## GENERAL FACULTY MEETING MINUTES
### Thursday, January 30, 2020
Academic Education Center (AEC)
Misenhimer Auditorium, A & B
12:00 - 1:00 p.m.

### AGENDA ITEM /Presenter
### DISCUSSION/CONCLUSIONS/RECOMMENDATIONS

<table>
<thead>
<tr>
<th>TOTAL ATTENDANCE</th>
<th>A total of 116 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.</th>
</tr>
</thead>
</table>
| PRESIDING OFFICERS | Richard Lange, M.D., M.B.A., President of TTUHSC El Paso, Dean of PLFSOM, Presiding Officer  
Daniel Bustamante, M.D., Assistant Professor of Pathology, Vice-Presiding Officer |

### I. CALL TO ORDER

Daniel Bustamante, M.D.,  
Faculty Council President

Dr. Bustamante called the meeting to order at 12:10 p.m. He welcomed and thanked the faculty members in attendance.

### II. STRATEGIC PLANNING RETREAT OVERVIEW

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

Dr. Lange reported the following regarding the Strategic Planning Retreat:

- Over 55 institutional leaders attended a retreat in New Mexico to plan the next five years for all TTUHSC El Paso schools. The 5-year strategic plan is a “work in progress,” and has not been finalized. In the spirit of transparency, this draft version is being presented to the faculty.
- Dr. Lange was asked by the Faculty Council to address the following 6 items:
  - Research Task Force
  - Faculty Recruitment, Retention, Tenure and Promotion
  - Faculty Wellness Program
  - Medical Student and Resident Education
  - Community Engagement
  - Faculty and Student Diversity
- Dr. Lange addressed each item in relation to the strategic plan for TTUHSC El Paso, which centers around excellence in academics, excellence in clinical affairs, excellence in research, excellence in outreach and community engagement, excellence in stewardship, and excellence in culture. The six areas roll up to system-wide goals that the Board of Regents has set for all Texas Tech University System institutions.
- Six committee chairs were selected from the faculty to work with a committee over three months to develop a 5-year strategic plan.
Strategic Planning Retreat Overview Continued...

- Each goal and objective were rated based on the cost to implement. Attendees were asked to prioritize all objectives based on mandatory items (accreditation, etc.), desired items, and cost.
- All information gathered through this prioritization will be incorporated into the strategic planning process. More details on the final strategic plan and resource assessment will be coming soon.

*See attached presentation for more details on the Strategic Plan*

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III. RESEARCH

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

Dr. Lange reported on Research and how it relates to the PLFSOM preliminary strategic plan goal of Excellence in Research:

**GOAL 3: EXCELLENCE IN RESEARCH:**

- Objective 3.1. Define and Implement Research Goals for each School that reflect both their specific goals and those of TTUHSC El Paso (PLFSOM)
  - Dr. Lange stated that the need to improve and increase clinical and translational research was discussed.
- Objective 3.2. Continue to Develop and Enhance Research Administration
- Objective 3.3 Enhance Scholarship for Non-Research Faculty

*Please see attached presentation for more details on the individual objectives and strategies for Goal 3*

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IV. FACULTY RECRUITMENT, RETENTION, TENURE, AND PROMOTION

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

Dr. Lange reported on Faculty Recruitment, Retention, Tenure, and Promotion and how it relates to the preliminary strategic plan goals of Excellence in Research, Excellence in Outreach and Engagement, and Excellence in Culture:

**GOAL 3: EXCELLENCE IN RESEARCH:**

- Objective 3.3 - Enhance Scholarship for Non-Research Faculty

**GOAL 4: EXCELLENCE IN OUTREACH AND ENGAGEMENT:**
### FACULTY RECRUITMENT, RETENTION, TENURE AND PROMOTION CONTINUED…

**GOAL 6: EXCELLENCE IN CULTURE:**

- **Objective 6.1 - Promote a Values-Based Culture**
  
  - Development and implementation of a communications plan of our values-based culture took place over the last 6 months. Staff, students, and faculty were asked for input to identify what values TTUHSC El Paso can commit to as an institution and as individuals. These values will inform our interactions with TTUHSC El Paso affiliated individuals and patients, and improve performance evaluation systems.

- **Objective 6.2 - Recruit and retain a diverse body of talent to carry out our mission in alignment with our values**
  
  - Compensation plans and position descriptions for faculty and all levels of employment need to be reviewed to make sure compensation is competitive across the institution to achieve an equitable balance.
  
  - There will also be a review of national statistics, analyzing what is being done in terms of recruitment and retention of faculty at TTUHSC El Paso, using what is happening across the United States as a benchmark.

*Please see attached presentation for more details on the individual objectives and strategies for Goal 3, 4 & 6*

### V. FACULTY WELLNESS PROGRAM

<table>
<thead>
<tr>
<th>Richard Lange, M.D., M.B.A., President, TTUHSC El Paso Dean, PLFSOM</th>
<th>Dr. Lange reported on the Faculty Wellness Program and how it relates to the preliminary strategic plan objective to Promote a Culture of Wellness:</th>
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<tr>
<td></td>
<td>• <strong>Objective 6.3 Promote a culture of wellness</strong></td>
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<td></td>
<td>- Dr. David Briones, Director for Faculty Wellness Initiatives is leading the faculty wellness program, which is intended to influence individual behavior change and organizational culture to promote the wellness and career growth of the faculty.</td>
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*Please see attached presentation for more details on the individual objectives and strategies for Goal 6*

### VI. MEDICAL STUDENT AND RESIDENT EDUCATION

<table>
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<tr>
<th>Richard Lange, M.D., M.B.A., President, TTUHSC El Paso Dean, PLFSOM</th>
<th>Dr. Lange reported on Medical Student and Resident Education and how it relates to the preliminary Strategic Plan goal, Excellence in Academics:</th>
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<td>Medical Student and Resident Education continued…</td>
<td><strong>GOAL 1: EXCELLENCE IN ACADEMICS:</strong></td>
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- **Objective 1.1 - Enhance student recruitment and improve student success**
  
  - All schools of TTUHSC El Paso have plans to increase their student enrollment and expand their education programs.
  
  - PLFSOM will increase their class size from 100 to 150 students gradually. TTUHSC El Paso will address the healthcare professional shortage by increasing the enrollment as well as expanding education program.

- **Objective 1.2 - Develop new degree programs that are responsive to the mission and market/health care needs**
  
  - New degree and certificate programs as well as curriculum reform of existing programs are being planned and implemented.
- Objective 1.3 - Promote student achievement through a commitment and dedication to continuous innovation in education and teaching
- Objective 1.4 - Prepare future health professionals for enhanced team-based care to improve health outcomes for individuals and the population of El Paso del Norte region

*Please see attached presentation for more details on the individual objectives and strategies for Goal 1*

### VII. COMMUNITY ENGAGEMENT

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

Dr. Lange reported the following on Community Engagement and how it relates to the preliminary Strategic Plan goals.

- Objective 4.1 - Increase access to care for vulnerable populations through student, faculty, and staff efforts
  - Last year, PLFSOM faculty and residents cared for 127,000 unique individuals, and provided $45 million in uncompensated care to the community. TTUHSC El Paso will continue to strive to provide the services to care for vulnerable population and remain financially viable.
- Objective 4.2 - Increase engagement with community
- Objective 4.3 - Promote community health initiatives
- Objective 4.4 - Establish a faculty effort that improves recruitment and retention of community faculty
- Objective 5.1 - Promote TTUHSC EP and Texas Tech Physicians of El Paso and cultivate new and existing donor opportunities
  - TTUHSC El Paso will promote stewardship of community-engaged service, and at the same time identify and cultivate philanthropic opportunities. TTUHSC El Paso recently received a half a million-dollar gift, which, with matching funds from TTUHSC El Paso, will fund a new endowed chair in psychiatry.

*Please see attached presentation for more details on the individual objectives and strategies for Goals 4 & 5*

### VIII. FACULTY AND STUDENT DIVERSITY

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

Dr. Lange reported the following on Faculty and Student Diversity and how it relates to the Strategic Plan:

- Objective 6.2 - Recruit and retain a diverse body of talent to carry out our mission in alignment with our values
- Objective 6.3 - Promote a culture of wellness

*Please see attached presentation for more details on the individual objectives and strategies for Goal 6*

### VI. QUESTION AND ANSWER SESSION

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

Dr. Lange opened the floor for questions:

Q: Is there a faculty percentage growth goal?
A: Goals are based upon the specific departments and/or efforts. These are updated on an annual basis. Dr. Lange recognized that faculty recruitment is an ongoing issue at TTUHSC El Paso and across the country. He noted that after finalizing the strategic plan, he would like to better assess faculty growth in regards to the number of current faculty, their ranks, gender, and analyze the impact on recruitment and retention. He plans to talk more about this and faculty attrition in the future.

Q: WIMS hosted a research collaboration with UTEP at the end of last year. Is there an update on the joint IRB or continued collaborations between the universities?
A: Dr. Lange recently met with Dr. Heather Wilson, President of UTEP, and she is very eager to collaborate with TTUHSC El Paso. They discovered that many joint IRB issues were due to misperceptions or miscommunications. Dr. Wilson and Dr. Lange met with their respective groups and together they worked out a joint agreement.

Q: What is the appropriate avenue to address faculty job dissatisfaction?
A: The issue should be taken first to the department chairs for resolution.

Q: What is the plan to retain support/ancillary staff that help us succeed?
A: The leadership retreat was not focused just on faculty; it was intended to focus on all members of the TTUHSC El Paso community, including support staff and students. Some changes have already been implemented in HR to help address diversity, values, recognition, education, upward development, and fair compensation, but we plan on continuing to assess the institution’s needs.

Q: Can you expand on the freestanding clinical cancer research?
A: There is an oncologic shortage in the area across medicine, surgical specialties, and radiation. The Cancer Prevention and Research Institute of Texas (CPRIT) funding, has been renewed. This is an opportunity to improve our basic, translational, and clinical research efforts within the Department of Molecular and Translational Medicine, our Centers of Emphasis (COEs), as well as with our clinical partnerships with hospitals. TTUHSC El Paso’s COE in Cancer, led by Dr. Navkiran Shokar, has received the largest granted funds for cancer prevention from CPRIT. With these funds, the efforts made within the COE in Cancer and Molecular and Translational Medicine can transcend across the other COEs.

Q: Have there been efforts made towards trying to bridge the gap and provide more support to help departments grow in scholarship? For example, some departments may have research assistants and other administrative support who help with submitting an IRB. I know on a campus-level there are growing resources, but on a departmental level, is there a way to even the playing field?
A: The resources that we have will be available to everybody, however they will be applied to departments differently depending upon their needs.

### VIII. REVIEW AND APPROVAL OF MINUTES

<table>
<thead>
<tr>
<th>Daniel Bustamante M.D.</th>
<th>Dr. Bustamante requested approval of the previous General Faculty Meeting minutes from the July 31, 2019 meeting. Minutes were approved as presented.</th>
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<tr>
<td>Faculty Council President</td>
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<td>IX. ADJOURNMENT</td>
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<td>Daniel Bustamante, M.D., Faculty Council President</td>
<td>With no further business to discuss, the meeting was adjourned at 12:54 p.m.</td>
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*Richard Lange*
Richard Lange (Jun 24, 2021 22:25 PDT)

Approved by Richard A. Lange, M.D., M.B.A.
President TTUHSC El Paso, Dean PLFSOM
Presiding Officer
DEAN’S REPORT

Updates on Issues from Faculty Governance Retreat

1. Research Task Force
2. Faculty Recruitment, Retention, Tenure and Promotion
3. Faculty Wellness Program
4. Medical Student and Resident Education
5. Community Engagement
6. Faculty and Student Diversity

GOAL 1: EXCELLENCE IN ACADEMICS

GOAL 2: EXCELLENCE IN CLINICAL AFFAIRS

GOAL 3: EXCELLENCE IN RESEARCH

GOAL 4: EXCELLENCE IN OUTREACH AND COMMUNITY ENGAGEMENT

GOAL 5: EXCELLENCE IN STEWARDSHIP

GOAL 6: EXCELLENCE IN CULTURE
GOAL 1: EXCELLENCE IN ACADEMICS
Objective 1.1: Enhance student recruitment and improve student success.
Objective 1.2: Develop new degree programs that are responsive to the mission and market/health care needs.
Objective 1.3: Promote student achievement through a commitment and dedication to continuous innovation in education and teaching.
Objective 1.4: Prepare future health professionals for enhanced team-based care to improve health outcomes for individuals and the population of the Paso del Norte region.

GOAL 2: EXCELLENCE IN CLINICAL AFFAIRS
Objective 2.1: Increase patient access to clinical services
Objective 2.2: Ensure adequate clinical resources
Objective 2.3: Standardize patient experience and ensure continuous quality improvement (CQI)
Objective 2.4: Develop signature services

GOAL 3: EXCELLENCE IN RESEARCH
Objective 3.1. Define and Implement Research Goals for each School that reflect both their specific goals and those of TTUHSC El Paso
Objective 3.2. Continue to Develop and Enhance Research Administration
Objective 3.3. Enhance Scholarship for Non-Research Faculty

GOAL 4: EXCELLENCE IN OUTREACH AND ENGAGEMENT
Objective 4.1: Increase access to care for vulnerable populations through student, faculty, and staff efforts
Objective 4.2: Increase engagement with community
Objective 4.3: Promote community health initiatives
Objective 4.4: Establish a faculty institute that improves recruitment and retention of community faculty

GOAL 5: EXCELLENCE IN STEWARDSHIP
Objective 5.2: Ensure informed financial decision making
Objective 5.3: Ensure adequate space needs are met
Objective 5.4: Ensure adequate technology and information security needs are in place to support the mission of the institution

GOAL 6: EXCELLENCE IN CULTURE
Objective 6.1: Promote a Values-Based Culture
Objective 6.2: Recruit and retain a diverse body of talent to carry out our mission in alignment with our values
Objective 6.3: Promote a culture of wellness

GOAL 3: EXCELLENCE IN RESEARCH
Objective 3.1. Define and Implement Research Goals for each School that reflect both their specific goals and those of TTUHSC El Paso
- Develop free-standing Unit in Clinical and Translational Cancer research
- Recruit new faculty with both expertise and experience in clinical and translational cancer research to the Unit
- Develop free-standing Unit in Population, Community and Border Health research
- Recruit new faculty with both expertise and experience in population, community and border health research to the Unit
- Continue recruitment of new faculty in the Department of Molecular and Translational Medicine
- Develop and nurture a culture of scholarship in clinical departments that will include the resources for supporting clinical trials and scholarly projects among faculty
- Encourage clinical department Chairs to strategically hire new faculty with expertise in clinical trials or in other areas of human investigation

Objective 3.2. Continue to Develop and Enhance Research Administration
- Introduce Cayuse grants-management software for pre- and post-award financial functions.
- Streamline processes for submission of protocols to research compliance committees.
- Develop comprehensive plan for ensuring the storage, safety, and security of research data to protect research information.
- Develop educational processes for faculty and research staff
  - institutional policies
  - responsibilities (research grants, sponsored projects, clinical trials)
  - rules and regulations concerning human studies, animal studies, biosafety
  - financial conflicts of interest
  - research compliance
- Define processes to increase efficiency and cost-effectiveness of the Laboratory Animal Resource Center (LARC).

Objective 3.3: Enhance Scholarship for Non-Research Faculty
- Develop and nurture a culture of scholarship that will include the resources for supporting scholarly projects among faculty that lead to peer-reviewed publications.
- Promote the Scholarship of Integration, Application, Teaching and Learning, and Engagement.
- Continue the no-cost Scholarship and Research Consultation Lab (SARCL) and no-cost Biostatistics and Epidemiology Consultation Lab (BECL) services.
- Implement competitive TTUHSC EP seed grant program by 2020 that will provide funds for scholarly activities.
- Continue the faculty development programs to teach and promote scholarship for non-research faculty.
- Develop mentors in clinical departments for this type of scholarship
Excellence In Research

Objective 3.1. Define and Implement Research Goals for each School that reflect both their specific goals and those of TTUHSC El Paso (PFSOM)

- Develop free-standing Unit in Clinical and Translational Cancer research
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Excellence In Research

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Faculty Recruitment, Retention, Tenure and Promotion

GOAL 3: EXCELLENCE IN RESEARCH

Objective 3.3 Enhance Scholarship for Non-Research Faculty
Strategy 3.3.1: Develop and nurture a culture of scholarship that will include the resources for supporting scholarly projects among faculty that lead to peer-reviewed publications
Strategy 3.3.2: Promote the Scholarship of Integration, Application, Teaching and Learning, and Engagement

GOAL 4: EXCELLENCE IN OUTREACH AND ENGAGEMENT

Objective 4.4 Establish a faculty institute that improves recruitment and retention of community faculty
Strategy 4.4.1: Recruit additional community-based faculty to support TTUHSC El Paso educational programs growth
Strategy 4.4.2: Improve retention of community-based faculty through engagement activities

GOAL 6: EXCELLENCE IN CULTURE

Objective 6.1 Promote a Values-Based Culture
Strategy 6.1.1: Develop implementation and communication plan to promote values-based culture. Conduct a campus-wide communication campaign
Strategy 6.1.2: Improve performance evaluation systems to enhance performance by faculty, staff, learners and leaders in alignment with institutional values.
Strategy 6.1.3: Improve recognition, promotion, and reward programs to support the advancement of faculty and staff who exemplify institutional values

Objective 6.2 Recruit and retain a diverse body of talent to carry out our mission in alignment with our values
Strategy 6.2.1: Improve compensation plans to be more competitive and equitable to attract, retain and reward top talent. Outcome will be equitable balance in faculty and staff workload and compensation across all departments to optimize faculty and staff retention and productivity
Strategy 6.2.2: Build a diverse body of top talent by expanding the faculty and staff through strategic recruitment to support our institutional missions
Strategy 6.2.3: Implement innovative and efficient recruitment and hiring best practices
Strategy 6.2.4: Develop and implement a proactive approach to the retention of our talent
Strategy 6.2.5: Provide professional development opportunities to support faculty and staff in reaching their highest potential
Faculty Recruitment, Retention, Tenure and Promotion

Objective 4.4 Establish a faculty effort that improves recruitment and retention of community faculty

Strategy 4.4.1: Recruit additional community-based faculty to support TTUHSC El Paso educational programs growth

Strategy 4.4.2: Improve retention of community-based faculty through engagement activities

Faculty Recruitment, Retention, Tenure and Promotion

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Strategy 6.2.3: Implement innovative and efficient recruitment and hiring best practices

Faculty Recruitment, Retention, Tenure and Promotion

Objective 6.2 Recruit and retain a diverse body of talent to carry out our mission in alignment with our values (cont)

Strategy 6.2.4: Develop and implement a proactive approach to the retention of our talent

Strategy 6.2.5: Provide professional development opportunities to support faculty and staff in reaching their highest potential
Faculty Wellness Program

Objective 6.3 Promote a culture of wellness

Strategy 6.3.1: Conduct Faculty Wellness Champion training series with faculty across TTUHSC El Paso

Strategy 6.3.2: Enrich faculty knowledge on well-being and vitality through Faculty Wellness Program initiatives

Strategy 6.3.3: Implement needs assessment tools to monitor well-being behaviors, health status, and burnout among faculty, staff, learners and leaders

Medical Student and Resident Education

GOAL 1: EXCELLENCE IN ACADEMICS

Objective 1.1 Enhance student recruitment and improve student success.
- Strategy 1.1.1: GSBS - Increase the number of students admitted to the masters, post-baccalaureate and the Summer Accelerated Biomedical Research internship pipeline program by 5% each year.
- Strategy 1.1.2: GGHSON – Increase admission acceptance numbers from 160 to 340 by 2025.
- Strategy 1.1.3: PLFSOM – Increase enrollment to 150 incoming students by EY2025.
- Strategy 1.1.4: WUSDM - Seat first class of 40 students for AY 2021. Increase incoming class size to 60 students Y2 (AY 2022); maintain incoming class size at 60 students Y2-Y5
- Strategy 1.1.5: Foster student success through proactive student services programming (provide details of programming in school-based strategic plans). Meet all goes by AY 2025

Objective 1.2 Develop new degree programs that are responsive to the mission and market/health care needs.
- Strategy 1.2.1: GSBS - Develop PhD program and Certificate in Clinical Research Program
- Strategy 1.2.2: GGHSON – Curriculum reform
- Strategy 1.2.3: PLFSOM – Comprehensive curriculum reform and implementation of leveling programs.
- Strategy 1.2.4: WUSDM - Develop Doctor of Dental Medicine (DMD) program and Community Health Certificate program

Objective 1.3 Promote student achievement through a commitment and dedication to continuous innovation in education and teaching.
- Strategy 1.3.1: Increase quality and capacity of pedagogical and technological methods for the delivery of face-to-face, online, and simulation-based education.
- Strategy 1.3.2: Provide school-based mechanisms that recognize and reward innovations in teaching.

Objective 1.4 Prepare future health professionals for enhanced team-based care to improve health outcomes for individuals and the population of the Paso del Norte region.
- Strategy 1.4.1: Integration of inter-professional education (IPE) into the curricula of each school, including didactic, case-based, and simulation activities
- Strategy 1.4.2: Enhance opportunities for IPE collaborative practice in authentic clinical and community settings.
- Strategy 1.4.3: Design and deliver a comprehensive IPE training plan for students, faculty, residents and relevant staff across schools and disciplines.
## Medical Student and Resident Education

### Objective 1.1   Enhance student recruitment and improve student success.

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<td>Strategy 1.1.4: WLHSDM</td>
<td>Seat first class of 40 students for AY 2021 (60 by Y2)</td>
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<td>Strategy 1.1.5:</td>
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### Objective 1.2   Develop new degree programs that are responsive to the mission and market/health care needs.

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<tr>
<th>Strategy 1.2.1: GSBS</th>
<th>Develop PhD program and Certificate in Clinical Research Program</th>
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Medical Student and Resident Education

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Strategy 1.4.2: Enhance opportunities for IPE collaborative practice in authentic clinical and community settings.

Strategy 1.4.3: Design and deliver a comprehensive IPE training plan for students, faculty, residents and relevant staff across schools and disciplines.
Community Engagement

GOAL 4: EXCELLENCE IN OUTREACH AND ENGAGEMENT

Objective 4.1 – Increase access to care for vulnerable populations through student, faculty, and staff efforts
Strategy 4.1.1: Increase number of health professionals in the Paso del Norte Area and area Border counties resources needed
Strategy 4.1.2: Increase outreach to underserved areas of El Paso County and Border counties.
Strategy 4.1.3: Improve monitoring of uncompensated care

Objective 4.2: Increase engagement with community
Strategy 4.2.1: Increase engagement with regional Educational partners
Strategy 4.2.2: Increase engagement with public and community-based health service organizations
Strategy 4.2.3: Increase engagement with binational and global partnerships

Objective 4.3: Promote community health initiatives
Strategy 4.3.1: Increase access to community health professional continuing education
Strategy 4.3.2: Increase Health Promotion Initiatives

Objective 4.4: Establish a faculty institute that improves recruitment and retention of community faculty
Strategy 4.4.1: Recruit additional community-based faculty to support TTUHSC El Paso educational programs growth
Strategy 4.4.2: Improve retention of community-based faculty through engagement activities

GOAL 5: EXCELLENCE IN STEWARDSHIP

Strategy 5.1.1: Increase giving from all private funding sources
Strategy 5.1.2: Increase brand awareness of schools and clinics

Objective 4.1 – Increase access to care for vulnerable populations through student, faculty, and staff efforts

Strategy 4.1.1: Increase number of health professionals in the Paso del Norte Area and area Border counties resources needed

Strategy 4.1.2: Increase outreach to underserved areas of El Paso County and Border counties.

Strategy 4.1.3: Improve monitoring of uncompensated care
Community Engagement

Objective 4.2: Increase engagement with community

Strategy 4.2.1: Increase engagement with regional Educational partners

Strategy 4.2.2: Increase engagement with public and community-based health service organizations

Strategy 4.2.3: Increase engagement with binational and global partnerships

Objective 4.3: Promote community health initiatives

Strategy 4.3.1: Increase access to community health professional continuing education

Strategy 4.3.2: Increase Health Promotion Initiatives
Community Engagement

Objective 4.4  Establish a faculty effort that improves recruitment and retention of community faculty

Strategy 4.4.1: Recruit additional community-based faculty to support TTUHSC El Paso educational programs growth

Strategy 4.4.2: Improve retention of community-based faculty through engagement activities

Objective 5.1  Promote TTUHSC EP and Texas Tech Physicians of El Paso and cultivate new and existing donor opportunities.

Strategy 5.1.1: Increase giving from all private funding sources

Strategy 5.1.2. Increase brand awareness of schools and clinics
Faculty and Student Diversity

GOAL 6: EXCELLENCE IN CULTURE

Objective 6.1 Promote a Values-Based Culture
Strategy 6.1.1: Develop implementation and communication plan to promote values-based culture. Conduct a campus-wide communication campaign
Strategy 6.1.2: Improve performance evaluation systems to enhance performance by faculty, staff, learners and leaders in alignment with institutional values.
Strategy 6.1.3: Improve recognition, promotion, and reward programs to support the advancement of faculty and staff who exemplify institutional values.

Objective 6.2 Recruit and retain a diverse body of talent to carry out our mission in alignment with our values
Strategy 6.2.1: Improve compensation plans to be more competitive and equitable to attract, retain and reward top talent. Outcome will be equitable balance in faculty and staff workload and compensation across all departments to optimize faculty and staff retention and productivity.
Strategy 6.2.2: Build a diverse body of top talent by expanding the faculty and staff through strategic recruitment to support our institutional missions.
Strategy 6.2.3: Implement innovative and efficient recruitment and hiring best practices.
Strategy 6.2.4: Develop and implement a proactive approach to the retention of our talent.
Strategy 6.2.5: Provide professional development opportunities to support faculty and staff in reaching their highest potential.

Objective 6.3 Promote a culture of wellness
Strategy 6.3.1: Conduct Faculty Wellness Champion training series with faculty across TTUHSC El Paso.
Strategy 6.3.2: Enrich faculty knowledge on well-being and vitality through Faculty Wellness Program initiatives.
Strategy 6.3.3: Implement needs assessment tools to monitor well-being behaviors, health status, and burnout among faculty, staff, learners and leaders.

Faculty and Student Diversity

Objective 6.2 Recruit and retain a diverse body of talent to carry out our mission in alignment with our values

Strategy 6.2.1: Compensation plans

Strategy 6.2.2: Expanding the faculty and staff through strategic recruitment

Strategy 6.2.3: Innovative and efficient recruitment and hiring best practices

Strategy 6.2.4: Proactive approach to the retention of our talent

Strategy 6.2.5: Professional development opportunities - faculty and staff
Faculty and Student Diversity

Objective 6.3 Promote a culture of wellness

Strategy 6.3.1: Conduct Faculty Wellness Champion training series with faculty across TTUHSC El Paso

Strategy 6.3.2: Enrich faculty knowledge on well-being and vitality through Faculty Wellness Program initiatives

Strategy 6.3.3: Implement needs assessment tools to monitor well-being behaviors, health status, and burnout among faculty, staff, learners and leaders

Q & A