Also when there are Red Raider Reels going on, it is restricted.

Q: Suggested that an email is sent out to campus letting them know that areas will be temporarily restricted for campus carry.
A: If that is possible, we will try to do that.

Q: What is the purpose of active shooter training?
A: The purpose is to show presentations and slides. Then, there will be an active shooter simulation. The police department and the El Paso PD and SWAT team will all be involved to help with this training.

Q: Is there a timeline for signage for off limits for campus carry?
A: November 1st.

V. FACULTY AFFAIRS
No Report

VI. STANDING COMMITTEES

Kathryn Horn, M.D.
Committee on Student Affairs Committee Chair

Dr. Horn reported the following:
Strategic Plan for next 5 years:
Expand student wellness to include development and peer support groups and on campus health services.
Provide and expand access to facilities to promote student wellness and effective learning environments.
Provide comprehensive career planning services for all four years in medical school with an emphasis on the
clerkship phase students.

Plans:
Work with the psychology interns to provide mindfulness training for students.
Presentations to all clinical students on student awareness of appropriate treatment.
All campus presentation for faculty and residents on appropriate treatment as well.
Student mistreatment: 33% of PLFSOM students say that they have experienced public embarrassment
16% public humiliation, 14% subject to offensive remarks, 8% asked to perform personal services, 7% denied
opportunities for training based on gender, 5% subject to ethical/racial remarks.
Working on career planning and advisement: asking for volunteers for mock interviews as practice

Q: The mistreatment statistics: Are they being disseminated and is there training provided for faculty to correct this
behavior?
A: Most likely will hold a grand rounds to involve all faculty. Needs to include residents. Suggested that they input
the training inside the didactic classes. Dr. Mulla suggested that Dr. Horn partner with the office of Faculty
Development on a grand rounds they are currently working on for professionalism.

Shaked Laks, M.D.
Diversity Committee
Committee Chair

Dr. Laks reported the following:

See attached report*

VII. OLD BUSINESS
Juan Figueroa-Casas, M.D.
- Faculty Council President
No report

VIII. NEW BUSINESS
Juan Figueroa-Casas, M.D.
- Faculty Council President
Dr. Figueroa-Casas reported the following:
A. Election for President-Elect
   a. Nominee: Jennifer Molokwu, M.D., Assistant Professor, Family & Community Medicine
B. Faculty Council Representatives Elected/Re-Elected
a. Medical Education: Cynthia Perry, Ph.D. (new)
b. Surgery: Trent Filler, DDS (re-elected)
c. Orthopaedic Surgery: Gilberto Gonzalez, M.D. (new)

C. Faculty Handbook Update

Dr. Watts provided an update on the online Faculty Handbook. The Faculty Handbook Taskforce has updated, reorganized the faculty handbook to make it easier to access. A link has been provided for faculty to look at.

Provide the link to all faculty council members so they can check it out.

IX. PRESIDENT'S REPORT

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

Dr. Figueroa-Casas reported the following:

A. Faculty Council Representative Attendance

Dr. Figueroa reminded members that attendance is mandatory. According to bylaws, if you miss 3 meetings you are removed from your position if you are unable to attend please send an alternate 3 departments that need to elect or reelect a representative, pediatrics, psychiatry, and radiology.

Professionalism policy is still under review and will be presented next meeting.

IX. ADJOURNMENT

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

Dr. Figueroa-Casas, Faculty Council President, adjourned the meeting at 1:00 P.M.

FOLLOW UP:

ITEM:

PERSON/DEPARTMENT RESPONSIBLE:

TASK COMPLETED Y/N

Juan Figueroa-Casas, M.D.
Faculty Council President
Diversity Committee Updates
Faculty Council

August 15, 2016

Shaked Laks, MD
Diversity Committee Chair

Committee Members

• We currently have 10 members:
  • 6 Faculty members
    • 4 from PLFSOM
    • 1 from GSBS
    • 1 from GGHON
  • 2 Medical students
  • 0 Residents – will be assigned by House Staff Association later this month
  • 2 Staff members

• The Provost and the Associate Dean for Medical Education had requested that we transition to an institution-wide Council in Summer 2016 that would be comprised of 3 nested committees by school for accreditation purposes. However, the Provost has since requested that we delay this until 2017.
**LCME Accreditation**

- The staff from the Office of Diversity, Inclusion, and Global Health are working with those involved with LCME accreditation on documentation to ensure that we are collecting appropriate data from all events and activities.

- The program’s next full survey will take place during the 2017-18 academic year.

**Diversity and Global Health Perspectives Lecture Series and Film Series**

- There will be 5 diversity-related speakers and 5 global health-related speakers per year for the lecture series.

- There will be approximately 6 diversity-related films and 6 global health-related films per year for the film series.
Save the Date: 6th Annual Cultural Competence Conference

- This conference will be held Friday, February 24, 2017 at the Wyndham Hotel

- Keynote: Why Differences Matter provided by Brenda J. Allen, PhD, Vice Chancellor for Diversity and Inclusion at the University of Colorado Denver and Anschutz Medical Campus in Denver, Colorado.

- Closing Plenary: Appropriate Institutional Responses to Race Relations by Marc Nivet, EdD, MBA, Chief Diversity Officer of the AAMC, soon-to-be Executive Vice President for Institutional Advancement at UT Southwestern Medical Center

- 2 tracks:
  - Disabilities
  - LGBT Health

Institutional and Community Collaborative Efforts
• Presentation at 3rd Annual LGBT EEO Event with the Department of Veterans Affairs, El Paso on June 1, 2016

• Collaboration with Senator Rodriguez’s office for “Understanding Trans” Event providing a cultural sensitivity training about transgender patients to health care professionals around the community on June 2, 2016

• Funding for two faculty to attend the AAMC Minority Faculty Career Development Seminar in September 2016

• Participating in a publication with Dr. Granados and his Transgender Health Initiative Group regarding the transgender clinic

• Collaborating with the City of El Paso Department of Public Health HIV Prevention Program’s Community Mobilization LGBT Core Team to create the Purple Pages of El Paso: LGBTQ-Friendly Healthcare and Social Services Providers

• Providing Unconscious Bias Training for the Southwest Chapter of the American College of Healthcare Executives in December 2016

• Providing Need to Know Grand Rounds sponsored by the Office of Faculty Development entitled, “LGBT Competent” Why You Should Care” in April 2017

• Host institution for Fall 2017 Building the Next Generation of Academic Physicians Academic Medicine Career Development Southwest Regional Conference
On-going Diversity Initiatives

- Annual Cultural Competence Conference
- Diversity and Global Health Perspectives Lecture and Film Series
- Cultural Events:
  - Hispanic Heritage Month Celebration: scheduled for Friday, October 14, 2016
  - Cultural Diversity Celebration
- Spanish Lab
- Diversity Mentorship Program
  - Available for MSIs, MSIIIs, and MSIIIIs
  - To-date, we have 35 MSI, 23 MSII, and 14 MSIII mentor-mentee pairs
- TTUHSC El Paso Gay Straight Campus Alliance (GaSCA)
A Panel Discussion by Lesbian, Gay, Bisexual, Transgender (LGBT) Health Care Professionals

Tuesday, August 16, 2016
Noon to 1 p.m.
Medical Education Building (MEB), Room 1110

Lunch will be provided for the first 30 attendees.
For further information, contact Mayra Morales at mayra.morales@ttuhsc.edu.

Diversity and Global Health Perspectives Film Series

UNNATURAL CAUSES...
is inequality making us sick?

Documentary Series

Segment 1:
Bad Sugar

Segment 2:
Collateral Damage

Thursday, August 18
Noon - 1 p.m.
MEB 1200

Lunch provided for the first 50 attendees.
For more information, please contact Alma Aranda at alma.aranda@ttuhsc.edu.
• Safe Zone LGBT Allies Training
  • To-date, we have trained 44% of faculty and residents, 17% of medical students, 24% of nursing students, and 6% of staff
  • Department of Faculty and Community Medicine will be completely trained by September 1st and will be included in Purple Pages of El Paso
  • Will completely train each clinic in order to add them to Purple Pages

• World AIDS Day Events

• Diversity Survey

• Support for diversity-related student groups

• Welcome letter to matriculants – through Student Affairs and information letter to applicants – through Admissions

Diversity Survey

• 550 responses total (response rate of 23.5%)

• 279 responses from PLFSOM

• Respondents were mostly:
  • Staff
  • Bilingual/multilingual
  • Millennials (born between 1981-2000)
  • Hispanic/Latino
  • Female
  • Christian
Recently Added Diversity Initiatives

- Holidays Around the World
  - Inclusive Celebrations, such as Lunar New Year event

- Unconscious Bias Training across Campus
  - Initiated February 2016
  - To-date, we have trained 10% faculty/residents, 7% students, and 5% staff

- Safe Zone LGBT Allies and Unconscious Bias Trainings as part of incoming nursing students Pre-Professional Series
  - Initiated Fall 2016

- Sex and gender-based medicine and LGBT issues in curricula at PLFSOM and GGHSON
  - Working Group initiated Spring 2016

- Disabilities Training for Faculty in Collaboration with Disability Support Services
  - Initiated Summer 2016

THANK YOU

For detailed information on any of the mentioned initiatives, please contact the Office of Diversity, Inclusion, and Global Health:

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QUESTIONS?