MEMBERS IN ATTENDANCE:

Marc Orlandi, M.D., Anesthesiology
Stormy Monks, Ph.D., Emergency Medicine
Jennifer Molokwu, M.D., M.P.H., Family and Community Medicine
Jorge Cervantes-Gonzalez, M.D., Ph.D., Medical Education
Laxman Gangwani, Ph.D., Molecular & Translational Medicine
Anantha Vellipuram, M.D., Neurology
Lisa Kafchinski, M.D., Orthopaedic Surgery & Rehabilitation

MEMBERS NOT IN ATTENDANCE:

Hernando Garcia, M.D., Internal Medicine
Mahesh Gajendran, M.D., M.P.H., Internal Medicine – Transmountain
Sandra Lopez, M.D., OB/GYN

GUESTS:

Sanja Kupesic, M.D., Ph.D., Associate Dean for Faculty Development, PLFSOM
Zuber Mulla, Ph.D., Assistant Dean for Faculty Development, PLFSOM
J. Manuel de la Rosa, M.D., Vice President for Outreach & Community Engagement
Richard Brower, M.D., Chair for Curriculum & Educational Policy Committee
Pedro Maldonado, M.D., OB/GYN (sub)
Olof Sundin, Ph.D., Molecular & Translational Medicine
Alok Dwivedi, Ph.D., Molecular & Translational Medicine
Bharat Prakash, M.D., Internal Medicine – Transmountain (via webex)
Leslie Cortes, M.D., M.D., Pediatrics (via webex)
David Muron, M.D., Surgery (via webex)

I. CALL TO ORDER

Ricardo Salazar, M.D.
Faculty Council President

Ricardo Salazar, M.D., President of the Faculty Council, called the meeting to order at 12:07 p.m., and welcomed faculty participating via WebEx from the Kenworthy and Transmountain locations.
II. REVIEW AND APPROVAL OF MINUTES

Having met quorum, the Faculty Council members unanimously approved the June 17, 2019 meeting minutes.

III. DEAN’S REPORT

Dr. Lange reported the following:

- A campus-wide values summit gathered to define the core values of the Paul L. Foster School of Medicine. A total of 65 employees and learners — faculty, staff, medical students, and residents — were selected to begin drafting a comprehensive article of the institution’s values, which will be used to guide the strategic plan as well as enable the community to evaluate one another and aid in accountability. Seven to eight town hall meetings are scheduled across the next month to allow everyone an opportunity to present their thoughts and questions. Additionally, a video is being created for release at a later date to assist in reaching all employees.

Q&A

Q: What is the function or goal of the summit?
A: To define the values that are important to us, to detail what respect, innovation, and integrity actually look like. These values will govern how we treat one another, how we behave, and guide us along the ideals of the strategic plan. They will tell us if we have acceptable behavior and keep us accountable to one another. These are not “walk away” values, or a single event values, but rather a lens by which we view everything. They are not handed down from above, but rather cultivated among us.

Q: When and how will the video be available?
A: The video is just in draft form right now, as are the values after only the first meeting. They will be added to, refined, and compared with our sister institutions to be sure we didn’t miss anything. Eventually, the video will be edited, voiced over, and distributed campus-wide.

Q: How are the values different than our current mission and vision statements?
A: Values are often formed at a young age by our families, culture, and community, whereas your mission equates with your profession or role. We must ask ourselves how we live out the values important to us in order to achieve our common mission. We come from very diverse backgrounds, so this will require great cooperation.

IV. STANDING COMMITTEE REPORTS

Dr. Cervantes-Gonzalez reported the following:
**Q&A**

**Q:** When do prospective students take the CASPer®? How is it evaluated?

**A:** It is a part of the application process. Each individual is shown a series of videos and they respond to them.

**Q:** Does everyone take it? Who pays for the test?

**A:** I am not certain but I will relay your questions to Dr. Cynthia Perry, Assistant Academic Dean for Admissions.

---

**IV. STANDING COMMITTEE REPORTS (CONT.)**

**Richard Brower, M.D.**  
Chair, Curriculum and Educational Policy Committee

Dr. Brower reported the following:

**Q&A**

**Q:** The M.D., M.P.H. and the M.D., M.B.A. programs seem to be going in opposite directions. We have had direction from Lubbock on the M.D., M.P.H. program, but not for the M.B.A. program. Why the difference?

**A:** Lubbock provides great instruction and support for the M.P.H. program because like us, they are an HSC. We have a tighter relationship to them in general. However, there is a great advantage to having a local program with UTEP that allows for regional participation. This allows students to study local issues and get to know our area more intimately. There will always be the question – do we stay within the system which yields a less personal approach or do we partner locally?
Q: I see that two of your goals – class size expansion and curriculum 2.0 revision – seem to be competing. How will you accommodate both of these?
A: I see them as complementary to one another. If there is a political, a financial, or an increased physician production desire from this region, we must talk about class size growth and curriculum development, which must be done effectively and efficiently.

V. OLD BUSINESS

Ricardo Salazar, M.D.
Faculty Council President

Dr. Salazar reported the following:

- Dr. Salazar acknowledged and appreciated new members recently elected for the following:
  - Committee on Student Grading and Promotion: Dr. Lynn Hernan
  - Committee on Medical School Admissions: Dr. Lynn Hernan, Dr. Anantha Vellipuram, and Dr. Jose Gavito
- Dr. Salazar reminded the Council that representative seats were up for election/re-election for the following departments:
  - Anesthesiology
  - Emergency Medicine
  - Family & Community Medicine
  - Molecular & Translational Medicine

Dr. Salazar reminded the Council that the Chairs of the departments would coordinate the election process.

VI. NEW BUSINESS

Ricardo Salazar, M.D.
Faculty Council President

Dr. Salazar reported the following:

- Dr. Salazar introduced the 2019-2020 Faculty Council President-Elect nominees and invited them to speak.
- Dr. Ayoub-Rodriguez, Assistant Professor of Pediatrics, a native El Pasoan, focused on border health and the El Paso region and acknowledged the importance of recruitment and retention of talent that would transform healthcare along the border for the better.
- Dr. Cervantes-Gonzalez, Assistant Professor of Medical Education, offered to lend an ear to the concerns of faculty, particularly in the field of research in which many are struggling.
- Voting will take place by e-vote following the meeting. The new President-Elect will take office in September.

VII. DEPARTMENTAL REPORT

Laxman Gangwani, Ph.D.
Representative, Molecular & Translational Medicine

Dr. Gangwani reported the following:
*See attached report

**Q&A**

**Q:** What is the reason for the shrinking department?
**A:** The reason is unclear, however it is clear that past efforts have been unsuccessful at retaining faculty.

**Q:** Does the department collaborate with clinical research or scholarship?
**A:** We do some, but not enough. We have a high amount of publications, but we would like to see more. We need to have more capacity – we must grow in order to cooperate outside our department.

**Q:** What are the solutions to these issues?
**A:** Perhaps changing the style of administration to be more efficient. We also could look to other fields of study.

### VIII. PRESIDENT’S REPORT

<table>
<thead>
<tr>
<th>Ricardo Salazar, M.D.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Council President</td>
</tr>
</tbody>
</table>

Dr. Salazar reported the following:

- Dr. Salazar has met with Dr. Lange at the recent Dean’s Council meeting to discuss the Faculty Governance Retreat and identified faculty concerns. The summary was well-received, and we will look forward to addressing those concerns in the near future.
- The PLFSOM General Faculty Meeting will be held July 31, 2019 in the Misenhimer Auditorium of the AEC from 12-1 p.m. All faculty are encouraged to attend. Faculty were given an opportunity to provide suggestions for agenda topics to be addressed at the meeting.

### IX. ADJOURNMENT

<table>
<thead>
<tr>
<th>Ricardo Salazar, M.D.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Council President</td>
</tr>
</tbody>
</table>

Ricardo Salazar, M.D., Faculty Council President, adjourned the meeting at 1:17 p.m., reminding attendees that the next meeting will be on Monday, August 19, 12:00-1:00 p.m. in MEB Room 1120.

### FOLLOW UP:

| Item: N/A |
| Person/Department Responsible: N/A |

---

Ricardo Salazar, M.D.
PLFSOM Faculty Council President
Committee Composition and Terms of Service

- 22 committee members, 20 Voting Members
  - Chair: Jorge Cervantes, M.D., Ph.D.
  - Vice-Chair: Diana Pettit, Ph.D.
  - EPCAMS Rep Raj Marwah, M.D.
  - 2 Ex-Officio (non-voting): Associate Dean of Admissions and Director of Admissions

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Degree</th>
<th>Academic Rank</th>
<th>Department</th>
<th>Committee Position</th>
<th>Term Start Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chambers</td>
<td>Karinn</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Surgery</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Cifra</td>
<td>Sadhana</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Peds</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Duran</td>
<td>Patricia</td>
<td>DNP,RN,CENP</td>
<td>Assistant Professor</td>
<td>GGH/SOM</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Hattori</td>
<td>Gregory</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Emergency Med</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Hattori</td>
<td>Jo</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Peds</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Chattopadhyay</td>
<td>Almanan</td>
<td>PhD</td>
<td>Assistant Professor</td>
<td>Biomedical Sciences</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Hogg</td>
<td>Tanis</td>
<td>PhD</td>
<td>Associate Professor</td>
<td>Medical Education</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Lohitha</td>
<td>Rajkumar</td>
<td>PhD</td>
<td>Professor</td>
<td>Biomedical Sciences</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Andrade</td>
<td>Aloma</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Surgery</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Castro</td>
<td>Jose</td>
<td>MD</td>
<td>Clinical Instructor</td>
<td>Surgery</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Cervantes</td>
<td>Jorge</td>
<td>MD,PhD</td>
<td>Assistant Professor</td>
<td>Medical Education</td>
<td>Chair</td>
<td>2017</td>
</tr>
<tr>
<td>Belmares</td>
<td>Ricardo</td>
<td>PhD</td>
<td>Instructor</td>
<td>Medical Education</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Kichinaki</td>
<td>Lisa</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Orthopedics</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Tonarelli</td>
<td>Sylvina</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Psychiatry</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Bejar-Mendez</td>
<td>Patricia</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>OB/Gyn</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Martinez</td>
<td>Carla</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>OB/Gyn</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Marwah</td>
<td>Raj</td>
<td>MD</td>
<td>Clinical Assistant Professor</td>
<td>Family Medicine</td>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Henri</td>
<td>Hiti</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Medical Education</td>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Pettit</td>
<td>Diana</td>
<td>PhD</td>
<td>Associate Professor</td>
<td>Medical Education</td>
<td>Vice Chair</td>
<td>2019</td>
</tr>
<tr>
<td>Hermon</td>
<td>Lyen</td>
<td>MD</td>
<td>Associate Professor</td>
<td>Peds</td>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Velliprasad</td>
<td>Aantarva</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Neurology</td>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Garbo</td>
<td>Jose</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Radiology</td>
<td></td>
<td>2019</td>
</tr>
<tr>
<td>Perry</td>
<td>Cynthia</td>
<td>PhD</td>
<td>Interim Assistant Dean for Admissions</td>
<td>Admissions</td>
<td>Ex Officio</td>
<td></td>
</tr>
<tr>
<td>Olivos</td>
<td>Laura</td>
<td>MBA</td>
<td>Senior Director of Admissions</td>
<td>Admissions</td>
<td>Ex Officio</td>
<td></td>
</tr>
</tbody>
</table>
Committee Charge

The Committee shall have full authority to select members of the medical school entering class based on screening assessments and interview evaluation reports, and to fill vacancies that may occur in any of the medical school classes. A list of recommended candidates to be offered positions through the Texas Medical and Dental School Application Service (TMDSAS) matching process will be prepared based on a ranking determined following deliberations by the Committee. The Committee also shall have the responsibility to review the requirements for admission and, if necessary, to recommend revisions to the faculty.

Actions taken since last report (Jan 2019)

- Approval of Handbook revisions: Added COI policy, Attendance policy, CASPer Assessment requirement (Pilot)
- Sat 104 new students, 12 repeaters
- Interviewed 14 JAMP students on June 24th (Round 1 eligible students here for JAMP Internship)
Actions taken since last report

- Received 4471 primary applications & 3079 completed applications (increase of 350 complete appl. compared to last year)
- 127 TX pre-match and 13 Out-of-state offers extended
- Currently have 109 acceptances leading up to TMDSAS match

<table>
<thead>
<tr>
<th>EY2019 Interviewed</th>
<th>Total</th>
<th>AVG GPA</th>
<th>AVG SGPA</th>
<th>MCAT</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>502</td>
<td>3.81</td>
<td>3.77</td>
<td>510.4</td>
<td>304</td>
<td>298</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EY2019 Pre-Match Offers</th>
<th>Total</th>
<th>AVG GPA</th>
<th>AVG SGPA</th>
<th>MCAT</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>140</td>
<td>3.85</td>
<td>3.82</td>
<td>513.7</td>
<td>59</td>
<td>81</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EY2019 Accepted Offers (as of 1/11/19)</th>
<th>Total</th>
<th>AVG GPA</th>
<th>AVG SGPA</th>
<th>MCAT</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>109</td>
<td>3.84</td>
<td>3.8</td>
<td>513</td>
<td>43</td>
<td>66</td>
</tr>
</tbody>
</table>
EY2018

- Received 3983 primary applications & 2729 completed applications
- 130 acceptances leading up to TMDSAS match

**EY 2018 Interviewed**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Average GPA</th>
<th>Average SGPA</th>
<th>MCAT</th>
<th>MCAT 2015</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>3.8</td>
<td>3.8</td>
<td>26</td>
<td>509</td>
<td>282</td>
<td>264</td>
</tr>
</tbody>
</table>

**EY 2018 Pre-Match**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Average GPA</th>
<th>Average SGPA</th>
<th>MCAT</th>
<th>MCAT 2015</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>173</td>
<td>3.9</td>
<td>3.8</td>
<td>26</td>
<td>512</td>
<td>79</td>
<td>94</td>
</tr>
</tbody>
</table>

**EY 2018 Acceptance as of 1/16/2018**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Average GPA</th>
<th>Average SGPA</th>
<th>MCAT</th>
<th>MCAT 2015</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>130</td>
<td>3.8</td>
<td>3.8</td>
<td>27</td>
<td>512</td>
<td>63</td>
<td>67</td>
</tr>
</tbody>
</table>

TTUHSC EP PLFSOM First Year Entering Students

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>TX</td>
<td>3.7 (28)</td>
<td>3.6 (29)</td>
<td>3.6 (29)</td>
<td>3.5 (29)</td>
<td>3.6 (29)</td>
<td>3.7 (29)</td>
<td>3.7 (28)</td>
<td>3.7 (28)</td>
<td>3.7 (28)</td>
<td>3.8 (509)</td>
<td>3.8 (509)</td>
</tr>
<tr>
<td>U.S.</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (31)</td>
<td>3.7 (509)</td>
<td>3.8 (509)</td>
</tr>
</tbody>
</table>

**Underrepresented minority(URM)-Diversity #(%)**

| Hispanic  | 8 (20) | 6 (10) | 5 (6) | 12 (15) | 23 (24) | 32 (31) | 24 (23) | 35 (35) | 37 (36) | 24 (24) | 28 (26.9) |
| Border Counties | -   | 7 (9) | 13 (16) | 24 (24) | 28 (27) | 26 (25) | 32 (31) | 33 (32) | 21 (21) | 27 (26) |
| El Paso    | 7 (17) | 8 (13) | 5 (6) | 12 (15) | 19 (19) | 23 (22) | 24 (23) | 29 (28) | 25 (24) | 19 (19) | 23 (22.1) |
| African American | 0   | 0     | 0     | 0     | 1 (1)   | 3 (3)   | 1 (1)   | 3 (3)   | 2 (2)   | 6 (5.8) |
| Native American | 0   | 0     | 0     | 0     | 0     | 0      | 0      | 0      | 0      | 0     |

**Class Size & Gender # (%)**

<table>
<thead>
<tr>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
<th>Class Size</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>46</td>
<td>40</td>
<td>60</td>
<td>60</td>
<td>60</td>
<td>80</td>
<td>60</td>
<td>60</td>
<td>80</td>
<td>60</td>
<td>60</td>
<td>80</td>
<td>60</td>
<td>60</td>
<td>80</td>
<td>60</td>
<td>60</td>
<td>80</td>
<td>60</td>
<td>60</td>
<td>80</td>
<td>60</td>
<td>60</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>81</td>
<td>81</td>
<td>81</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td>120</td>
<td>100</td>
<td>100</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Applicants**

| Total Applicants | 2503 | 2531 | 2719 | 2946 | 3105 | 3375 | 3694 | 4043 | 3950 | 3982 | 4472 |
| Total Interviewed | 389  | 378  | 593  | 548  | 626  | 566  | 538  | 510  | 535  | 546  | 602  |
Admissions Committee Process

- Candidates discussed
- Voting (high priority, acceptable, reject)
- Categorized by vote:
  1. High Priority (unanimous high priority votes)
  2. Highly Acceptable -1, -2, -3
  3. Very Acceptable (4+ acceptable votes)
  4. Acceptable (majority acceptable votes)
  5. Reject
- Ranked within category by weighted scores
  (Interview: 30%, MCAT: 30%, SGPA: 35%, GPA: 5%)

**Rank list is generated after the first interview date and updated weekly throughout interview season.

Upcoming actions

- Joint Admission Medical Program (JAMP) Round 2 Match: (Friday Jan 25th) will match with 2
- Rolling admissions continues until June 1
- Created additional interview date for EY2020 (22 days)
- New requirement added for EY2020: CASPer Assessment - Situational Judgement Test (SJT)
- Propose revision to By-Laws to add minimum attendance requirements for committee members
Current Issues/Concerns

- Ongoing need to recruit more interviewers
- Anticipating class size expansion
- Meeting quorum

Standing Committee Report

Curriculum and Educational Policy Committee

Richard Brower, M.D., Ph.D.
Associate Dean for Medical Education
Committee Composition and Terms of Service

- “Candidates for ‘at large’ positions are to be recommended by the associate dean for medical education and appointed by the dean”
- “Terms may be renewed by recommendation of the associate dean for medical education and appointment by the dean”
- “...‘at large’ members may be appointed for no more than two consecutive terms, after which they are ineligible to serve for 4 years”
- “Candidates for these positions should demonstrate an ongoing interest in medical education”
Committee Composition and Terms of Service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Degree</th>
<th>Academic Rank</th>
<th>Department</th>
<th>Committee Position</th>
<th>Term Start Date</th>
<th>Term Expiration Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frances</td>
<td>Mark</td>
<td>MD</td>
<td>Professor</td>
<td>Medical Education</td>
<td>Member (College Master)</td>
<td>9/1/2016</td>
<td>8/31/2020</td>
</tr>
<tr>
<td>Pfarr</td>
<td>Curt</td>
<td>PhD</td>
<td>Professor</td>
<td>Medical Education</td>
<td>Member (College Master)</td>
<td>9/24/2015</td>
<td>8/31/2019</td>
</tr>
<tr>
<td>Gajendran</td>
<td>Mahesh</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Internal Medicine</td>
<td>Member (Clinician)</td>
<td>9/1/2017</td>
<td>8/31/2021</td>
</tr>
<tr>
<td>Uga</td>
<td>Aghaebulam</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Psychiatry and Internal Medicine</td>
<td>Member (Clinician)</td>
<td>11/19/2015</td>
<td>10/31/2019</td>
</tr>
<tr>
<td>Kassar</td>
<td>Darine</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Neurology</td>
<td>Member (Clinician)</td>
<td>9/7/2016</td>
<td>8/31/2020</td>
</tr>
<tr>
<td>Wojciechowska</td>
<td>Joanna</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Pediatrics</td>
<td>Member (Clinician)</td>
<td>2/1/2018</td>
<td>8/31/2022</td>
</tr>
<tr>
<td>Nino</td>
<td>Diego</td>
<td>MD, PhD</td>
<td>Assistant Professor</td>
<td>Medical Education</td>
<td>Member (Basic Sciences)</td>
<td>1/14/2019</td>
<td>1/14/2023</td>
</tr>
<tr>
<td>Padilla</td>
<td>Osvaldo</td>
<td>MD</td>
<td>Assistant Professor</td>
<td>Pathology</td>
<td>Member (Basic Sciences)</td>
<td>12/15/2014</td>
<td>8/31/2022</td>
</tr>
<tr>
<td>Cervantes</td>
<td>Jorge</td>
<td>MD, PhD</td>
<td>Assistant Professor</td>
<td>Medical Education</td>
<td>Member (Basic Sciences)</td>
<td>8/23/2016</td>
<td>8/31/2020</td>
</tr>
<tr>
<td>Perry</td>
<td>Cynthia</td>
<td>PhD</td>
<td>Assistant Professor</td>
<td>Medical Education</td>
<td>Member (Basic Sciences)</td>
<td>9/28/2015</td>
<td>8/31/2019</td>
</tr>
<tr>
<td>Brower</td>
<td>Richard</td>
<td>MD</td>
<td>Associate Professor</td>
<td>Medical Education</td>
<td>Chair</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

Three positions opening soon -- should have demonstrated interest and engagement in UME and a willingness to attend all meetings and participate in team assignments.

Committee Composition and Terms of Service

- **Leadership:**
  - This committee is chaired by the associate dean for medical education
  - The committee reports to the Faculty Council

- **Membership will include:**
  - 2 college masters (one basic scientist, one clinician) with 4-year terms
  - 4 members from the basic sciences faculty with 4-year terms (staggered)
  - 4 members from the clinical sciences faculty with 4-year terms (staggered)

- **Ex Officio members:**
  - Dean or their designee
  - Associate dean for student affairs
  - Assistant deans for medication education
  - Managing director of the libraries ("Associate Director of the Library")
  - Director of information technology or their designee
  - Director of assessment and evaluation (position no longer exists)
  - Two student reps from each of the four classes (from the Student Curriculum and Evaluation Committee)
Committee Charge

Faculty Bylaws Article IX Section C.2

The Committee on Curriculum and Educational Policy is charged with planning, coordinating, reviewing, and evaluating the curriculum to ensure that it adheres to the written educational policies, goals, and objectives of the Paul L. Foster School of Medicine. Further, the Committee shall have full authority to make changes in educational policy or in the organization of the curriculum with the concurrence of the Dean and with comment and input from the Faculty Council.

The Faculty of the Paul L. Foster School of Medicine has the responsibility to define course objectives, create and deliver content to meet those objectives, and modify their activities in response to appropriate feedback from peers and students. The Committee will provide updates on its activities at least twice a year to the Faculty Council. In order to accomplish the mission of the Committee, the Chair may appoint subcommittees that may include members who are not members of the Committee. It shall be the responsibility of the Committee to coordinate the activities and reports of these subcommittees. In addition, the Committee receives reports from the Committee on Evaluation of Educational Programs.

Current Issues/Concerns

- Curriculum enhancement/improvement
- Preparation for class size expansion
- Preparation for next round of curriculum reviews (“curriculum as a whole”)
CEPC actions since last report

- January 2019 (1 meeting)
  - Reviewed and approved revisions to the following educational program policies:
    - Clerkship Administration
    - Clerkship Director/Assistant Director Position Description
  - Approval of two new 4th Year Electives:
    - Pediatric, Gastroenterology, Hepatology, and Nutrition
    - Emergency Medicine Ultrasound
  - Clerkship phase review: FM and Surgery

- February 2019 (2 meetings)
  - New educational program policy reviewed and approved:
    - Grade Changes and Transcript Notations
  - Rollover of established educational program goals and objectives (the “PGOs”) approved
  - Clerkship phase review: Pediatrics and Ob/Gyn
  - Preliminary data-driven discussion of revised educational program policy covering Grading, Promotion, and Academic Standing (“GPAS”)
CEPC actions since last report

► March 2019 (2 meetings)
  ► Clerkship phase review: IM and Psych; Critical Care and Sub-I Selectives
  ► Approval of new educational program policy:
    ► Grading, Promotion, and Academic Standing (“GPAS”)
  ► Notification of changes in clerkship directorship
  ► Elimination of the PICE course (PICE 7001) from the year 2 curriculum approved (primarily administrative, educational elements re-distributed)
  ► Associated review and approval of an updated PLSOM degree plan (based on 157 credit hours)

CEPC actions since last report

► April 2019 (1 meetings)
  ► Clerkship phase review: EM, Neurology, and Intersessions
  ► Review and approval of revised educational program policy:
    ► Pre-Clerkship Phase Student Attendance and Participation Policy
CEPC actions since last report

- May 2019 (1 meetings)
  - Review and approval of the “Common Clerkship Policies”
  - Notification of additional changes in the clerkship directorship
  - Clerkship phase review:
    - Phase data review (AAMC GQ, NBME subject exams, USMLE Step 2 CK and CS, Step 3, final grades, EOY OSCE and procedure workshop, residency director survey)
  - Introduction of a 10-point plan for curriculum revision (“PLFSOM v2.0”)
- June 2019 (no quorum); July 2019 (cancelled)

CEPC actions since last report

- Challenges and opportunities for improvement identified through the AY208-19 clerkship phase review:
  - Clear identification of contacts at affiliated sites
  - Academic support and remediation planning
  - Consistent resident preparation for participation in UME
  - Timeliness of grading (Sub-I and Critical Care Selectives)
  - Orientation modules for Sub-Q and Critical Care Selectives
  - Scaling clerkships for anticipated class expansion
- The summer doldrums:
  - June 2019 (no quorum); July 2019 (cancelled)
Upcoming actions

- Ongoing educational program policy development
- Maintain accreditation compliance related curriculum review cycle (2019-20: “Curriculum as a Whole”)
- Review and advance plans for curriculum renewal/revision
- Review proposal to re-direct our MD-MPH affiliation to TTUHSC GSBS Lubbock
- Consider development of an MD-MBA option (potentially with UTEP)

Links to related information

- PLFSOM Committee on Curriculum and Educational Policy main page:
  - [https://elpaso.ttuhsc.edu/som/ome/CEPC/default.aspx](https://elpaso.ttuhsc.edu/som/ome/CEPC/default.aspx)
- MD degree program policies:
  - [https://elpaso.ttuhsc.edu/som/ome/CEPC/policies.aspx](https://elpaso.ttuhsc.edu/som/ome/CEPC/policies.aspx)
- MD degree program information:
  - [https://elpaso.ttuhsc.edu/som/ome/UMEinfo.aspx](https://elpaso.ttuhsc.edu/som/ome/UMEinfo.aspx)
- Course and clerkship syllabi:
  - [https://elpaso.ttuhsc.edu/som/ome/CEPC/coursereview.aspx](https://elpaso.ttuhsc.edu/som/ome/CEPC/coursereview.aspx)
- AY2017-18 medical education program evaluation report (e-Raider required):
Departmental Report

Molecular and Translational Medicine

Laxman Gangwani, Ph.D.
Associate Professor, Molecular & Translational Medicine
Department of Molecular and Translational Medicine (formerly Biomedical Sciences) Report

PRESENTATION TO THE FACULTY COUNCIL
BY: LAXMAN GANGWANI
DATE: JULY 15, 2019

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 Faculty Associates: 1
  - Number of Instructors: 1
  - Number of Research Assistant Professor: 1
  - Number of Assistant Professors: 6
  - Number of Associate Professors: 7
  - Number of Professors: 4

- **New Faculty:**
  - None
Leadership

Please provide a list of faculty who are in leadership positions in your department, i.e.: chair, vice chair, program director, clerkship director, chiefs, etc.

- Department Chair: Dr. Peter Rotwein (VP Research, Associate Dean GSBS)
- Director, Center of Emphasis in Cancer: Dr. Rajkumar Lakshmanaswamy (Dean GSBS), Co-Director: Dr. N. Shokar
- Director, Center of Emphasis in Diabetes and Metabolism: Dr. David Cistola
- Director, Center of Emphasis in Infectious Diseases: Vacant
- Director, Center of Emphasis in Neurosciences: Vacant
- Chief, Division of Biostatistics and Epidemiology: Vacant

Accomplishments

Please list the accomplishments of faculty members in your department including: awards, honors, regional appointments, national appointments, etc.

- **Awards:**
  - Dr. Mingtao Zeng
    - 2018 The American Association of Immunologists (AAI). AAI Travel Grant for the 5th European Congress of Immunology
    - 2018 Defense Techconnect Fall Summit & Expo (2018). Techconnect Defense Innovation Award
  - Dr. Shrikant Gadad
  - Eugenia Rosenberg Outstanding Abstract Award, Endocrine Society Annual Meeting; New Orleans; March 23-26, 2019
  - Dr. Huanyu Dou
    - National Innovation Award, Techconnect 2019

- **Honors:**
  - Dr. Alok Dwivedi
    - Appointed as associated faculty at the Border Biomedical Research Center (BBRC), University of Texas El Paso (UTEP).
    - Dr. Shrikant Gadad
    - Session Chair (OR09: Steroid Hormone Biology in Physiology and Disease), Endocrine Society Annual Meeting; New Orleans; March 23-26, 2019
**Accomplishments**

Please list the accomplishments of faculty members in your department including: awards, honors, regional appointments, national appointments, etc.

- **NIH or DOD study sections appointments:**
  - Dr. Guohua Yi
  - HIV special Emphasis Panel for RFA-AI-18-058: Genetic Engineering Technologies for HIV Cure Research (U19)
  - Dr. Laxman Gangwani
  - Department of Defense (DOD), Reviewer for Congressionally Directed Medical Research Programs (CDMRP), 2018 -

- **Patents filings and publications:**
  - Patent Number: 9,862,951, Title: RNA Interference-Based Therapeutic against Anthrax . Inventors: Mingtao Zeng and Maria T. Arévalo; Date of Patent: January 9, 2018

- **News and Media Coverage of Research performed at TTUHSC EP**
  - Dr. David Ciostola
  - Dr. Laxman Gangwani
  - Cure SMA Awards $150,000 Grant to Laxman Gangwani, PhD, Texas Tech University
  - [https://www.researchgate.net/scientific-contributions/11984383_Laxman_Gangwani](https://www.researchgate.net/scientific-contributions/11984383_Laxman_Gangwani)
Scholarly Activity

Please provide a summary of department scholarly activity to include: presentations, invited talks, publications, book chapters, and abstracted produced by faculty or residents in the last year.

- **Peer-reviewed publications**: 36 (in high-impact journals)
  2018 highest impact factor (11.561) journal, *Nucleic Acids Research*
- **Abstracts**: 43
- **Presentations**: (i) Oral: 11, (ii) Posters: 28
- **Invited talks**: 13


Peer-reviewed publications:


---

**Scholarly Activity**

Please provide a summary of department scholarly activity to include: presentations, invited talks, publications, book chapters, and abstracted produced by faculty or residents in the last year.

**Peer-reviewed publications:**


Scholarly Activity


Scholarly Activity

*Please provide a summary of department scholarly activity to include: presentations, invited talks, publications, book chapters, and abstracted produced by faculty or residents in the last year.*


Scholarly Activity

Please provide a summary of department scholarly activity to include: presentations, invited talks, publications, book chapters, and abstracts produced by faculty or residents in the last year.


Issues/Concerns

Please list and explain the issues and/or concerns that are specific to your department.

- Large net loss (9) of MTM faculty members over the past 5 years.
- Vacant Director positions: (i) Center for Neuroscience (ii) Center for Infectious Diseases and (iii) Division of Biostatistics and Epidemiology.
- No steps have been taken to fill directors positions for more than 2 years.
- Neurosciences Center at the verge of collapse. Only one faculty will be left at the end of this fiscal year.
- The size of Division of Biostatistics and Epidemiology is shrinking.
- Lack of communication regarding vision and strategic plan for growing department.
- No faculty salary raises for the past 3 years.
- Serious concerns about recruitment, retention, and tenure and promotion decisions made in the department. Faculty morale is extremely low.
- Lack of functional research core facility.
- Gradual elimination of service contracts of equipment essential for research, training and education of graduate and medical students.
- A plethora of other issues with the department administration.
Questions?

Departmental Report
Psychiatry

Ricardo Salazar, M.D.
Associate Professor, Psychiatry
Department Report
Psychiatry

PRESENTATION TO THE FACULTY COUNCIL
BY: RICARDO SALAZAR, M.D.
DATE: MONDAY, JULY 15, 2019

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: 12**
  - Number of Instructors: 1
  - Number of Assistant Professors: 8
  - Number of Associate Professors: 2
  - Number of Professors: 2
- **New Faculty:** Melanie Longhurst, M.D., Instructor
Leadership

Please provide a list of faculty who are in leadership positions in your department, i.e.: chair, vice chair, program director, clerkship director, chiefs, etc.

- **Department Chair** – Peter M. Thompson, MD, MS
- **Psychiatry Residency Program Director** – Sarah L. Martin, MD
- **Combined IM/Psych Residency Program Director** – Aghaegbulam H. Uga, MD
- **Psychiatry Clerkship Director** – Silvina Tonarelli, MD
- **Child & Adolescent Fellowship Program Director** – Cecilia De Vargas, MD
- **Chief, Division of Child and Adolescent Psychiatry** – Sarah L. Martin, MD
- **Geriatric Psychiatry Fellowship Program Director** – Ricardo Salazar, MD
- **Chief, Division of Geriatric Psychiatry and Behavioral Neurosciences** – Ricardo Salazar, MD
- **Psychiatry Residency Program Director – Transmountain** – Moataz Ragheb, MD

Accomplishments

Please list the accomplishments of faculty members in your department including: awards, honors, regional appointments, national appointments, etc.

- El Paso Behavioral Health Consortium – Board Member – Peter M. Thompson, M.D.
- 7/14 (50%) of our graduating medical students this year choose and matched our resident training programs here at Paul L. Foster School of Medicine, Department of Psychiatry. (Historical record) – Kudos for our Department Faculty
- In appreciation for exceptional contributions to the 30th volume of the J Neuropsychiatry and Clinical Neurosciences – Author contributions and review of 271 manuscripts submitted to the journal between September 2017 and August 2018 – Ricardo Salazar, M.D. – Young Investigator Award Committee Member and Program Committee Member-Abstracts Sub-Committee Member of the American Neuropsychiatric Association (ANPA)
- Initial Accreditation with commendation and no citations from ACGME for our first Geriatric Psychiatry Fellowship Training Program for West Texas – Ricardo Salazar, M.D.
- Leadership in Education and Development Certificate Program (LEAD) Fellow - 1-year program accredited from the Association of American Medical Colleges (AAMC). Silvina Tonarelli, M.D. & Ricardo Salazar, M.D. (Selected Award).
- Fully operating Southwest Brain Bank: A Brain Tissue Repository for Research in Mental Illness – Peter M. Thompson, M.D.
- Texas State Psychiatric Physicians Public Mental Health Services Committee – Silvina Tonarelli, M.D.
- Texas Health and Human Services Commission, Behavioral Health Advisory Committee – Aghaegbulam H. Uga, M.D., FWACP
- Fellow, American College of Physicians – Aghaegbulam H. Uga, M.D., FWACP, FACP
Scholarly Activity

Please provide a summary of department scholarly activity to include: presentations, invited talks, publications, book chapters, and abstracted produced by faculty or residents in the last year.

- Abstracts: 31
- Publications: 5 (peer-review journals)
- Presentations: 17 – National (7) and International (6)
- Invited Speaker: 21 (including faculty, residents, fellows) – Local & National
- Book Chapters: N/A

- Grants: McKee Foundation Award – our Chair - Thompson
- Intramural Grants: Seed Grant: 1, SARP Educational Grant: 2 - Salazar
- President’s Collaborative Research Initiative –March 2018 - Tonarelli

Scholarly Activity

Child and Adolescent Fellowship Presentations

INTERNATIONAL:

- Curanderos and Limpias: Cultural psychiatry
  Poster presented at 6th Annual Scientific conference of the European Association of Psychosomatic Medicine, Verona, Italy Drs Garza, Meissner, De Vargas, Mehta June 2018.
- Case presentation of 49XXXXY. Same conference, same authors, same city.
- Parents and their Children Fantastic journey. Same conference on June 2019 Berlin, Germany.

NATIONAL:

- Delinquency in a group of school children at risk for bipolar disorder. D Haque, M Escamilla, C De Vargas. Presented at UCLÁ, LA Ca June 2019
Residency Program

Please provide information regarding your department’s residency program, i.e.: recent accreditation, number of residents, and program updates. (If applicable)

- 24 General Psychiatry Residents (8 are grant funded)
- 8 Internal Medicine/Psychiatry Residents (8 are grant funded)
- 3 Child and Adolescent Psychiatry Fellows
- 1 Geriatric Psychiatry Fellow- newly accredited program

Issues/Concerns

Please list and explain the issues and/or concerns that are specific to your department.

- Recruitment/Retention
- Short staffed
- Organizational Structure
- Financial incentives
- Protected time
- Gender balance: Attrition male/female ratio 4/1
- Program Coordinator turnover rate
- Mentoring
Departmental Organizational Structure

Chair

Adm

Division Chiefs

Program Directors

Clerkship Director

Organizational Structure Model

Chair

Vicechair

Deputy Chair for Education

Program Directors

Deputy Chair for Research

Deputy Chair for Clinical Affairs
Roles

Deputy Chair for Education:
Oversee undergraduate, graduate, and CME, including the development of teachers and educational scholars. Monitor quality and safety across the department.

Deputy Chair for Clinical Affairs:
Faculty appointments, Faculty Development and Promotion and/or Tenure. Develop programs in different domains such as research, education, personal improvement, and leadership. Support clinical activities by improving the efficiency of operations and in helping to fit clinical programs into those in the rest of the medical center. Allocation of space.

Deputy Chair for Research:
Develop and direct department-wide programs for faculty recruitment, development and support of mentors, recognition of excellence, and funding of pilot grants, bridge funding, and grants to nurture multi-principal investigator and trans-division or trans-department projects. Allocation of space among divisions.

Bottom Line
We need more funds

Institutional support:
The investments needed to recruit faculty are beyond the capacity of the department’s operational revenue.

- Recruiting a leading investigator or one with great potential, for example, may require an investment of $1 million and sometimes more.
- Endowments are the department’s foundational financial capital, the keel that maintains momentum and balance through the headwinds and rough seas each department will navigate. Endowments increase the department’s independence in sustaining its core mission.
- Thus, creation of endowments should be a high priority for any department that plans for the long term, and they increase capacity to recruit the best faculty in a competitive environment.