



**MEMBERS IN ATTENDANCE:**

- Adam Adler, M.D., Assistant Professor, Orthopaedic Surgery & Rehabilitation
- Olufemi Aduroja, M.D., M.P.H., Assistant Professor, Internal Medicine – Transmountain
- Mary Josephine Amaro Esparza, D.O., Assistant Professor, Family Medicine – Transmountain
- Lisa Ayoub-Rodriguez, M.D., Assistant Professor, Pediatrics, Immediate Past-President
- Daniel Bustamante, M.D., Assistant Professor, Pathology
- Jose Castro-Garcia, M.D., Assistant Professor, Surgery
- Jorge Cervantes-Gonzalez, M.D., Ph.D., Assistant Professor, Medical Education
- Abhizith Deoker, M.D., Assistant Professor, Internal Medicine
- Alok Dwivedi, Ph.D., Associate Professor, Molecular and Translational Medicine
- Jose Gavito-Higuera, M.D., Associate Professor, Radiology
- Wade Miller, M.D., Assistant Professor, Anesthesiology
- Stormy Monks, Ph.D., M.P.H., Associate Professor, Emergency Medicine, President-Elect
- Steven Radtke, M.D., Assistant Professor, Obstetrics and Gynecology
- Anantha Vellipuram, M.D., Assistant Professor, Neurology, President
- Richard Lange, M.D., M.B.A., President, TTUHSC El Paso, Dean, PLFSOM, Ex-Officio, Non-Voting
- KoKo Aung, M.D., M.P.H., Vice President for Faculty Success, TTUHSC El Paso, Associate Dean for Faculty Affairs, PLFSOM, Ex-Officio, Non-Voting

**MEMBERS NOT IN ATTENDANCE:**

- Fabrizio Delgado-Ramos, M.D., Assistant Professor, Psychiatry
- Gerardo Vazquez, M.D., Assistant Professor, Family and Community Medicine

**GUESTS:**

- Richard Brower, M.D., Clinical Associate Professor, Neurology
- Rebecca Campos, M.D., Assistant Professor, Medical Education
- Sadhana Chheda, M.D., Assistant Professor, Pediatrics
- Scott Crawford, M.D., Assistant Professor, Emergency Medicine
- David Fallah, D.D.S., Associate Professor, Surgery
- Glenn Fennelly, M.D., M.P.H., Professor, Pediatrics
- Fatima Gutierrez, M.D., Assistant Professor, Pediatrics
- Aimee Hechanova, M.D., Assistant Professor, Internal Medicine
- Narges Khanjani, M.D., Ph.D., Professor, Medical Education
- Ei Ei Khin, M.D., Assistant Professor, Pediatrics
- Garrett Levin, M.D., Associate Professor of Clinical, Pediatrics
- Edward Michelson, M.D., Professor, Emergency Medicine
- Jennifer Molokwu, M.D., M.P.H., Assistant Professor, Family & Community Medicine - Transmountain
- Debabrata Mukherjee, M.D., Professor, Internal Medicine
- Zuber Mulla, Ph.D., M.S.P.H., Professor, Obstetrics and Gynecology
- Chandra Ojha, M.D., Assistant Professor, Internal Medicine
- Thomas O'Neill, M.D., Associate Professor, Radiology
- Carmen Prieto-Jimenez, M.D., Associate Professor, Pediatrics
- Sairam Shrilekha, M.D., Assistant Professor, Internal Medicine
- Jerzy Sarosiek, M.D., Ph.D., Professor, Internal Medicine
- Silvina Tonarelli de Maud, M.D., Assistant Professor, Psychiatry
- Norman Ward III, M.D., Instructor, Orthopaedic Surgery & Rehabilitation
- Sarah Walker, M.D., Assistant Professor, Surgery
- Miranda Alvarez, M.A., Associate Director, Office of Faculty Affairs and Recruitment
- Michelle Brown, Analyst II, Office of Faculty Affairs
- Cindy Camarillo, Sr. Director, Office of Faculty Affairs and Recruitment

## I. CALL TO ORDER

**Anantha Vellipuram, M.D.**  
PLFSOM Faculty Council President

Dr. Anantha Vellipuram, PLFSOM Faculty Council President, welcomed all attendees and called the February 21, 2022 meeting to order at 12:02 P.M.

## II. REVIEW AND APPROVAL OF MINUTES

**Anantha Vellipuram, M.D.**  
PLFSOM Faculty Council President

Quorum was met and the Faculty Council meeting minutes from January 18, 2022 were voted on and approved.

## III. PLFSOM DEAN'S REPORT

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

Dr. Lange provided a brief update:

- Several leadership organizations recently met on campus including the Young Leader organization and the Philosophical Organization of Texas. The next Board of Regents meeting will also be held on campus from February 24 through February 25, 2022.
- Dr. Lange thanked everyone involved in the recent medical school and residency interviews for their efforts in helping to select the top students and residents. The match for most residencies will be revealed in mid-March. Some specialist notifications have already been received.
- Additional funding was obtained from the Texas legislature to support the expansion of Graduate Medical Education programs. Any additional residency slots must be funded with additional monies, not from the Center for Medicare and Medicaid Services (CMS). In the next biennium, an award of 4.7 million dollars will provide 63 additional slots (30 in the first year and 33 in the second year) in Internal Medicine, Neurology, Obstetrics & Gynecology, Pediatrics, and Psychiatry.
- Dr. Lange will attend a site visit in 2023 at an institution in the Southeast for the Southern Association of Colleges and Schools (SACSCOC). The SACSCOC accredits the university and allows TTUHSC El Paso to receive Federal Financial Aid. In the upcoming cycle, the school will work on establishing a Quality Enhancement Project (QEP), important for accreditation. The QEP will need to be developed over the next two years, before 2023, and needs to span the entire university and be centered on student outcomes. More details will follow.

## IV. FACULTY AFFAIRS UPDATE

**KoKo Aung, M.D., M.P.H.**  
Associate Dean for Faculty Affairs, PLFSOM

Dr. Aung provided an update:

- **Association of American Medical Colleges (AAMC) StandPoint™ Faculty Engagement Survey**
  - Over the next several months Dr. Aung and Dr. Lange will visit each department chair to share department specific data from the AAMC Faculty Engagement Survey. Department chairs will then share this information with the faculty in their department.
- **Tenure & Promotion**

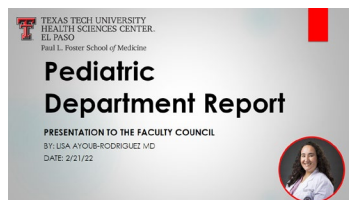
- This week's Board of Regents meeting marks the end of the 2021-2022 Tenure and Promotion Cycle. Once candidates are approved, results will be shared with the candidates, department chairs, and dean.
- The next 2022-2023 cycle is expected to begin late March or early April. Dr. Aung noted that this is the opportune time to have discussions with their department chairs if they are interested in applying for the upcoming cycle.

## V. DEPARTMENT REPORT

**Lisa Ayoub-Rodriguez, M.D.**

Representative, Department of Pediatrics

Dr. Ayoub-Rodriguez provided an update from the Department of Pediatrics:



\*Please see attached report

### Q&A

**Q:** It seems that many of the other departments are also facing some of the same issues and concerns that you raised. How was the department able to fill in the gaps from the nine vacancies?

**A:** We are still filling in the gaps. Not all of the vacancies mentioned were in the same division but as a small division, it was noted that losing two people is critical. Endocrine was a department of one and a private practice group has taken over. Gastroenterology has decreased and the Newborn Intensive Care Unit has also had a loss. We are trying to fill in the priority gaps and working on a sustainability plan with recruitment.

Dr. Vellipuram mentioned that single member driven departments are sometimes very important. However, whatever has been built is lost if that person leaves. He recommended having a surrogate or someone to step in, even on a temporary basis, so as not to lose what was gained.

**Q:** Maybe the departmental presentation should be included when reviewing the AAMC survey results and developing a strategy plan?

**A:** Dr. Aung agreed, this is a good idea.

## VI. OLD BUSINESS

Anantha Vellipuram, M.D.

PLFSOM Faculty Council President

Dr. Vellipuram provided an update:

- **Election Results for Faculty Senator**
  - Dr. Vellipuram congratulated Dr. Prashant Joshi, Associate Professor of Pediatrics. Dr. Joshi was elected as the PLFSOM Faculty Senator to fill the midterm vacancy resulting from the recent departure of Dr. Karinn Chambers from the institution. His term will end on October 31, 2023.
- **Election Results for Sponsored Seats for the El Paso County Medical Society (EPCMS):**
  - An e-vote was sent to Faculty Council Representatives to elect two faculty members to serve as representatives from PLFSOM to the El Paso County Medical Society for the 2022 calendar year. Dr. Vellipuram congratulated Sarah Walker, M.D., Assistant Professor, Department of Surgery, on her re-election to this position and thanked her for her commitment to her role over the last year. Dr. Vellipuram also congratulated Dr. Chandra Ojha, M.D., Assistant Professor, Department of Internal Medicine, on his election as the new representative from the PLFSOM. Dr. Walker and Dr. Ojha will assist in providing the EPCMS report during the Faculty Council meetings.
- **Nominees for Committee on Student Affairs**
  - The Faculty Council solicited nominations to fill two (2) vacant seats on the Committee on Student Affairs. The following eligible nominations were received:
    - For the Clerkship Vacancy:
      - Dr. Zainab Al Lawati, M.D., Assistant Professor, Department of Surgery
      - Dr. Ricardo Badillo, M.D., Assistant Professor, Department of Internal Medicine
      - Dr. Gilbert Handal, M.D., Professor, Department of Pediatrics
      - Dr. John Lawrence, M.D., Associate Professor, Department of Surgery
      - Dr. Aisha Shariq, M.D., Assistant Professor, Department of Psychiatry
    - For the Medical Education Vacancy:
      - Dr. Diana Pettit, Ph.D., Associate Professor, Department of Medical Education
  - Faculty Council representatives voted and approved to forward the list of nominees to the Dean.

## VII. NEW BUSINESS

Anantha Vellipuram, M.D.

PLFSOM Faculty Council President

Dr. Vellipuram provided an update on the following items:

- **TTUHSC El Paso Faculty Senate Update**
  - At the last TTUHSC El Paso, Faculty Senate meeting, there was a discussion regarding the length of term for the Senate President. There is an ongoing discussion about possibly increasing the term for the Faculty Senate President from one (1) to two (2) years and increasing the President-Elect term to two (2) years. The Immediate Past-President role would remain as a one-year term. This would result in a total of 5 years of service for an officer (two (2) years as President-Elect, two (2) years as President, and one (1) year as Immediate Past President).

New Business Continued

- Dr. Vellipuram, as a PLFSOM Faculty Senator, asked Faculty Council officers to share this information and respond with their thoughts so that the faculty feedback can be relayed to the Senate. Please email any responses to Dr. Vellipuram.

#### VIII. EL PASO COUNTY MEDICAL SOCIETY UPDATE

**Sarah Walker, M.D.**

EPCMS – PLFSOM Representative

Dr. Walker reported on the El Paso County Medical Society (EPCMS):

- At the last EPCMS meeting, Dr. Jeffrey Spier, M.D. was inducted as the new 2022 President for EPCMS. He has a vibrant agenda going forward.
- There are several opportunities to get involved in EPCMS. Faculty are encouraged to submit any articles that may be of interest for the monthly El Paso Physician Magazine or any suggestions regarding topics for CME to Dr. Walker.

#### IX. FACULTY COUNCIL ANNOUNCEMENTS

**Anantha Vellipuram, M.D.**

PLFSOM Faculty Council President

Dr. Vellipuram announced the following:

**A. 8<sup>th</sup> Annual PLFSOM Faculty Governance Retreat – March 21, 2022**

- The next PLFSOM Faculty Governance Retreat is scheduled for March 21, 2022 from 11:30-1 PM via WebEx.
- Topics for this year's retreat will focus on three of the six institution's Values Based Culture initiative. The values selected for the retreat are: Service, Advancement, and Accountability.
- Attendees will include all Faculty Council representatives, elected faculty representatives on the Academic Council, PLFSOM Faculty Senators, and PLFSOM standing committee chairs/representatives. If a committee chair holds an administrative position, they will be asked to send a faculty representative in their place. Invitations will be sent out with further details.

#### X. ROUND TABLE DISCUSSION

**Anantha Vellipuram, M.D.**

PLFSOM Faculty Council President

Dr. Vellipuram opened the floor for Round Table Discussion:

- In reference to the change in length of term for Faculty Senate Officers, it was noted that the change may be a big commitment to ask of a faculty member and can limit the opportunity for other faculty who would like to share in an officer role.

Round Table Continued

Dr. Vellipuram noted that five years is a big commitment and as a PLFSOM Faculty Senator, he is interested in the opinion of all the Faculty Council Representatives. Dr. Vellipuram recommended that the Senate President-Elect role be robust in order to help the senate and create a framework for a fruitful two years. An email will be sent to all Faculty Council Officers to gather input regarding this topic.

#### XI. ADJOURNMENT

**Anantha Vellipuram, M.D.**  
PLFSOM Faculty Council President

Dr. Vellipuram adjourned the meeting at 1:00 P.M. The next PLFSOM Faculty Council meeting will take place on April 18, 2022.

  
Anantha Vellipuram (Apr 21, 2022 12:16 MDT)

**Anantha Vellipuram, M.D.**  
PLFSOM Faculty Council President



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER,  
EL PASO

Paul L. Foster School of Medicine

# Pediatric Department Report

## PRESENTATION TO THE FACULTY COUNCIL

BY: LISA AYOUB-RODRIGUEZ MD

DATE: 2/21/22



## Department Breakdown

### ▶ **Total Number of Faculty: 41 (42)**

- ▶ Faculty Associates: 2 (2)
- ▶ Number of Instructors: 0 (0)
- ▶ Number of Assistant Professors: 26 (30)
- ▶ Number of Associate Professors: 10 (7)
- ▶ Number of Professors: 5 (3)
- ▶ Non-Salaried Faculty – 121 (115)
- ▶ Nurse Practitioners: 2
- ▶ Attrition (since last presentation): 9
  - ▶ Pathak, Rao, Rosas-Blum, Hartman, Dhar, Porter, Jiao, Chandra, McDaniels

(reported 2021)

## Department Faculty Recruits

- ▶ **New Faculty Additions: 4 (2)**
- ▶ PICU Recruits: Shefali Aggarwal MD, Veneska Bottino-da-Costa MD, Avi Kopstick MD
- ▶ Heme/Onc: Emily Huschart MD
- ▶ Recruitment: (Joint efforts with EPCH)
  - ▶ PICU, NICU, Hospitalist, Gen Peds, Nephro, Adolescent, Hem/Onc, Endo, Rheum...

(reported 2021)

## Department Leadership

- ▶ Chair – Glenn Fennelly MD\* (Past Interim Chair – Prashant Joshi MD)
- ▶ Vice Chair – Prashant Joshi MD
- ▶ Residency Program Director – Fatima Gutierrez MD
- ▶ Associate Program Directors –Denease Francis MD, Jessy George MD
- ▶ Clerkship Director – Lynn Hernan MD
- ▶ MS4 Clerkship Directors
  - ▶ Peds Sub-I Clerkship Director – Ittay Moreno MD
  - ▶ NICU Med Students Rotation Director- Ajay Singh MD
  - ▶ PICU Med Students Rotation Director- Avi Kopstick MD\*

\*New Appointments



## Department Leadership

- ▶ Division Chief, Ambulatory Pediatrics – Carmen Prieto MD, MPH
- ▶ Division Chief, Critical Care and Emergency Medicine – Prashant Joshi MD
- ▶ Division Chief, Hematology/Oncology – Rajan Bista MD\*
- ▶ Division Chief, Gastroenterology – Denisse Francis MD\*
- ▶ Division Chief, Hospitalist Division – Lisa Ayoub-Rodriguez MD
- ▶ Division Chief, Neonatology – Garrett Levin MD

\*New Appointments

## Hospital Leadership

- ▶ El Paso Children's Hospital
  - ▶ Chief Transformational Officer – Glenn Fennelly MD
  - ▶ Chief of Staff Elect – Lisa Ayoub-Rodriguez MD
  - ▶ Vice Chair of Pediatrics – Endy Dominguez MD
  - ▶ Medical Directors
    - ▶ Neonatal Transport – Sadhana Chheda MD
    - ▶ NICU - Garrett Levin MD
    - ▶ Peds – Ittay Moreno MD
    - ▶ Respiratory Therapy and Pulm Function Lab – Endy Dominguez MD

## EPCH Leadership

- ▶ Chair of Hospital Quality and Patient Safety Committee – Sadhana Chheda MD
- ▶ Chair of Bylaws Committee – Lisa Ayoub-Rodriguez MD
- ▶ Chair of Pharmacy & Therapeutics/Blood Usage – Prashant Joshi MD
- ▶ Chair of Infection Control – Gilbert Handal MD
- ▶ Chair of Research Committee – Ranjan Bista MD
  
- ▶ Representation on all medical staff committees

## Hospital Leadership

- ▶ University Medical Center
  - ▶ Well Baby Medical Director – Carmen Prieto MD, MPH
- ▶ The Hospitals of Providence – Transmountain
  - ▶ Chief of Pediatrics – Sarah Zate MD

## TTUHSC Campus Leadership

- ▶ Vice President for Outreach and Community Engagement – Jose Manuel de la Rosa MD
- ▶ Faculty Council Past President – Lisa Ayoub-Rodriguez MD
- ▶ Faculty Senate – Prashant Joshi MD
- ▶ Pediatric Nephrology Research Consortium Lead Representative – Ei Khin MD
- ▶ Dept has participation in Committee on Faculty Appointments, Promotion, Tenure and Comprehensive Performance Appraisal (CFAPTA), and many other committees.

## Medical Student Education Leadership

- ▶ Gold College Mentor, Co-Director CV/Resp Unit (Scientific Principles of Medicine), Medical Skills Faculty – Bradley Fuhrman MD
- ▶ Medical Director for Medical Student Run Free Clinic and Annual Sport Physical Drive Organizers – Blanca Garcia MD and Maria Villanos MD
- ▶ Medical Director for Medical Student Run Mobile Clinic – Blanca Garcia MD
- ▶ Department has participation in Academic Council, Committee of Student Affairs, Grading and Promotions Committee, Admissions Committee
- ▶ Reviewers on Students' project plan in Scholarly Activity and Research Program (SARP) – Several Faculty Members
- ▶ Interviewers for Medical Student Interviews – Several Faculty Members
- ▶ MS4 Bootcamp Faculty and Intersession Educators

## Accomplishments

- ▶ 1 Faculty Promotion
  - ▶ Congrats to Sadhana Chheda MD
- ▶ Graduates of Faculty Development
  - ▶ FCD XVIV Graduates – Ranjan Bista MD, Margarita Jurado-Solis MD, Zoe Tullius MD

## Accomplishments

- ▶ Grants (9)
  - ▶ Cancer Prevention and Research Institute of Texas (CPRIT) The Adolescent and Childhood Cancer Epidemiology and Susceptibility Service (ACCESS) for Texas – Bista, R.
  - ▶ Survivorship and Access to care for Latinos to Understand and address Disparities – Bista, R.
  - ▶ HPV Vaccination in a Pediatric Minority Based Community CPRIT Year 3 of 3 – Carcamo, B.
  - ▶ Reducing Ethnic Disparities in Acute Leukemia Redial Consortium – Carcamo, B.
  - ▶ AAP Multimodal Educational Intervention (MEI): To improve follow-up at High-Risk Clinic and Parental empowerment to identify developmental delay in the NICU graduates. SONPM, working on the 2 year research Panda, S and Leiner, M.

## Accomplishments

### ▶ Grants

- ▶ DHHS- Administration for Children and Families - Child Care Development Fund – Leiner, Marie A.
- ▶ Emergency Medicine Grant - Southwest Center for Pediatric Environmental Health – Leiner, Marie.
- ▶ TTUHSC - Cultural Variation in coping mechanisms and resilience among peds parents from Middle Easter and Latin Countries, Marie Leiner PHD
- ▶ Medical Education Grant to develop diabetes booklet with medical students – Marie Leiner, PhD

## Accomplishments

### ▶ Clinical Trials (2)

- ▶ Effects of an Exclusive Human Milk Diet on Enteral Feeding Outcomes of Neonates with Congenital Gastrointestinal Disorders (Multicenter from Emory, Funded by Prolacta Biosciences). S. Chheda El Paso PI. 2019 - Ongoing
- ▶ Postpartum depression among parents at the NICU in the US/Mexico border: Screening, referral and follow up. Co-Investigator- S. Chheda, M. Villanos. 2020 – Ongoing.

## Accomplishments

### ▶ Resident Teaching Awards

- ▶ Dr. Peinado Excellence in Teaching Award – Sudheer Gorla MD
- ▶ Role Model Award - Prashant Joshi MD
- ▶ Most Amiable Attending Award – Zoe Tullius MD
- ▶ Recognition for Passion and Dedication Award – Endy Dominguez MD
- ▶ Special Thanks and Recognition Award – Namrata Singh MD

## Accomplishments

- ▶ 2021: Acknowledged by Congresswoman Veronica Escobar for "giving back to the community and improving lives of others through public health advocacy for gun safety & neonatal and maternal care in "Asian American Month" – Sadhana Chheda MD



## Accomplishments

- ▶ National Quality Initiative Participation
  - ▶ Vermont Oxford Network – NICU QI network and collaboration – Physician Leader: Zoe Tullius MD
  - ▶ American Academy of Pediatrics, Quality Improvement Innovative Network, Value in Inpatient Pediatrics Network – Better Antibiotic Selections in Children (BASiC) – Physician Leader: Margarita Jurado-Solis MD, Hospitalist team

## Accomplishments

- ▶ Regional Appointments
  - ▶ TETAF Surveyor for State of Texas's Neonatal Designation Program – Sadhana Chheda MD
  - ▶ Board Member to Texas Perinatal Association – Sanjeet Panda MD
  - ▶ Socorro Independent District – After School Centers on education ACE – Council Member – Marie Leiner PHD
  - ▶ Executive Member of Neonatal Evaluations and Outcome Network (NEON) – Sanjeet Panda MD
  - ▶ Texas HHSC- Perinatal Advisory Council – Sadhana Chheda MD
  - ▶ Community Engagement Board for the TEST-US Study – Sadhana Chheda MD

## Accomplishments

- ▶ Texas Medical Association Appointments
  - ▶ Jose Manuel De La Rosa MD – Council on Medical Education
  - ▶ Gilbert Handal MD – Board of Councilors
  - ▶ Lisa Ayoub-Rodriguez MD – Committee on Child and Adolescent Health

## Accomplishments

- ▶ Community Appointments
  - ▶ BorderRac Board – Lynn Hernan MD
  - ▶ Make A Wish Board – Lynn Hernan MD
  - ▶ Paso Del Norte Children's Development Center Board – Zoe Tullius MD
  - ▶ Texas Health Steps Conference; November 2019 – Maria Villanos MD
  - ▶ Medical Director of EPISD, YISD, SISD, Canutillo ISD, Tornillo ISD – Gilbert Handal MD
  - ▶ Board Member of YWCA – Sadhana Chheda MD
  - ▶ Board Member for Center Against Sexual and Family Violence Foundation – Sadhana Chheda MD
  - ▶ Child Fatality Review Team – Lynn Hernan MD



# Accomplishments

- ▶ National Appointments/Positions
  - ▶ APA Social Media Committee Elected Member – Marie Leiner PHD
  - ▶ APA COVID 19 Well-Being Taskforce Elected Member – Marie Leiner PHD
  - ▶ BNGAP Conference (Building Next Generation of Academic Physicians) Planning Committee – Fatima Gutierrez MD
  - ▶ American College of Cardiology CardioSurve Research Panel – Sudheer Gorla MD
  - ▶ AAP Section of International Child Health ICATCH Grant Reviewer – Sanjeet Panda MD
  - ▶ World Summit of Pediatrics – Elected Faculty Organizer – Marie Leiner PHD

# Accomplishments

- ▶ National Appointments/Positions
  - ▶ Editorial Board – Journal of Pediatrics and Pediatric Medicine and Indian Journal of Child Health – Sudheer Gorla MD
  - ▶ CHEST "Fellow-In Training for Pediatric Leadership Position for CHEST Pediatric Network 9/2018-9/2021". Endy Dominguez MD
  - ▶ COMSEP Career Advising Committee/Grant Reviewer / Poster Reviewer – Lynn Hernan MD
  - ▶ COMSEP- Council on Medical School Education in Pediatrics – Lynn Hernan MD
- ▶ Faculty Development Programs
  - ▶ Harvard-Macy Program for Health Care Professionals – Lynn Hernan MD

# Accomplishments

- ▶ National Memberships
  - ▶ American Academy of Pediatrics (AAP)
  - ▶ American Association of Cancer Research (AACR)
  - ▶ American College of Cardiology (ACC)
  - ▶ Academic Pediatric Association
  - ▶ American Society of Pediatric Hematology/Oncology
  - ▶ American Society of Hematology
  - ▶ AAP- Section on Neonatal-Perinatal Medicine, SOECP, TECa in NAS Advocacy Campaign, SONP, Section on Obesity
  - ▶ CHEST Pediatric Network
  - ▶ Children's Oncology Group
  - ▶ ACGME and APPD
  - ▶ American Society of Nephrology, American Society of Pediatric Nephrology
  - ▶ Midwest Pediatric Nephrology Consortium
  - ▶ Society of Critical Care Medicine (SCCM)

# Scholarly Activity

Publications 30 (17)

- ▶ Khin, E. et al. Fluid balance assessment in pediatric hemodialysis patients by using whole-body bioimpedance spectroscopy (WB-BIS) 15 Feb 2022. *Pediatric Nephrology*. <https://link.springer.com/article/10.1007/s00467-022-05469-6>
- ▶ Mahmoud Kallash<sup>1</sup>, MD, Beth A. Vogt<sup>1</sup> MD, Ahmed Zeid<sup>1</sup> MD, Ei Khin<sup>2</sup> MD, Mohammed Najjar<sup>3</sup> MD, Ahmad Aldughiem<sup>4</sup> MD, Elizabeth Benoit MPH<sup>5</sup>, Brian Stotter<sup>6</sup> MD, Michelle Rheault<sup>7</sup> MD, Jillian K. Wareiko<sup>8</sup>, MD, Ankana Daga<sup>9</sup> MBBS **Multicenter Study- The Scope of treatment of pediatric IgA vasculitis Nephritis and its outcome: a Pediatric Nephrology Research Consortium Study**
- ▶ Salihu HM, Garcia BY, Dongarwar D, **Maiyegun SO**, Yusuf KK, Agili DEA. Maternal pre-pregnancy underweight and the risk of small-for-gestational-age in Asian-American ethnic groups. *Obstet Gynecol Sci*. 2021 Nov ; 64(6):496-505. doi: 10.5468/ogs.21243. Epub 2021 Oct 20. PMID: 34666428.
- ▶ Yusuf KK, Dongarwar D, Alagili DE, **Maiyegun SO**, Salihu HM. Temporal Trends and Risk of Small for Gestational Age (SGA) Infants among Asian American Mothers by Ethnicity. *Ann Epidemiol*. 2021, 2021 No: S1047-2797(21)00213-1. doi: 10.1016/j.annepidem.2021.07.004. Epub ahead of print. PMID: 34314846.
- ▶ Ibrahim S, Dongarwar D, Yusuf KK, **Maiyegun SO**, Salihu HM. Trends in childhood viable pregnancy and risk of stillbirth in the United States. *Eur J Pediatr*. 2021 Jun 17. doi: 10.1007/s00431-021-04156-2. Epub ahead of print. PMID: 34137918.
- ▶ **Maiyegun, S.**, Yusuf, K., Dongarwar, D., Ibrahim, S., Ikedionwu, C., & Salihu, H. (2021). COVID-19: How Can Doula Support Pandemic Control?. *International Journal of Translational Medical Research and Public Health*, 2021-06-02. 5(2), 72-75. <https://doi.org/10.21106/ijtmrph.337>

(Last Year)

# Scholarly Activity

## Publications

- ▶ Yusuf, K.K., Dongarwar, D., Maiyegun, S.O., Ikedionwu, C., Ibrahimi, S., Salihu, H.M. **Impact of Maternal Age on the Foreign-Born Paradox. J Immigrant Minority Health (2021 Feb 11).** <https://doi.org/10.1007/s10903-021-01157-z>. PMID: 33575978
- ▶ Ikedionwu CA, Dongarwar D, Yusuf KK, **Maiyegun SO**, Ibrahimi S, Salihu HM. Using Nominal Group Technique to Elucidate a COVID-19 Research Agenda for Maternal and Child Health (MCH) Populations. *Int J MCH AIDS*. 2020;9(3):394-396. doi: 10.21106/ijma.410. Epub 2020 Sep 15. PMID: 33014627; PMCID: PMC7520884.
- ▶ Yusuf KK, Dongarwar D, Ibrahimi S, Ikedionwu C, **Maiyegun SO**, Salihu HM. Expected Surge in Maternal Mortality and Severe Morbidity among African-Americans in the Era of COVID-19 Pandemic. *Int J MCH AIDS*. 2020;9(3):386-389. doi: 10.21106/ijma.405. Epub 2020 Sep 16. PMID: 33014625; PMCID: PMC7520882.
- ▶ Ibrahimi S, Yusuf KK, Dongarwar D, **Maiyegun SO**, Ikedionwu C, Salihu HM. COVID-19 Devastation of African American Families: Impact on Mental Health and the Consequence of Systemic Racism. *Int J MCH AIDS*. 2020;9(3):390-393. doi: 10.21106/ijma.408. Epub 2020 Sep 16. PMID: 33014626
- ▶ Dongarwar D, Yusuf KK, **Maiyegun SO**, Ibrahimi S, Ikedionwu C, Salihu HM. Covid-19 and Neuro-Behavioral Economics: A Conceptual Framework to Improve Physical and Mental Health among Remote Workers. *Int J MCH AIDS*. 2020;9(3):360-363. doi: 10.21106/ijma.399. Epub 2020 Sep 15. PMID: 33014623; PMCID: PMC7520886.

# Scholarly Activity

## Publications

- ▶ Rapid Response to Lorlatinib in a Patient With TFG-ROS1 Fusion Positive Inflammatory Myofibroblastic Tumor of the Chest Wall Metastatic to the Brain and Refractory to First and Second Generation ROS1 Inhibitors. Carcamo B, **Bista R**, Wilson H, Reddy P, Pacheco J.J *Pediatr Hematol Oncol*. 2021 Jul 1;43(5):e718-e722.
- ▶ Transarterial Radioembolization Treatment as a Bridge to Surgical Resection in Pediatric Hepatocellular Carcinoma. Whitlock RS, Loo C, Patel K, **Bista R**, Goss JA, Heczey A, Khan O, Lopez-Terrada D, Masand P, Nguyen H, Mahvash A, Vasudevan SA, Kukreja K.
- ▶ Pallavi Dubey, Bhaskar Thakur, Sireesha Reddy, Carla A. Martinez, Md Nurunnabi, Sharron L. Manuel, Sadhana Chhedra, Christina Bracamontes & Alok K. Dwivedi, Current trends and geographical differences in therapeutic profile and outcomes of COVID-19 among pregnant women - a systematic review and meta-analysis. *BMC Pregnancy and Childbirth* (2021) volume 21.
- ▶ Armond S. Goldman, Sadhana Chhedra. The Immune System in Human Milk – A Historic Perspective. *Annals of Nutrition and Metabolism* 2021
- ▶ Sadhana Chhedra, Zoe Tullius, Kristine Tejada, Marie Leiner. Virtual Visitation in a Neonatal Intensive Care Unit: Insights from Five Years Using a PDSA Model to Improve Family-Centered Care. *JPNN* 2022

# Scholarly Activity

## Publications

- ▶ Marie Leiner, Maria Teresa Villanos, Indu Pathak, Sitratullah Maiyegun. Anxiety And Social Symptoms Of Immigrant Children Accurately Predict A Broad Spectrum Of Psychosocial And Behavioral Problems. Pediatrics, Mar 2021, 147 (3 MeetingAbstract) 191-192.
- ▶ Dongarwar, D., Garcia, B., Maiyegun, S., Yusuf, K., & Salihu, M. (2021). COVID-19 Early Vaccination Rates and Gross Domestic Product Per Capita. International Journal of Translational Medical Research and Public Health, 5(1), 37–40. <https://doi.org/10.21106/ijtmrph.329>
- ▶ Dongarwar D, Maiyegun SO, Yusuf KK, Ibrahim S, Ikedionwu CA, Salihu HM. Incidence and risk of stillbirth among various Asian-American subgroups. J Matern Fetal Neonatal Med. 2021 May 23:1-6. doi: 10.1080/14767058.2021.1918669.
- ▶ Maiyegun, S.O., Yusuf, K.K., Dongarwar, D. Ibrahim, S., Ikedionwu, C., Salihu, H.M. Risk of Stillbirth Among Foreign-Born Mothers in the United States. J Immigrant Minority Health (2021 Mar 12.). <https://doi.org/10.1007/s10903-021-01164-0>

# Scholarly Activity

## Publications

- ▶ Gómez C, Lamas A, Ramirez-Martinez FR, Blunk D, Leiner M. Rethinking Strategies and Programs to Improve Physical and Emotional Well-being Among Healthcare Professionals: Facing the New Normalcy. Med Sci Educ. 2021 Feb 24;31(2):1-8. doi: 10.1007/s40670-021-01214-0. Epub ahead of print. PMID: 33649713; PMCID: PMC7904297.
- ▶ Cervantes, J., Dudrey, E., Baatar, D. Hernan, L. Improving Integration of Basic Science into Clinical Medicine: Vertical Integration into Clinical Education (VICE) Activity. Med.Sci.Educ. **32**, 47–50 (2022).
- ▶ Kopstick, Avi. "Recognizing pediatric ARDS: A mixed-methods investigation of provider use of the PALICC recommendations in a tertiary PICU" Respiratory Care Journal. Accepted.
- ▶ Sanders BW, Zuckerman KE, Ash JS, Kopstick AJ, Rivas Vazquez L, Gorman PN. Early Intervention Referral Information, Transmission, and Sources-A Survey of State Part C Coordinators and Analysis of Referral Forms. J Dev Behav Pediatr. 2021 Sep 20. doi: 10.1097/DBP.0000000000001004. Epub ahead of print. PMID: 34538858.
- ▶ Araya B, Pena P, Leiner M. Developing a health education comic book: the advantages of learning the behaviours of a target audience. J Vis Commun Med. 2021 Jul;44(3):87-96. doi: 10.1080/17453054.2021.1924639. Epub 2021 May 28. PMID: 34044731.

# Scholarly Activity

## Publications

- ▶ Ma C, Broadbent D, Levin G, Panda S, Sambalingam D, Garcia N, Ruiz E, Singh AP. Discharging Preterm Infants Home on Caffeine, a Single Center Experience. *Children (Basel)*. 2020 Aug 28;7(9):114. doi: 10.3390/children7090114. PMID: 32872145; PMCID: PMC7552773.
- ▶ Gonzales V, Lodeiro C, Macias A, Francis D, Gutierrez F, Pathak I. Incidence of Refeeding Syndrome in Pediatric Inpatients at the US-Mexico Border. *South Med J*. 2021 Jun;114(6):351-355. doi: 10.14423/SMJ.0000000000001259. PMID: 34075427.
- ▶ Huschart E, Miller H, Salzberg D, Campbell C, Beebe K, Schwalbach C, Magee K, Adams RH, Ngwube A. Azacitidine and prophylactic donor lymphocyte infusions after hematopoietic stem cell transplantation for pediatric high-risk acute myeloid leukemia. *Pediatr Hematol Oncol*. 2021 Mar;38(2):154-160. doi: 10.1080/08880018.2020.1829220. Epub 2020 Nov 5. PMID: 33150833.
- ▶ Singh AP, Kumar VH, Panda S. Supporting Breastfeeding in 2021 and Beyond-Lessons from the Pandemic. *Pediatr Rep*. 2021 Jun 1;13(2):289-301. doi: 10.3390/pediatric13020037. PMID: 34205900; PMCID: PMC8293422.
- ▶ Tullius Z, Rankin K, DeSisto C, Collins JW Jr. Adverse birth outcome across the generations: the contribution of paternal factors. *Arch Gynecol Obstet*. 2020 Nov;302(5):1151-1157. doi: 10.1007/s00404-020-05712-1. Epub 2020 Aug 3. PMID: 32748050.

# Scholarly Activity

## Books and Book Chapters

- ▶ Goldman, A.S, Chheda S, Keeney. Immunology of Human Milk. In: *Fetal and Neonatology Physiology*, 5th Edition, Richard A. Polin, Steven H. Abman, David H. Rowitch, William E. Beniz (Eds), W.B. Saunders, 2021)



# Scholarly Activity

## International Presentations/Invited Talks 3 (6)

- ▶ Chheda, Sadhana, Nutritional Best Practices for the Very Low Birth Weight Infants: BorderRac Educational series October 2021.
- ▶ Kopstick, A. PAS workshop "Trauma informed care in the PICU" April 2022
- ▶ Ayoub-Rodriguez, L. PAS Plenary: Reconstructing Systems of Care for Migrant Children in Immigration Detention: The Role of Academic Pediatric Programs

## National Presentations/Invited Talks/Workshops 1 (26)

- ▶ Ayoub-Rodriguez, L., Moreno, I. Caring for Children on the US/Mexico Border, University of Minnesota Pediatric Grand Rounds

## Regional Presentations/Invited Talks/Workshops 1 (26)

- ▶ Monthly Peds Grand Rounds Speakers

# Scholarly Activity

## Regional Contributions

- ▶ The Office of Outreach and Community Engagement (OOCE) as well as the Office of Diversity, Inclusion and Global Health (DIGH) are working to establish a partnership between **Department of Pediatrics** and Doctors of the World to provide medical services to migrants and refugees staying at **Annunciation House's** hospitality centers.

## Scholarly Activity

National/International Contributions

- ▶ Children's Oncology Group Principal Investigator – Ranjan Bista MD
  - ▶ Participation in 25 Ongoing Clinical Trials

## Residency Program

- ▶ Accreditation until 1/2023
- ▶ Number of residents: Current 37
  - ▶ 2021-2022: PGY 1-13, PGY 2-12, PGY 3-12
  - ▶ 2021-2022: 11 (6) American Grads, 26 (27) IMGs
- ▶ 2 PLFSOM grads in PGY-1 class
- ▶ Texas Board of Higher Education Expansion grant awarded (2 additional residents)

## Residency Program

- ▶ Menu of Learning assigned to those with low ITE scores (Quarterly Assignments and review)
- ▶ Weekly Board Prep with faculty and seniors
- ▶ Border Health rotation, practice grants and advocacy projects
- ▶ Pediatric Research Day
- ▶ Ventilatory Simulation lab with Pulmonology
- ▶ Monthly Journal Club and M&M
- ▶ Faculty Participation in Patient Safety and Quality Improvement Educators Network course, with the goal of developing, modeling, and evaluating resident and fellow engagement in patient safety and quality improvement
- ▶ Residency Retreats focusing on class specific needs (ie - 2nd years mock interviews, contract negotiations, 3rd years - financial wellness)
- ▶ New Rotations:
  - ▶ Nutrition, Child Abuse, Residents as teachers

## Issues/Concerns

- ▶ AAMC Survey results, Pediatrics lowest job satisfaction on campus
- ▶ Results of Faculty Brainstorming sessions to identify issues and concerns (Oct 2021)

### Opportunities and Solutions Using Moral Injury Framework

- ▶ **Mismatches in Mission** between Individual & Institution
  - ▶ Overload (emotional, physical, work, lack of support, unrealistic endurance)
  - ▶ In divisions of one, ensure protected time off and ensure reimbursement for extra calls or provide locums coverage. Actively prevent burnout for these faculty.
  - ▶ Transparency with wRVUs, eRVUs and non-clinical RVUs. Ex: What metrics are being used to choose pay and where are we on that spectrum. Schedule quarterly or biannual review.
  - ▶ Providing environment conducive to promotion – recognizing that currently the increased clinical demands, removal from grants/scholarly activity is decreasing the likelihood for successful promotion.



## Issues/Concerns

### Loss of Control (micromanaging, lack of institutional/dept accountability)

- ▶ **Micromanaging clinic** schedules, faculty would prefer autonomy and collaborative approach as they best understand the details of their clinic. Changes by administrators without collaboration should not occur.
- ▶ Micromanaging vacation, if division chief states the clinical needs are covered then that should be honored. Three-month notice is thought to be excessive and not realistic or valuable for all divisions.
- ▶ Ensure timely payment for calls, directorships etc.
- ▶ Ensure **follow up on matters**. When faculty raises a concern ensure timely follow up.
- ▶ Division of one **departmental structure** to ensure there is leadership and a voice for all faculty members along with regularly scheduled meetings.
- ▶ Promote 360 evaluations for all to promote a culture of always striving for improvement

## Issues/Concerns

### Insufficient Reward (pay, value)

- ▶ We have colleagues nationwide and are able to compare workload with pay and see the inequities. Faculty has the perception that we see **"private practice" volumes with an "academic salary"**. No benefit seen in being in academics.
- ▶ Provide education to the faculty on the plan for **pay increases, merit bonuses** and whether and when those can be considered.
- ▶ It is understood that pediatrics may be a cost center but physicians are an important commodity that should be valued and paid fairly to promote retention. Ex: Raise in pay with years of experience or new board certification or promotion, consider merit incentive pay
- ▶ When faculty have **scholarly achievement ensure financial support** from the department for travel, hotel, etc.

## Issues/Concerns

**Breakdown of Community** (culture of institution/dept, authoritarian etc, lack of support, lack of understanding)

- ▶ Collaborative approach when communicating. Focusing on the value of the faculty as a key team member. This means **taking into account the faculty input** when decisions need to be made and having conversations about the changes rather than broad email announcements.
- ▶ Working with **division chiefs for strategic planning** and budgetary considerations (Include division of 1)
- ▶ Active engagement with all faculty members. One on one conversations with active engagement between chair and faculty members.
- ▶ **Increased visibility** of Dean and Chair. Specifically, Chair walking the floors in the hospital and clinic. Check in frequently during clinical hours and see first hand day to day functioning.
- ▶ **Building a culture of teamwork** by communicating with faculty and being open to ideas and suggestions
- ▶ Working on a **culture of transparency, sharing successes, challenges and opportunities**

## Issues/Concerns

**Breakdown of Community** (culture of institution/dept, authoritarian etc, lack of support, lack of understanding)

- ▶ Ensure **effective communication** when new policies or changes are being made.
- ▶ Increase administrative assistants, there is **currently lack of support given inadequate number of administrative assistants**, they are often overwhelmed so provide minimal support.
- ▶ Provide more autonomy to division chiefs and less decision making from administrator
- ▶ Charge the Division Chiefs with creating a promotion pathway for each faculty member (have equivalent for those in a division of 1)
- ▶ **Ensure mentorship for promotions** starts from time of hire

# Issues/Concerns

## Absence of Fairness (equality vs equity)

- ▶ Advocate that the department be taxed less by dean given nature that pediatric is often a cost center. Financial incentive given successes with medical student education.

## Conflicting Values (ethical conflicts, mission of dept /institution & MD do not align)

- ▶ Strengthening relationship between TTUHSC and EPCH and UMC on department and institutional level, include other partners where applicable
- ▶ Work together with EPCH when building programs
- ▶ **Time for scholarly activities not compatible with academic mission**
- ▶ Support conference attendance when accepted for presentations
- ▶ Support publication fees to promote scholarly activity
- ▶ Advocate for promoting research by supporting grant involvement and not placing clinical demands as sole priority. **Promote a balance between clinical and scholarly demands.**
- ▶ Advocate for research support.
- ▶ Explore contracts with other organizations
- ▶ **Deep dive into reasons faculty have left to improve retention "exit survey"**

# Chair Intervention



## Feedback Luncheon (S.O.A.R.) Objectives

- **To boost awareness** about why you're being asked to modify your efforts, and create opportunities to gain buy-in.
- **To return to purpose**, *Why are we remaking ourselves and modifying our efforts*— to compete more effectively in a new more challenging environment and to sustain the PLFSOM and EPCH enterprises, to square efforts across missions with support.
- **To complete the past**, to understand the history and why you may resist changes

# Chair Intervention



## Worry List

- Emphasis on budget limits retention, scholarship, growth and recruitment
- Overly micromanaged
- Insufficient support from administrative assistants
- Love teaching yet are overwhelmed by it (slows things down)
- Cannot meet MSA expectations, clinical services spread too thin, unsafe conditions, patient care is suffering
- Saturday clinics will not improve access

# Chair Intervention



## Idea List

*Plus more Ideas*

- Reduce no show rates
- Consider alternatives to Saturday sessions to improve access
- Dedicated MAs for subspecialty clinics; Increase APNs (NICU)
- Invest in new equipment (ambulatory BP monitor, CO2 monitor)
- Dedicated "lanes" in larger divisions (research, clinical, education)
- Outreach (NICU, PICU, primary care)

**Questions?**

