



MEMBERS IN ATTENDANCE:

- Adam Adler, M.D., Associate 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
- Daniel Bustamante, M.D., Assistant Professor, Pathology
- Jose Castro-Garcia, M.D., Assistant Professor, Surgery
- Abhizith Deoker, M.D., Associate Professor, Internal Medicine
- Alok Dwivedi, Ph.D., Associate Professor, Molecular and Translational Medicine
- Wayde Miller, M.D., Assistant Professor, Anesthesiology
- Stormy Monks, Ph.D., M.P.H., Associate Professor, Emergency Medicine, President
- Dale Quest, Ph.D., Professor, Medical Education
- Steven Radtke, M.D., Assistant Professor, Obstetrics and Gynecology, President-Elect
- Vital Rangashamanna, M.D., Assistant Professor, Radiology
- Gerardo Vazquez, M.D., Assistant Professor, Family and Community Medicine
- Anantha Vellipuram, M.D., Associate Professor, Neurology, President 2021-2022
- 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:

- Hugo Kato, M.D., Assistant Professor, Pediatrics
- Richard Lange, M.D., M.B.A., President, TTUHSC El Paso, Dean, PLFSOM, Ex-Officio, Non-Voting

GUESTS:

- Blake Busey, D.O., Assistant Professor, Family Medicine - Transmountain
- Peter Catinella, M.D., M.P.H., Chair, Family Medicine - Transmountain
- J. Manuel de la Rosa, M.D., Professor, Pediatrics
- Rona Fagan, R.N., Faculty Associate, Orthopaedic Surgery & Rehabilitation
- Colby Genrich, M.D., Assistant Professor, Family & Community Medicine
- Bharathi Gadad, Ph.D., Research Assistant Professor, Psychiatry
- Aimee Hechanova, M.D., Assistant Professor, Internal Medicine
- Thwe Htay, M.D., Associate Professor, Medical Education
- 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
- Michael Parsa, M.D., Associate Professor, Emergency Medicine
- Wajeeha Saeed, M.D., Assistant Professor, Internal Medicine
- Irene Sarosiek, M.D., Professor, Internal Medicine
- Jerzy Sarosiek, M.D., Ph.D., Professor, Internal Medicine
- Taylor Yong, M.D., Assistant Professor, Orthopaedic Surgery & Rehabilitation
- 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

Stormy Monks, Ph.D., M.P.H.

PLFSOM Faculty Council President 2022-2023

Dr. Monks, Faculty Council President, called the meeting to order at 12:03 PM. Dr. Monks welcomed all in-person faculty attendees and all faculty joining via WebEx.

II. REVIEW AND APPROVAL OF MINUTES

Anantha Vellipuram, M.D.

PLFSOM Faculty Council President 2021-2022

Quorum was met and the Faculty Council meeting minutes from September 19, 2022 were approved as presented.

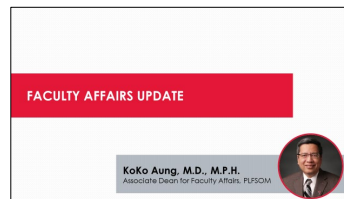
III. FACULTY AFFAIRS UPDATE

KoKo Aung, M.D., M.P.H.

Associate Dean for Faculty Affairs, PLFSOM

Dr. Aung provided a Faculty Affairs update:

- **TTUHSC El Paso PLFSOM Fitness Benefits** – Dr. Aung provided an update regarding campus gym membership benefits with Planet Fitness. The offer is available to TTUHSC El Paso faculty, staff and students. The Black Card wellness membership is \$24.99+tax per month with a waiver of the sign-up and annual fees. Corporate pricing can be obtained by showing your TTUHSC El Paso Badge at the membership desk at sign-up. If you are already a member, you can convert your membership by contacting Dorothy Stewart, Assistant Director of Wellness, Student Services and Student Engagement, at 915-215-4967 or Dorothy.Stewart@ttuhsc.edu.
- **Strategic Plan Retreat** - Dr. Aung provided an update from the strategic plan retreat:



*Please see attached report

Q&A

Q: How is the faculty exit interview conducted?

A: Dr. Aung responded that the interview is a free flowing conversation between the departing faculty member and himself with the assurance that their name will not be disclosed without their consent. Given the small number of faculty, Dr. Aung prefers not to reveal the source of information in this kind of data reporting and to also allow for some time to pass before sharing.

Q: In regards to the PLFSOM exit reasons, was there some impact from the subsequent year's data?

A: Yes, there was some impact. There were faculty who shared that their family members wanted them to retire because of the impact of COVID. Other faculty noted that they wanted to move closer to their family.

Q: Based on the exit interview, it appears job dissatisfaction is the point we should focus on to help people to be satisfied. Is this being focused on?

A: The job dissatisfaction rate shown is skewed by one department. This data is collected for all faculty but about 16% of the job dissatisfaction is skewed towards one particular department.

Q: Attrition is a big factor in our institution. Should there be one extra layer to the exit interview? For example, the faculty representative of the department might have an opportunity to do an exit interview and it could be sent to Dr. Aung before the individual meets with him, if it helps.

A: One logistical problem we encounter with interviews is that I may not be notified timely that someone is leaving. Sometimes, by the time we receive the information, it is too late to schedule an exit interview. Some interviews occur after the faculty has left the institution. We can further explore approaches to address this.

Q: What is the average length of service of these 37 faculty members before they departed, on average?

A: I have had several conversations with Dr. Dwivedi as how to best look at this data. Looking at the longevity may be the first place to look. For example, if they are early in departing that is a signal and we can look into it. Nationally, when we look at the attrition rate, the longevity is the benchmark for how long the faculty member stayed before departing. Five to ten years can be an average timeframe while less than three years is not the best, and greater than ten years would be good. Let's say we have two faculty in an area of expertise and one leaves. That is a 50% change and now you are on call more frequently and you feel the pain more. That is the challenge of smaller institutions. How long did that person last before moving to the next step? If the person who left was here for ten years before deciding to leave, then it is not such a bad situation.

Q: Referring to the slide regarding student satisfaction rate, I don't see it addressed on the list of points for discussion. Was this brought up and was there an answer from leadership as to why this happened?

A: The graduated student's data was a very drastic drop that shocked everyone when it came out and was not on my agenda for discussion as the Associate Dean for Faculty Affairs. The topics assigned to me were having an adequate number of faculty and staff to meet the mission of the school, focusing on talent acquisition and retention of faculty and non-faculty. I provided this data as the background data. The student data was presented at many forums, even in that same leadership retreat. Medical education leaders also presented and discussed what has already been done and

what needs to be done to address the issue. It was not particularly within my domain and I included that data as context only.

Q: I filled out the AAMC survey in fall/winter 2020 and I believe results were available early 2021. How often do we do these surveys and how soon are they presented/addressed to leadership?

A: The AAMC survey is sent to all full time/part time employed faculty. This 2021 survey was the first time we participated in the history of the school. Other schools which participate in the survey repeat the survey every 3 to 5 years for two major reasons: (1) doing it too soon may not see the impact of what is being done, and (2) the burden to the faculty responding to the survey, as it is lengthy. A third factor is the cost of the survey.

Q: In the national average, the quit rate was over 3.3% in our job category. We have roughly 350 faculty in total. I think that the 37 people who quit in 2020 is about 10%. Do you think we have three times more than the quit rate national average?

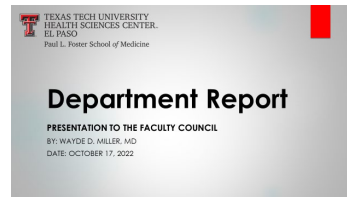
A: It is not necessarily a comparable comparison. The 3.3% quit rate is in the overall industry category including all kinds of different professions. That 37 in that particular year is a little over 10%, maybe around 12%. This is the same as what we have seen pre-pandemic.

IV. EMERGENCY MEDICINE DEPARTMENT REPORT

Wayde Miller, M.D.

Representative, Anesthesiology

Dr. Miller provided an update from the Department of Anesthesiology:



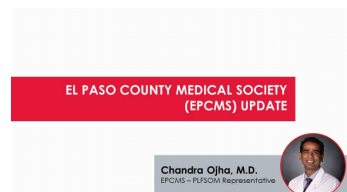
*Please see attached report

V. EL PASO COUNTY MEDICAL SOCIETY (EPCMS) UPDATE

Chandra Ojha, M.D.

EPCMS Representative, PLFSOM

Dr. Ojha provided an update from the El Paso County Medical Society (EPCMS):



*Please see attached report

- **EPCMS Update**
 - **President-Elect** - New EPCMS President-Elect, Dr. Marc Ellman, is an ophthalmologist serving the El Paso community.
 - **TV Show** – The EPCMS’ television show allows the group to inform the region about medical advancements in El Paso. The show airs on the last Thursday of the month from 7 to 8 p.m. (KTUS-TV). Upcoming coverage will include maxillofacial surgery and the children’s hospital.
- **AMA/TMA Update** – Dr. Roxanne Tyroch does admirable pioneering work as an advocate for AMA/TMA to allow El Paso physicians to have a voice at the national and state level. She has been part of many delegations/bills/reforms being brought and she is currently working on a Medicare reform with national and state leaders.
- **Public Health**
 - **Flu Shots** – The upcoming flu season is predicted to be severe. Flu vaccines are available at clinics, offices, hospitals, and now pharmacies. The EPCMS encourages the community to get the vaccine before the flu season begins.
 - **Monkey Pox** – Three cases of Monkey Pox have been seen in the region. Vaccines are available for those at high risk.
 - **Rainbow Fentanyl** – The region is seeing a significant consumption of time from law enforcement and public health officials due to Rainbow Fentanyl.
 - **Migrant Health** – Currently the region is not overwhelmed or challenged with migrant health issues. The majority of migrants are using El Paso as a transit. With the onset of flu season, things might change.
- **EPCMS Membership** - Dr. Lange approved additional EPCMS memberships from PLFSOM. Dr. Ojha encouraged those interested in joining to reach out to Dr. Sarah Walker for more information. EPCMS will also have an upcoming option for hybrid meetings and virtual voting to encourage equal participation without the need for travel.
- **UMC Update** – The hospital has remained full most days. There is not a surging COVID population, but the hospital is taking care of as many El Pasoans and those from the region as possible. One of the biggest concerns is the impact of flu related illness on capacity and services.

VI. NEW BUSINESS

Stormy Monks, Ph.D., M.P.H.

PLFSOM Faculty Council President

Dr. Vellipuram provided an update on the following items:

A. Nominations for Committee on Continuing Medical Education

- The PLFSOM Faculty Council is seeking nominations to fill five (5) seats on the PLFSOM Committee on Continuing Medical Education.

- The committee is charged with advocating in support of continuing medical education activities and initiatives to the larger community of the Paul L. Foster School of Medicine.
- All PLFSOM faculty members with an FTE of 50% or greater are eligible to serve.
- The committee meets at 7:30 a.m. on the second Tuesday of every other month.
- Please submit nominations to fservices@ttuhsc.edu by November 4, 2022.

B. Nominations for TTUHSC El Paso Faculty Senate – PLFSOM Senator

- The PLFSOM Faculty Council solicited nominations for a Faculty Senator on the TTUHSC El Paso Faculty Senate. Per the recent amendments to the Faculty Senate Bylaws, the number of faculty senators representing each school has been increased from three (3) to four (4) senators. The current PLFSOM Senators are:
 - Prashant Joshi, M.D., Associate Professor of Pediatrics
 - Richard McCallum, M.D., Professor of Internal Medicine
 - Stormy Monks, Ph.D., M.P.H., Associate Professor of Emergency Medicine
- Eight faculty members expressed interest in serving as a Faculty Senator. The Office of Faculty Affairs is awaiting a few additional submissions of 1-paragraph statements. Faculty Council representatives will receive an electronic voting ballot this week to elect the Faculty Senator to a three-year term to represent the medical school.

VII. OLD BUSINESS

Stormy Monks, Ph.D., M.P.H.

PLFSOM Faculty Council President

Dr. Monks provided an update on the following items:

A. Committee Calls for Nominations:

- **Committee on Student Grading and Promotion**
 - The PLFSOM Faculty Council solicited nominations to fill one (1) seat on the PLFSOM Committee on Student Grading and Promotion. A nomination was received for Dr. Nathan Holland, Assistant Professor of Medical Education. The Faculty Council voted to forward Dr. Holland's name to the Dean for consideration.
- **Curriculum & Educational Policy Committee (CEPC)**
 - The Faculty Council is still soliciting nominations to fill one (1) basic sciences seat on the PLFSOM Curriculum & Educational Policy Committee.
 - The Committee is charged with the development, design, implementation, management, monitoring, integration, review, evaluation, and revision of the undergraduate medical education curriculum to ensure continuous quality improvement.
 - Eligible faculty must be a voting faculty member of the PLFSOM (50% FTE or more) and must be a basic sciences faculty member.
 - The term of service is 4 years, and meetings typically occur monthly.
 - The deadline to submit nominations is November 4, 2022.

- The Faculty Council also solicited nominations to fill one (1) clinical sciences and one (1) college mentor seat on the PLFSOM Curriculum & Educational Policy Committee. The following nominations were received:
 - Zainab Al Lawati, M.D., M.Ed, Assistant Professor, Surgery
 - Katherine Hartl, M.D., Assistant Professor, Family & Community Medicine
 - Dale Quest, Ph.D., Associate Professor, Medical Education
 - Wajeeha Saeed, M.D., Assistant Professor, Internal Medicine
 - Norman Ward III, M.D., Instructor, Orthopaedic Surgery & Rehabilitation
- The Faculty Council voted to forward the list of nominees to the Dean for consideration.

VIII. FACULTY COUNCIL ANNOUNCEMENTS

Stormy Monks, Ph.D., M.P.H.
PLFSOM Faculty Council President

Dr. Monks reminded attendees to save the date for the following upcoming meetings:

- **PLFSOM General Faculty Meeting – November 28:** The next PLFSOM General Faculty Meeting is tentatively scheduled for November 28, 2022. Please save the date. Registration details will be distributed to all Faculty via email.
- **PLFSOM Faculty Council Meeting – November 16:** Due to the TTUHSC El Paso Thanksgiving Luncheon on November 21st, the November Faculty Council meeting has been rescheduled to Wednesday, November 16, 2022 at noon. Keep an eye out for an email to register.

IX. ROUND TABLE DISCUSSION

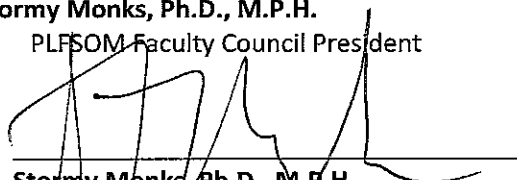
Stormy Monks, Ph.D., M.P.H.
PLFSOM Faculty Council President

N/A

X. ADJOURNMENT

Stormy Monks, Ph.D., M.P.H.
PLFSOM Faculty Council President

The next PLFSOM Faculty Council meeting will take place on November 16, 2022. Dr. Monks adjourned the meeting at 1:13 P.M.



Stormy Monks, Ph.D., M.P.H.
PLFSOM Faculty Council President

FACULTY AFFAIRS UPDATE

KoKo Aung, M.D., M.P.H.

Associate Dean for Faculty Affairs, PLFSOM



Faculty Affairs Update: Gym Membership



- Offer Available to TTUHSC El Paso Faculty, Staff and Students
- Planet Fitness Corporate Black Card Wellness Membership
 - 24.99+ tax per month
 - Sign-up Fee and Annual Fee waived, no 12-month contract, thereby waiving \$58 early cancellation fee
 - Unlimited access to amenities
 - Fitness training sessions available
 - Corporate pricing extended to up to 4 family members (Ages 13+)
- If already a member, you can convert your membership.
 - Please contact Dorothy Stewart, Assistant Director of Wellness, Student Services and Student Engagement, at 915-215-4967 or Dorothy.stewart@ttuhsc.edu



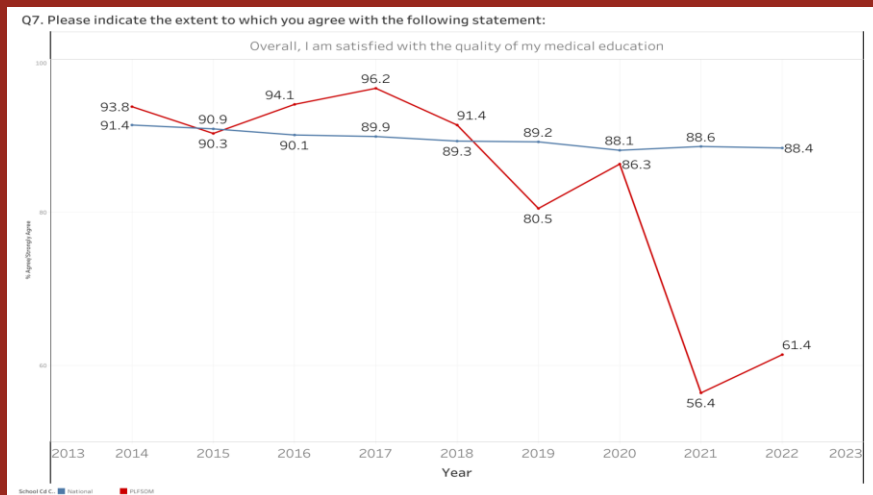
STRATEGIC PLAN RETREAT

Ensuring adequate faculty and staff support for the academic missions

KoKo Aung, M.D., M.P.H.

Vice President for Faculty Success, TTUHSC El Paso
Associate Dean for Faculty Affairs, PLFSOM

2017-2022 PLFSOM GRADUATE QUESTIONNAIRE



2021-2022 ACGME RESIDENT/FELLOW SURVEY

Faculty Teaching and Supervision		% Program Compliant	Program Mean	% National Compliant	National Mean
Faculty members interested in education		83%	4.2	84%	4.3
Faculty effectively creates environment of inquiry		81%	4.2	83%	4.3
Appropriate level of supervision		91%	4.7	92%	4.7
Appropriate amount of teaching in all clinical and didactic activities		85%	4.5	81%	4.5
Quality of teaching received in all clinical and didactic activities		96%	4.1	96%	4.2
Extent to which increasing clinical responsibility granted, based on resident's/fellow's training and ability		79%	4.1	82%	4.2

2021-2022 ACGME FACULTY SURVEY

2021-2022 ACGME Faculty Survey - page 1

Survey taken: February 2022 - April 2022

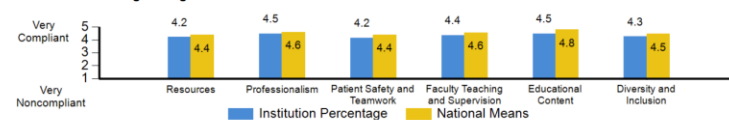
Programs Surveyed 17

480550 Texas Tech University HSC El Paso - Aggregated Program Data

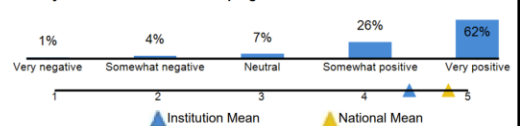
Faculty Responded 157 / 177

Response Rate 89%

Institution Percentage at-a-glance

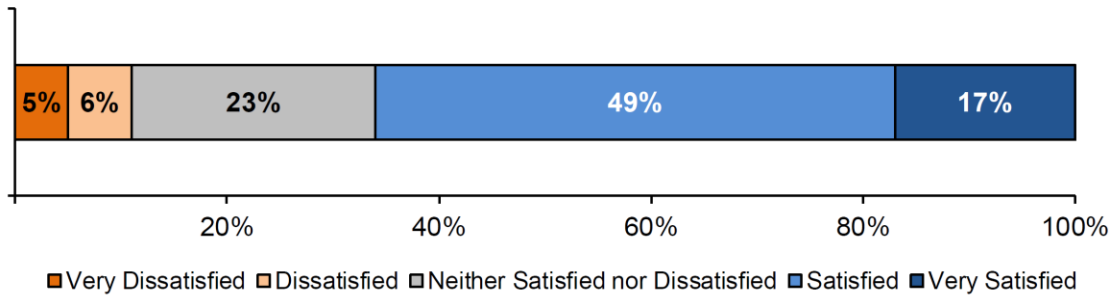


Faculty's overall evaluation of the program



2021 AAMC STANDPOINT FACULTY ENGAGEMENT SURVEY

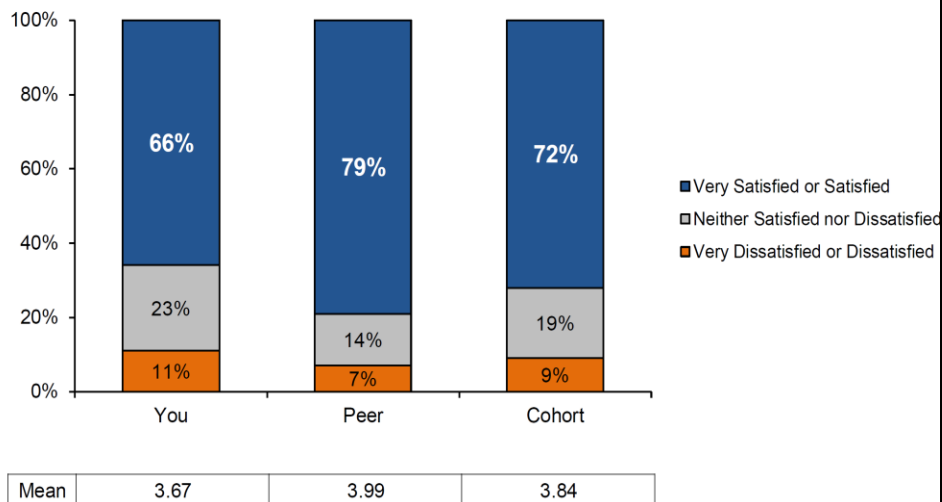
Figure 2: Satisfaction with Texas Tech University Health Sciences Center Paul L. Foster School of Medicine



2021 AAMC STANDPOINT FACULTY ENGAGEMENT SURVEY

Continued...

Figure 3: Satisfaction with Medical School Comparison to Your Peer Group and the Cohort



2021 AAMC STANDPOINT FACULTY ENGAGEMENT SURVEY

Continued...

Would Again Choose to Work at Medical School

"If I had it to do all over, I would again choose to work at this medical school."



2021 AAMC STANDPOINT FACULTY ENGAGEMENT SURVEY

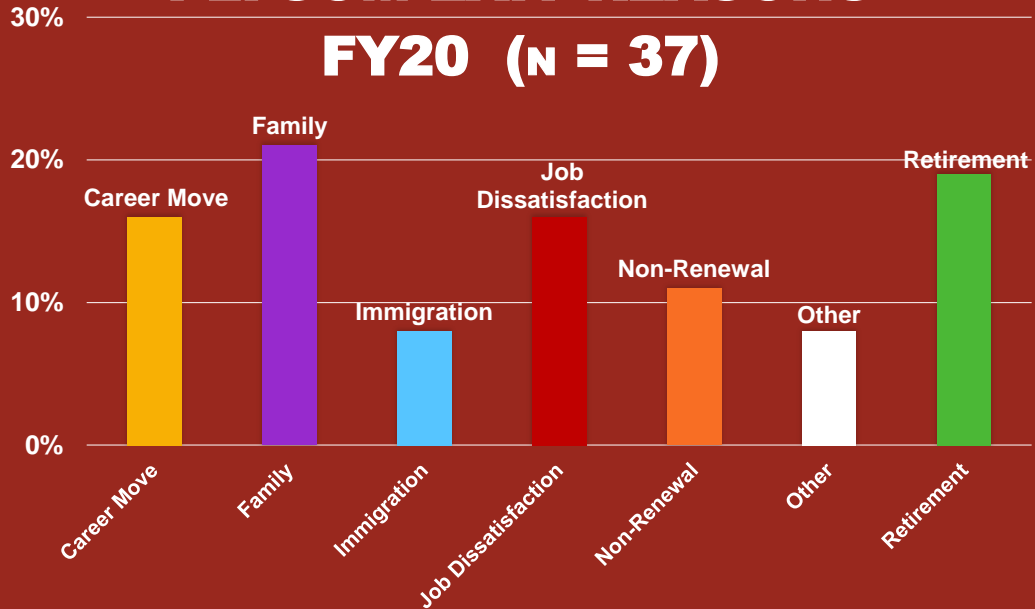
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Table 23: Recruitment and Retention

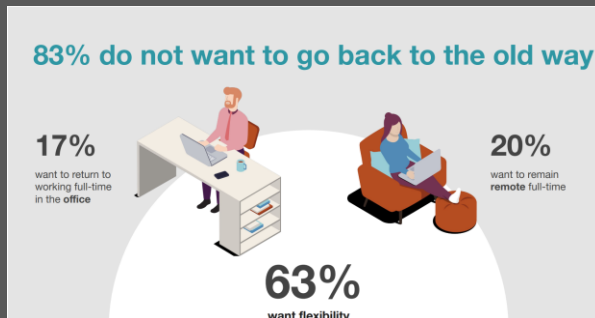
Item	N	Strongly Agree or Agree	Neither Agree nor Disagree	Strongly Disagree or Disagree	Mean
My medical school is successful in hiring high quality faculty members	210	53.3%	24.3%	22.4%	3.35
My department is successful in hiring high quality faculty members	237	61.2%	15.2%	23.6%	3.48
My medical school is successful in retaining high quality faculty members	209	28.2%	19.2%	52.6%	2.60
My department is successful in retaining high quality faculty members	234	31.6%	20.5%	47.9%	2.72
FACULTY RECRUITMENT AND RETENTION SUMMARY SCORE		43.8%	19.7%	36.5%	3.04

PLFSOM EXIT REASONS

FY20 (N = 37)



FUTURE FORUM WHITE PAPER



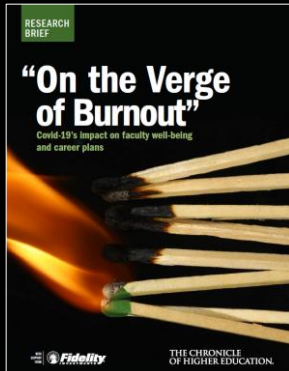
Win the battle for talent

The future of work is flexible, inclusive, and connected

"On the Verge of Burnout"

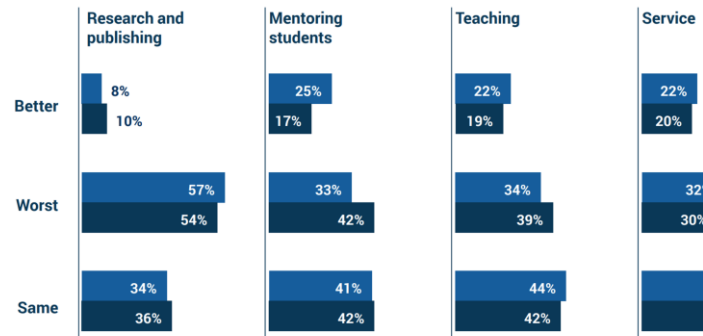
Covid19's impact on faculty well-being and career plans

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Since the start of 2020, do you feel you have done a better or worse job meeting the expectations of the following faculty responsibilities?

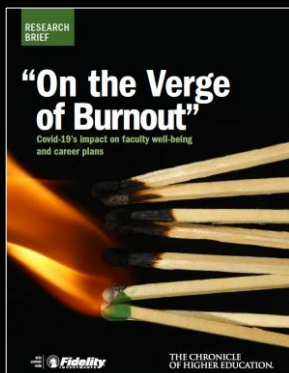
Female Male



"On the Verge of Burnout"

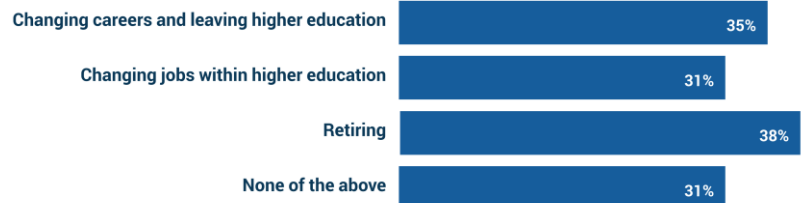
Covid19's impact on faculty well-being and career plans

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Since the start of 2020, have you seriously considered:

(select all that apply)



Understanding America's Labor Shortage: The Most Impacted Industries

US Chamber of Commerce

Quit Rates by Industry

June 2022



More workers across industries are quitting their jobs



Source: U.S. Chamber of Commerce Analysis, BLS Data

Understanding America's Labor Shortage: The Most Impacted Industries

US Chamber of Commerce

Labor Force Shortage by Industry

July 2022



Unfilled job openings



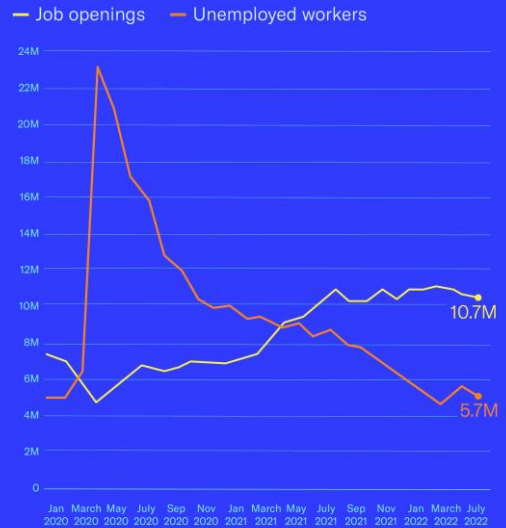
Source: U.S. Chamber of Commerce Analysis, BLS Data

Understanding America's Labor Shortage: The Most Impacted Industries

US Chamber of Commerce

UNDERSTANDING THE GAP

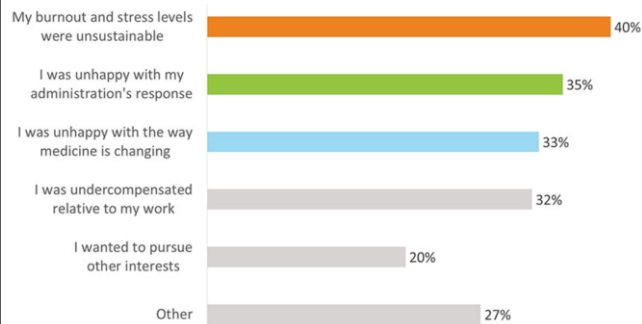
National Job Openings vs Number of Unemployed Workers July 2022



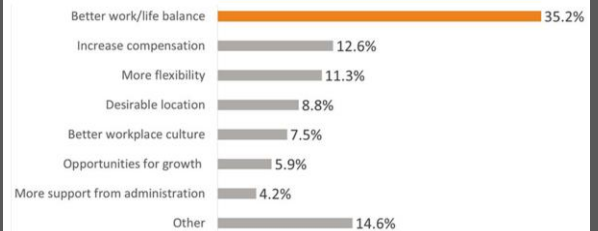
Source: U.S. Chamber of Commerce Analysis, BLS Data

SURVEY: Nearly half of physicians changed jobs during the pandemic

Ways the pandemic impacted career decisions



Primary motivators for making career change



POINTS FOR DISCUSSION

Amid these unprecedented background dynamics:

How can we ensure adequacy of faculty and staff to support the missions of PLFSOM?

What is the master plan for future faculty and staff recruitment?

How can we revamp and innovate our recruitment efforts?

How can we better facilitate our onboarding process?

How can we improve our faculty and staff retention?

How can we support faculty and staff well-being to avoid burnout and mental exhaustion?

THANK YOU



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER,
EL PASO

Paul L. Foster School of Medicine

Department Report

PRESENTATION TO THE FACULTY COUNCIL

BY: WAYDE D. MILLER, MD

DATE: OCTOBER 17, 2022

Department Breakdown

▶ Total Number of Faculty:

- ▶ Number of Instructors: 0
- ▶ Number of Assistant Professors:
 - ▶ 10 FTE Anesthesiologists
 - ▶ 2 PTE Anesthesiologists (0.6 & 0.8)
 - ▶ 4 Per Diem Anesthesiologists
- ▶ Number of Associate Professors: 0
- ▶ Number of Professors: 0

- ▶ **New Faculty:** Actively recruiting for four (4) faculty for Adult Anesthesia and two (2) faculty Pediatric Anesthesia

Leadership

- ▶ Marc A. Orlandi, MD
Interim Chairman / EPCH Medical Director
- ▶ Jasper Mesarch, DO
UMC/Chief and Medical Director

Accomplishments

- ▶ July 2022, the successful return to provide full Anesthesia services to UMC
- ▶ Kristyn Ingram, MD – Assistant Professor
 - ▶ Member of the House of Delegates for the American Society of Anesthesiologists & Texas Society of Anesthesiologists

Scholarly Activity

- ▶ Scholarly activity involves the on-going training of medical students, pediatric and emergency medicine residents during their anesthesia rotation.
- ▶ Program for SRNA student rotations with affiliated universities.
- ▶ Book Chapter: Endoscopic Craniosynostosis Surgery, Chapter 6 Anesthesia for Endoscopic Craniosynostosis Surgery by Marc Orlandi, MD.
- ▶ Presentation: Anesthesia for Endoscopic Craniosynostosis Surgery for the Symposium on Endoscopic Surgery to be given by Marc Orlandi, MD, November 2022.

Residency Program

- ▶ The Department of Anesthesiology does not currently offer a residency program but has future goals to establish a program to further the university's mission.
- ▶ Currently in the early organizational stages for Anesthesia Residency program for goal date July 1, 2024.

Issues/Concerns

- ▶ Recruitment of Anesthesiologists for UMC and EPCH.

Questions?

EL PASO COUNTY MEDICAL SOCIETY (EPCMS) UPDATE

Chandra Ojha, M.D.
EPCMS – PLFSOM Representative



EPCMS Report October 17th 2022

Chandra Ojha, MD, MRCP, FACC, FSCAI

EPCMS update

- Dr. Marc Ellman – Ophthalmologist : President elect
- TV show : Last Thursday – 7PM to 8 PM (KTUS –TV)
- Upcoming coverages on Maxillofacial surgery and Children's Hospital

AMA/TMA update

- Dr. Roxanne Tyroch presented the updates
- November meeting
- Medicare reform
- Hybrid meeting and Virtual voting : relevant for El Paso

Public Health

- BiValent Vaccine
- Concerns about vaccine fatigue (Australia experience)
- Concerns about upcoming severe Flu season
- Monkey Pox vaccine and cases
- Rainbow Fentanyl
- Migrant health challenges

EPCMS membership

- Want to identify individuals who interested in membership via nomination or recommendations from Chairs

UMC update

- Hospital remains full
- Concerns about Flu related illness