### GENERAL FACULTY MEETING MINUTES

**Monday, July 30, 2018**  
**Academic Education Center (AEC), Misenhimer Auditorium, A & B**  
**12:00 noon - 1:00 p.m.**

<table>
<thead>
<tr>
<th>AGENDA ITEM /Presenter</th>
<th>DISCUSSION/CONCLUSIONS/RECOMMENDATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL ATTENDANCE</td>
<td>A total of 99 faculty members (including participants connecting via WebEx from the Texas Tech Physicians at Kenworthy and the Texas Tech Physicians at Transmountain site). Attendance signature sheets are on file in the Office of Faculty Affairs.</td>
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</tbody>
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| PRESIDING OFFICERS     | Richard Lange, M.D., M.B.A., President of TTUHSC El Paso, Dean of PLFSOM, Presiding Officer  
Jennifer Molokwu, M.D., M.P.H., Associate Professor of Family & Community Medicine, Faculty Council President, Vice-Presiding Officer |

### I. CALL TO ORDER

Jennifer Molokwu, M.D., M.P.H., Faculty Council President  
Dr. Molokwu called the meeting to order at 12:14 p.m. She welcomed the faculty members from the Texas Tech Physicians at Kenworthy clinic and Texas Tech Physicians at Transmountain site participating via WebEx. She reported that quorum had not yet been met and thus the review and approval of minutes would be postponed until later in the meeting.

### II. PLFSOM FACULTY GOVERNANCE RETREAT

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso  
Dean, PLFSOM  
Dr. Lange presented a report in response to issues identified by faculty during the 2018 Annual Faculty Governance Retreat:  
- Faculty satisfaction and wellness was a concern due to the risk of physician burnout and mental/emotional fatigue of faculty in academic medicine nationwide. In order to align faculty related strategies, programs, and policies, Dr. KoKo Aung will serve as the Vice President of Faculty Success for all of TTUHSC El Paso, encompassing all schools. This includes all faculty related responsibilities from recruitment through retirement. Additionally, Dr. David Briones will transition to a part-time position in lieu of full retirement in order to develop a faculty wellness program, which will be aligned with the needs of all departments. Trainings, workshops, and other means of support will be made available to faculty.  
- Community engagement works in two manners: to market our services and specialties to those who need them in El Paso and the region, and to gain the support of the medical community for the education of our students. Andrea Tawney will serve as the new Assistant Vice Chancellor for Institutional Advancement, who will work to align our goals and philanthropic efforts in the community through marketing. Several advertisements are visible now throughout the city. Veronique Masterson, Associate Managing Director of IA, is working with the marketing team to brand and create a new tagline to identify TTUHSC El Paso in the community. TTUHSC El Paso is also collaborating with University Medical Center and El Paso Children’s Hospital towards a common mission of providing excellent healthcare to the surrounding area. Dr. J. Manuel de la Rosa is working in the community to establish relationships for clerkships and medical student education. Additionally, strategic recruitment is currently underway to broaden the range of specialties we offer.
• To address concerns regarding research, a Taskforce on Scholarship and Clinical Research has been established to answer questions such as “How do we promote research in the institution? What resources are currently available? How do we further our current scholarly productivity?” Dr. Richard McCallum will serve as the chair of this diverse group that bring a variety of expertise.

*See attached report

III. MEDICAL SCHOOL UPDATES

Richard Lange, M.D., M.B.A., President, TTUHSC El Paso Dean, PLFSOM

Dr. Lange reported the following:

• **Accreditation Outcomes:** PLFSOM received the maximum accreditations without a single citation in all of the many processes the school endured over the last year. The success can be attributed to the hard work of all faculty and staff.

• **Incoming PLFSOM Class:** For the first time since its inception, PLFSOM has an incoming class of more women to men (51:49) due to the impressive work of Women in Medicine and Science. The 2022 class, which is competitive nationally, widely diverse, and representative of the region, enjoyed a wonderful White Coat Ceremony on July 28 to initiate their medical schooling.

• **Budget/Legislative Requests:** The state budget is determined every two years. Requests for budgetary items are presented to the legislature in the fall, then decided upon in session in January. As an institution, we receive approximately one third of our funding from the state, one third from our service agreements, and one third from our professional services. The state provides uniform formula funding per student to each medical school to create an even starting playing field. As a new school, PLFSOM received $56 million as an “exceptional item” for development and growth, which would gradually diminish as the school is no longer new. We are planning to request funding for the forthcoming dental school and additional buildings in lieu of reduction in startup funds for PLFSOM.

• **Promotion and Tenure:** Questions from faculty arise regarding the promotion and tenure process, though the information is widely available through new faculty orientation, the school’s operating policies and procedures, and the Faculty Handbook available on the Office of Faculty Affairs website. Annual faculty evaluations are performed annually by each department chair, at which point it is appropriate to discuss plans and progress towards tenure and promotion. Mid-Point Review, required for all tenure track faculty, is also a helpful indicator of one’s progress toward tenure and/or promotion. This valuable review process entails an application which is reviewed by a committee that provides suggestions and advice for a
Medical School Updates
Continued . . .

successful future tenure or promotion application. It is apparent that not everyone is being reached with this information, and thus, communication needs to improve. All faculty are encouraged to check the website, TechTalk, and The Scope for information regarding news and events, culture, diversity and research on a regular basis. If there are suggestions for improvements in communication, please share your thoughts in order to be transparent and foster a vibrant academic environment.

- **New Graduate Medical Education (GME) Programs**: The Transmountain site will build new residency programs upon completing the required accreditation processes. The planned timeline includes submission of the application in 2019, followed by interviews, then welcoming the first class of residents in 2021. Prospective programs include: Internal Medicine, Family Medicine, OB/GYN, Transitional, Psychiatry, Emergency Medicine, and possibly Pathology under the new chair, Dr. Atilio Orazi. Additionally, Dr. Mukherjee and Dr. Schuller are tentatively beginning a Pulmonary Fellowship at UMC.

- **Transmountain Site**: TTUHSC El Paso is one campus containing two sites that support one another in teaching and clinical services: Alberta and Transmountain. Transmountain now has twenty outstanding faculty members, who welcome students in their education.

- **Hires/Recruiting Efforts**: The institution is in a recruitment and hiring process. Recognition was extended to the recruitment efforts that led to the appointments of Dr. Sireesha Reddy as the Chair of OB/GYN, Dr. Attilio Orazi as the Chair of Pathology, Dr. Paul Ogden as Provost and to Stephanie Woods as Dean of GGHSON. Searches are being conducted for the Assistant Dean of Admissions, Associate Dean for Clinical Affairs, Chair of Radiology, Chair of Psychiatry-Transmountain, and Chair of OB/GYN-Transmountain. The institution seeks Individuals that truly align with the school’s mission statement.

### IV. QUESTION AND ANSWER SESSION

<table>
<thead>
<tr>
<th>Richard Lange, M.D., M.B.A., President, TTUHSC El Paso Dean, PLFSOM</th>
<th>Dr. Lange addressed questions from the faculty.</th>
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**Q:** Each of the other hospitals here (Las Palmas and Del Sol Medical Center) are establishing Internal Medicine and Family Medicine residencies. What are we doing to maintain our status in these areas?

**A:** Those programs have different missions, purposes, and faculty members, from which we stand apart. Those new programs will serve to improve and broaden care here in the region. We should continue to strive for excellence in our clinical and education programs to maintain and improve our status to the next level of excellence.

**Q:** What is being done to remedy the lack of parking spaces?

**A:** Parking is a priority high on the list for Jacob Cintron, CEO of UMC of El Paso, and myself. We are evaluating a purchase of property for approximately 100 more slots. The community is supportive through philanthropy to aid in the procurement of more land. We are jointly applying with the city for a federal grant to build a garage near Alameda and I-10. The approximate cost for a surface lot space is $1800-2000, whereas a parking garage slot costs $20,000, which is substantially higher. Other institutions charge monthly fees for parking, but based on survey results the faculty and staff here are not willing to pay. State funds cannot be spent for these purposes so we must look for other sources of revenue. Our success is tied to economic development in the area, which can be seen through pressure to build student housing in the area, as well as the new Starbucks in Fox Plaza. Originally UMC had leased us parking spots but took them back due to their need. Overflow parking and shuttle service is available in the coliseum parking lot.

**Q:** Are statistics regarding Mid-Point Review available? Are there common errors or weak points that are being identified for improvement?
Q and A Session continued . . .

A: The results of mid-point review as well as tenure and promotion are not available publicly because they are highly confidential peer review processes. Each applicant receives feedback and suggestions to the individual applicant to improve and make progress toward their goals. Various resources are offered to faculty members, such as the faculty development program led by Dr. Sanja Kupesic and Dr. Zuber Mulla. Dr. Aung commented that over the last 5-10 years the majority of applicants have been on track but the results are not published in order to protect identities. Dr. Lange added that when the candidates take the steps recommended in mid-point reviews, faculty have been successful further down the road in their aspirations.

Q: How are the negotiations for the master service agreements going?
A: We are in the middle of the process with UMC. Throughout these negotiations, both parties are committed to each other’s success. More details will be revealed toward the end of September but at this point, we are largely in agreement. We should finalize with El Paso Children’s Hospital soon.

### III. REVIEW AND APPROVAL OF MINUTES

<table>
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<tr>
<th>Jennifer Molokwu, M.D.</th>
<th>Having established a quorum, Dr. Molokwu requested approval of the last General Faculty Meeting Minutes from the September 26, 2017 meeting. Minutes were approved as presented.</th>
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<tr>
<td>Faculty Council President</td>
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### VIII. ADJOURNMENT

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<tr>
<th>Richard Lange, M.D., M.B.A., President, TTUHSC El Paso Dean, PLFSOM</th>
<th>With no further business to discuss, the meeting was adjourned at 1:00 p.m.</th>
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Approved by Richard A. Lange, M.D., M.B.A. President TTUHSC El Paso, Dean PLFSOM Presiding Officer
PLFSOM
General Faculty Meeting

Monday, July 30, 2018
12:00 – 1:00 pm
Misenheimer Auditorium
Academic Education Building
DEAN’S REPORT

1. Update on Faculty Issues

2. Medical School Updates

FACULTY ISSUES

1. Satisfaction/Wellness

2. Community Engagement

3. Research/Scholarship
Satisfaction/Wellness

- VP of Faculty Success
  - Dr. Koko Aung
  - “recruitment to retirement”

- “Wellness Officer” – Dr. David Briones
  - staffing, budget, resources
  - departmental visits
  - screening programs
  - training/workshops

Community Engagement

Andrea Tawney
AVC Institutional Advancement

Veronique Masterson
Associate Managing Director

Dr. Jose Manuel de La Rosa
VP of Outreach and Community Engagement
Research Scholarship

*PLFSOM Task Force on Scholarship and Clinical Research*

- Chaired by Dr. Richard McCallum
- Identify currently available resources for clinical research and scholarship and how to most effectively educate PLFSOM faculty of their availability
- Suggest ways to enhance clinical research and clinically relevant scholarship in the school of medicine

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Research Scholarship

*PLFSOM Task Force on Scholarship and Clinical Research*

- Richard McCallum, MD (Chair)
- David Cistola, MD, PhD
- Alok Dwivedi, PhD
- Hernando Garcia, MD
- Zuber Mulla, PhD
- Lee Rosenthal, PhD, MS, MPH
- Jennifer Salinas, MSW, PhD
- Irene Sarosiek, MD
- Navkiran Shokar, MA, MD, MPH
- Peter Thompson, MD, MS
1. Accreditation Outcomes
2. Incoming PLFSOM Class
3. Budget/Legislative Requests
4. Promotions and Tenure
5. New Residencies
6. Transmountain Campus
7. Hires/Recruiting Efforts
Incoming PLFSOM Class

- 100 new students (3982 applicants, 546 interviewed)
- TX 97, Out of state 3, JAMP 5
- Avg overall GPA 3.8, SGPA 3.7
- Avg MCAT 26.6 (old) 506 (73th %)
- URM 26 (Hispanic: 24, African-American: 2)
- From Border counties: 21 (including EP)
- From EP 19, GSBS 5
- M/F: 49/51

Budget/Legislative Requests

1. Formula Funding (increase)
2. Exceptional Items (maintain)
   
   PLFSOM ➔ GGHSON ➔ HSC ➔ GSBS ➔ WLHSDM

3. Tuition Revenue Bond for Dental School Building (new)
Promotions and Tenure

• Orientation

• Policy & Procedures
  – HSCEP OP 60.01)

• Faculty Handbook

• Annual departmental reviews

• Mid-Point Review (Pre-tenure/Pre-promotion)
Tech Talk: HSC El Paso

– 07/16/18

Monday, July 16, 2018

Tech Talk: HSC El Paso brings you up to speed on this week’s news and events. Check it out!

Read More
The TTUHSC El Paso Difference
Stay in-the-know by attending TTUHSC El Paso events, lectures, and presentations, and learning about initiatives and trainings on campus.
- Tech Talk: HSC El Paso – July 16
- Decontamination Exercise Prepares Medical Residents for Radiation Incident
- Provost TT – Citizen Participation in Tick Research
- White Coat Ceremony – July 28
- Faculty and Staff Picture Day – Aug. 8

Community Corner
Participate in and share information about our events, conferences, and continuing medical education activities that are open to the public.
- Pediatric Grand Rounds – Rheumatology 101: A Pediatrician’s Guide – Aug. 1
- Hearts for Sparks Golf Classic – Aug. 11
- Surgery/Trauma Grand Rounds – Initial Evaluation and Management of Chemical Burns – Aug. 15
- Red Raider Reels 2018 – Aug. 31 through Sept. 28
- 19th Annual Rio Grande Trauma Conference and Pediatric Update – Call for Abstracts
- Don’t Fall in the Trap: Commonly Missed Orthopaedic Injuries in the ER – Sept. 21
- 6th Annual Clinical Simulation Conference – Oct. 12
- 3rd Annual Breast Cancer Care Symposium – Oct. 18
- Crockett Medical Center of El Paso Burn Conference – Oct. 19
- The Evolution of Texas Medicine – Oct. 26
- 2nd Annual West Texas Down Syndrome Health Symposium – Nov. 17
- 19th Annual Rio Grande Trauma Conference & Pediatric Update – Dec. 6-7

Culture and Diversity
Find out what lectures, panel discussions, and presentations are coming up from the Office of Diversity, Inclusion, and Global Health.
- Diversity and Global Health Perspectives Lecture Series – Medical Care and Treatment for Transgender Patients in the Military – Aug. 9

Research Roundup
Read articles by TTUHSC El Paso researchers recently published in PubMed.
- Atypical Presentation of Radiation-Associated Breast Angiosarcoma: A Case Report and Review of Literature
- Dermatopathic Lymphadenitis Mimicking Breast Cancer with Lymphatic Metastasis: A Case Report and Discussion
- 2015 ACC/AHA Cholesterol Guideline and Implications for Healthy People 2020
- Cardiac Disease Prevention Goals
- Colon Carcinoma Presenting as Streptococcus anginosus Bacteremia and Liver Abscess

Achieving Excellence
Stay up-to-date with campus announcements, informational sessions, and trainings.
- Special FBO Presentation: Health Care Fraud and Abuse – Aug. 30
- New hire – July 16
- 2018-19 TTUHSC El Paso Holiday Schedule
- J&J Library Weekend Closures
- Libraries Seeking Copy Paper Boxes
New Residencies/Fellowships

- UMC
  - Pulmonary
- Transmountain/THOP (2021-25)
  - IM
  - FCM
  - Ob/Gyn
  - Transitional
  - Psychiatry
  - EM
- Anesthesia, Pathology

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Transmountain Campus

<table>
<thead>
<tr>
<th>Family Medicine</th>
<th>5/1/2017</th>
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<tbody>
<tr>
<td>A. Peter Catinella, M.D., MPH</td>
<td></td>
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<tr>
<td>Associate Professor and Chair</td>
<td></td>
</tr>
<tr>
<td>Blake Busey, M.D. Assistant</td>
<td>8/1/2018</td>
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<tr>
<td>Professor of Family Medicine W/</td>
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<tr>
<td>OB</td>
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<tr>
<td>Mary Josephine Espana, M.D.</td>
<td>8/15/2018</td>
</tr>
<tr>
<td>Instructor of Family Medicine</td>
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| Internal Medicine               |         |
| Maria Elena De Benedetti, M.D. | 10/3/2018|
| Assistant Professor (Invasive  |         |
| Cardiology)                     |         |
| Olufemi Aduru, M.D. Assistant   | 7/16/2018|
| Professor of Internal Medicine  |         |
| Mahesh Gajendran, M.D., MPH     | 10/17/2018|
| Assistant Professor of Internal |         |
| Medicine                        |         |
| Bharat Ved Prakash, M.D.        | 8/1/2017 |
| Assistant Professor of Pulmonary |         |
| Critical Care                   |         |
| Dan Schuller, M.D. Professor    | 4/1/2018 |
| and Chair of Internal Medicine  |         |

| OB/GYN                          |         |
| Naima Khams, M.D. Instructor    | 12/1/2016|
| of OB/GYN                       |         |
| Shirley Hinsman, M.D. Instructor| 10/1/2017|
| of OB/GYN                       |         |

| Pediatrics                      |         |
| Leslie Cortes, M.D. Instructor  | 8/1/2017 |
| of Pediatrics                   |         |
| Sara Zate, M.D. Assistant       | 6/18/2018|
| Professor of Pediatrics         |         |

| Psychiatry                      |         |
| Moataz Ragheb, M.D., Ph.D.     | 11/1/2016|
| Associate Professor and Residency Program Director | |
| Pamela Lopez, M.D. Assistant   | 10/1/2018|
| Professor of Psychiatry (Consult Liaison) | |

| Surgery                         |         |
| Patricia Nelson, M.D. Assistant | 7/10/2017|
| Professor of Ophthalmology      |         |
| Department of Surgery           |         |
| Erica Alvarez, M.D. Instructor  | 8/1/2018 |
| of Ophthalmology Department of |         |
| Surgery                         |         |
| James Nelson, M.D. Assistant    | 7/1/2018 |
| Professor of Orthopaedics       |         |
| David Munro, M.D. Assistant     | 10/1/2018|
| Professor of Orthopaedic Surgery|         |
| Eyas Alkahili, M.D. Assistant   | 11/1/2018|
| Professor of Surgery/Endocrine   |         |
| Surgery                         |         |
| Ioannis Konstantinidis, M.D.    | 10/1/2018|
| Assistant Professor of Surgery/Surgical Oncology | |
| Nathaniel Ng, M.D. Assistant    | 9/5/2017 |
| Professor of General Surgery/Colorectal Surgery | |
Hires/Recruiting Efforts

1. Chair of Ob/Gyn – Dr. Sireesha Reddy
2. Chair of Pathology – Dr. Atillio Orazi
3. Provost – Dr. Paul Ogden
4. GGHSON Dean – Dr. Stephanie Woods

Recruiting Efforts (Search Committee Chair)

1. Asst Dean for Admissions (Dr. Paul Ogden)
2. Assoc Dean for Clinical Affairs (Dr. Alan Tyroch)
3. Chair of Radiology (Dr. Koko Aung)
4. Chair of Psychiatry/TM (Dr. Dan Schuller)
5. Chair of OB/Gyn/TM (Dr. Peter Catinella)
6. Assoc Dean for Student Affairs (TBD)
7. Assoc Dean for Academic Affairs/WLHSDM (me)
Mission Statement

The mission of TTUHSC El Paso is to improve the lives of people in our State and our community by focusing on the unique health care needs of socially and culturally diverse border populations through excellence in integrated education, research, and patient care.

Q & A