

MEMBERS IN ATTENDANCE:

- Olufemi Aduroja, M.D., M.P.H., Assistant Professor, Internal Medicine – Transmountain
- Daniel Bustamante, M.D., Assistant Professor, Pathology
- Hugo Kato, M.D., Assistant Professor, Pediatrics
- Abhizith Deoker, M.D., Associate Professor, Internal Medicine
- Alok Dwivedi, Ph.D., Associate Professor, Molecular and Translational Medicine
- Stormy Monks, Ph.D., M.P.H., Associate Professor, Emergency Medicine, President
- Dale Quest, Ph.D., Professor, Medical Education
- Jose Castro Garcia, M.D., Assistant Professor, Surgery
- Vital Rangashamanna, M.D., Assistant Professor, Radiology
- Steven Radtke, M.D., Assistant Professor, Obstetrics and Gynecology, President-Elect
- Anantha Vellipuram, M.D., Associate Professor, Neurology
- Sarah Walker, M.D., Assistant Professor, PLFSOM EPCMS Representative
- 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:

- Adam Adler, M.D., Associate Professor, Orthopaedic Surgery & Rehabilitation
- Mary Josephine Amaro Esparza, D.O., Assistant Professor, Family Medicine – Transmountain
- Wayde Miller, M.D., Assistant Professor, Anesthesiology

GUESTS:

- Aimee Hechanova, M.D., Assistant Professor, Internal Medicine
- Thwe Htay, M.D., Assistant Dean for Student Affairs
- Zuber Mulla, Ph.D., M.S.P.H., Interim Associate Dean for Faculty Development
- Irene Sarosiek, M.D., Professor, Internal Medicine
- Jerzy Sarosiek, M.D., Professor, Internal Medicine
- Sudhagar Thangarasu, M.D., FACP, Associate Professor, Internal Medicine
- Miranda Alvarez, Associate Director for Faculty Services, Office of Faculty Affairs
- Cindy Camarillo, Sr. Director, Office of Faculty Affairs
- Mark Urban, Lead Analyst, Office of Faculty Affairs

I. CALL TO ORDER

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

Dr. Stormy Monks, Faculty Council President, called the meeting to order at 12:04 PM. Dr. Monks welcomed all faculty attendees joining in-person and via WebEx.

II. REVIEW AND APPROVAL OF MINUTES

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

After meeting quorum, the Faculty Council meeting minutes from the previous meeting held on February 20, 2022 were approved as presented.

III. DEAN'S REPORT

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

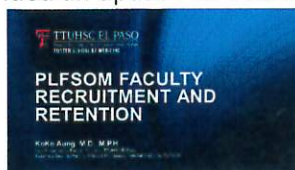
Dr. Lange provided a brief update:

- The SACSCOC Accreditation Visit is scheduled for April 18-20, 2023. The onsite reviewers will meet with various faculty groups to discuss topics such as ancillary services, education, finances, and quality enhancement project.
- Dr. Lange thanked all members of the TTUHSC El Paso community for their roles in successfully educating students. He announced that 98% of graduating medical students matched in residency programs. Nearly 20% of graduates matched at residencies here in El Paso. Dr. Lange announced that the institution matched students in its new pathology residency program for the first time. Dr. Lange stated an anesthesiology residency program would be starting soon.
- Finally, Dr. Lange mentioned that the current Texas legislative session is still ongoing. TTUHSC El Paso has governmental affairs staff working with legislators on the issues that are most important to us, including tenure, funding, and diversity, equity, and inclusion, amongst others.

IV. FACULTY AFFAIRS UPDATE

KoKo Aung, M.D., M.P.H.
Vice President for Faculty Success, TTUHSC El Paso, Associate Dean for Faculty Affairs, PLFSOM

Dr. Aung provided an update on faculty recruitment and retention at the medical school:



**Please see attached report*

Q&A

Q: Is the institution adding faculty at a rate that keeps pace with the yearly growth in students and residencies?

A: In order to hire more faculty, the institution, like most medical schools, has to increase revenue through more clinical services and the collection of professional service fees. Nearly 70% of faculty salaries are

funded from clinical fees, with the rest coming from state funding, tuition, donations, and so forth. The institution must increase clinical services if it wants to grow.

Q: In the figures provided, is the institution compensating for the net loss at associate professor level by promoting from within?

A: The numbers on the slides are representative of new hires at the associate professor level in terms of recruitment, and do not reflect the promotion of assistant professors to associate professors.

Q: Is the institution following best practices for recruitment, retention, for mentorship, and support?

A: The institution tries to balance high risk category and low-risk category recruitment in an effort to achieve a sustainable balance and growth. Best practices are reviewed and implemented in an effort to ensure faculty retention and growth.

Q: Is there a committee at the school level to address the losses of faculty that are preventable?

A: Every department chair is in a key position to know the circumstances surrounding the departure of faculty and to address departures that may have been avoided. While the aggregate numbers may suggest a problem in retention, the disaggregated numbers, which are not shown for purposes of confidentiality, tend to show an average loss of approximately two faculty members per department (between 16 departments).

Q: Are the exit reasons shown on your slide from a narrative open question format from the HR exit interviews?

A: They are from a combination of different sources, such as exit interview, discussions with departmental chairs, faculty members, and resignation letters.

Q: What is the cause of the major drop in recruitment over the last two years?

A: Historically, the number of new faculty hires has not been this low. While the answer is not easily discerned, it is notable to mention that it does correspond to the COVID-19 pandemic years.

Q: Have faculty who left for a fellowship in the last five years been recruited back?

A: Yes, there are faculty who go off to complete a fellowship and then return to a faculty position here. In some cases, the institution even pays the faculty member a stipend while they are completing their fellowship for a commitment to return to TTUHSC El Paso after their fellowship training program has been completed.

Q: Do we have data that shows when the net value of the investment in recruiting faculty becomes positive? How many years would a faculty member need to be here in order for that value to be positive?

A: Data as described would be difficult to ascertain because it would vary based on the dollar amounts assigned to different departments, different primary occupations, and different specialty areas of expertise, etc., which would make it hard to generalize in dollar amounts.

Q: Is there any progress being made towards writing a policy to increase retention?

A: It would be difficult to write a policy to increase retention, but there are methods and best practices to increase the likelihood of retaining desired faculty. Dr. Aung offered his help to departments in implementing such methods to retain such faculty.

V. DEPARTMENTAL REPORT

Abhizith Deoker, M.D.

Representative, Internal Medicine

Dr. Deoker provided an update from the Department of Internal Medicine:



**Please see attached report*

Q&A

Q: What channels are the department considering to market their faculty, and which would be the most effective?

A: The Department would be open to all available channels to effectively market the accomplishments of our faculty.

VI. EL PASO COUNTY MEDICAL SOCIETY (EPCMS) UPDATE

Sarah Walker, M.D.

PLFSOM EPCMS Representative

Dr. Walker provided a report on the El Paso County Medical Society:

- The Texas Medical Association (TMA) website is a robust source of information on the current legislative session.
- Upcoming Continuing Medical Education sessions sponsored by the TMA are available for registration on their website.
- Dr. Walker also issued a statement about the Drug Enforcement Agency requiring an additional 8 Continuing Medical Education credits to maintain your DEA licensure, which the TMA and EPCMS hope to help local physicians obtain by offering more CME courses in the future.

VII. OLD BUSINESS

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

Dr. Monks provided an update:

A. PLFSOM Faculty Senator Mid-Term Election Result

- Dr. Monks announced the following faculty member as the elected PLFSOM Faculty Senator to fill the vacant seat previously held by Dr. Prashant Joshi.
 - i. Dr. Abhizith Deoker, M.D., Associate Professor, Department of Internal Medicine

B. Standing Committee Vacancies: Committee on Student Grading & Promotion (2 seats)

- Dr. Monks announced two vacancies on the Committee on Student Grading and Promotion. Please submit nominations to fservices@ttuhsc.edu.

C. Standing Committee Vacancies: Curriculum and Educational Policy Committee (1 Basic science)

- Dr. Monks announced one vacancy on the Curriculum and Educational Policy Committee (CEPC). Please submit nominations to fservices@ttuhsc.edu.

VIII. NEW BUSINESS

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

A. El Paso County Medical Society Sponsored Seats

Dr. Monks announced the following faculty members as the five recipients of sponsored memberships to the EPCMS.

- Ricardo Badillo, M.D., Assistant Professor, Department of Internal Medicine
- Jorges Borges, M.D., Ph.D., M.P.H., Assistant Professor, Department of Internal Medicine
- Daniel Bustamante, M.D., Assistant Professor, Department of Pathology
- Sarah L. Martin, M.D., Assistant Professor, Department of Psychiatry
- Sushma R. Yerram, M.D., Assistant Professor, Department of Neurology

B. New Committee Appointments

- Dr. Monks announced the appointment of the following faculty members to the committee on Student Affairs.
 - Dr. Mariela Lane, M.D., Assistant Professor, Department of Medical Education
 - Dr. Nathan Holland, Ph.D., Assistant Professor, Department of Medical Education
- Dr. Monks announced the appointment of the following faculty members to the Committee on Continuing Medical Education.
 - Dr. Haider Alkhateeb, M.D., Assistant Professor, Department of Internal Medicine
 - Dr. Erica Alvarez, M.D., Assistant Professor, Department of Surgery
 - Dr. Aisha Shariq, M.D., Assistant Professor, Department of Psychiatry

C. Call for Nominations: PLFSOM Faculty Academic Council (1 seat)

- The Faculty Council is soliciting nominations for one seat on the PLFSOM Academic Council.

C. Call for Nominations: PLFSOM Faculty Academic Council (1 seat) (continued)

- Those eligible for election are faculty members who have completed two (2) years of service at PLFSOM. The representatives should reflect the ratio of clinical to basic science faculty and include at least one basic science faculty member. Members shall serve a 2-year term. Nominations should be sent to Fservices@ttuhsc.edu.

D. Call for Nominations: Committee on Medical School Admissions (1 Seat)

- The Faculty Council is soliciting for nominations for one seat on the Committee on Medical School Admissions.
- **Those eligible must** be a current PLFSOM faculty member and commit to interviewing candidates on at least five (5) dates. Members shall serve a 3-year term. Nominations should be sent to fservices@ttuhsc.edu

E. Ad Hoc Bylaws Review Committee

- The PLFSOM Faculty Bylaws are due for their regular review, which takes place every 3 years. The Faculty Council is seeking 3-4 faculty members to serve on the Ad-Hoc Bylaws Review committee. Service on this committee will include reviewing and making suggested revisions to the faculty bylaws. This is not limited to Faculty Council representatives. If you are interested, please let one of the officers know or send your nomination of a faculty member by email to fservices@ttuhsc.edu.

IX. FACULTY COUNCIL ANNOUNCEMENTS

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

Dr. Monks thanked all who attended the PLFSOM Faculty Governance Retreat. The thoughtful discussion and input of all attendees is appreciated. The Faculty Council officers will be sharing a summary of the retreat at the next Faculty Council meeting for the representative's review prior to sharing it with leadership.

X. ROUND TABLE DISCUSSION

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

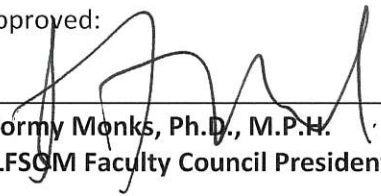
Dr. Monks opened the floor for roundtable discussion.

XI.

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

With no further business to discuss, Dr. Monks adjourned the meeting at 1:06 P.M. Dr. Monks announced the next Faculty Council meeting in May 15, 2023. All PLFSOM faculty members are invited to attend.

Approved:



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



PLFSOM FACULTY RECRUITMENT AND RETENTION

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

Vice President for Faculty Success, TTUHSC El Paso
Associate Dean for Faculty Affairs & Professor of Internal Medicine, PLFSOM

FY22 PLFSOM EXECUTIVE LEADERSHIP RECRUITMENT

SCHOOL	SEARCH	OUTCOME
PLFSOM	Chair, Department of Orthopaedic Surgery and Rehabilitation	Rajiv Rajani, M.D. (2/2021)

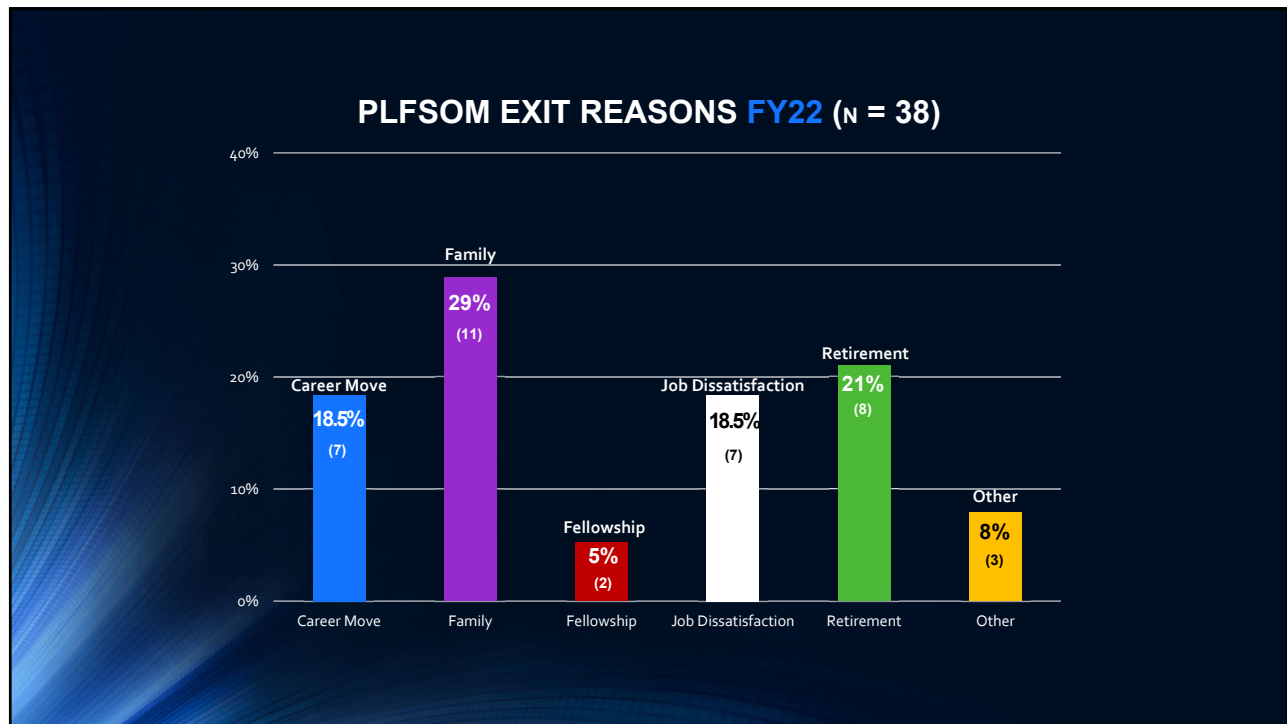
PLFSOM FIVE-YEAR TREND

FISCAL YEAR	RECRUITMENT	ATTRITION	NET GAIN/LOSS
FY18 9/1/17 - 8/31/18	39	38	+1
FY19 9/1/18 - 8/31/19	49	44	+5
FY20 9/1/19 - 8/31/20	36	37	-1
FY21 9/1/20 - 8/31/21	33	34	-1
FY22 9/1/21 - 8/31/22	26	38	-12

8/31 SNAPSHOT	TOTAL FACULTY
8/31/2018	291
8/31/2019	296
8/31/2020	304
8/31/2021	301
8/31/2022	290

FY22 PLFSOM RECRUITMENT & RETENTION BY RANK

FY22 9/1/21-8/31/22	RECRUITMENT	ATTRITION	NET GAIN/LOSS
Faculty Associate	0	3	-3
Instructor	1	0	+1
Assistant Professor	22	22	0
Associate Professor	1	8	-7
Professor	2	5	-3
TOTAL	26	38	-12





Internal Medicine Department Report

PRESENTATION TO THE FACULTY COUNCIL

BY: Dr. ABHIZITH DEOKER

DATE:



Department Breakdown

Please provide the total number of faculty members in your department and break down this number by rank. Please list new faculty members that have joined your department within the last six months.

▶ Total Number of Faculty:	53
▶ Number of Instructors:	0
▶ Faculty Associate:	3
▶ Number of Assistant Professors:	28
▶ Number of Associate Professors:	12
▶ Number of Professors:	10

Internal Medicine: Leadership



Chair, Department of
Internal Medicine -
Debabrata Mukherjee.



Vice Chair for Education,
Clinical Director –
Harry E. Davis II.



Associate Chairman for
Research –
Jerzy Sarosiek.



Scholarly Activity [07/2021-06/2022]

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

▶ Original investigations.	42
▶ Review – Meta analysis.	46
▶ Case Reports	19
▶ Abstracts.	72
▶ Letter to the editor/editorials.	21
▶ Book Chapters	11
▶ Books	1

Scholarly Activity 7/2021-6/2022

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

- ▶ **Investigator Initiated Research (NIH/NIDDK and NIH/NIAMS)**
- ▶ Six projects
- ▶ **Department of Internal Medicine Project Funded**
- ▶ Four projects
- ▶ **Pharmaceutical Sponsor Clinical Research Studies and Active Clinical Trials**
- ▶ Seven projects

Scholarly Activity

The Department had an extremely productive year with 127 peer-reviewed publications (increase of 41 over 2020-2021 year)

There has been an annual report available in the University website since 2009. There has been a steady scholarly activity increased since 2009 with approximately 80 peer review publications, textbooks chapters, abstracts and national and regional presentations per year

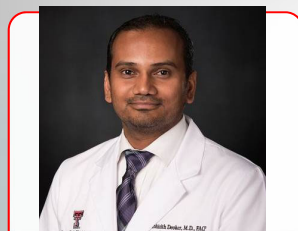
https://elpaso.ttuhsu.edu/som/internal/scholarly_activities.aspx

Residency Program

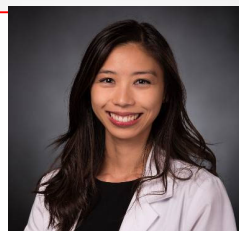
Please provide information regarding your department's residency program, i.e.: recent accreditation, number of residents, and program updates. (if applicable)

- The Internal Medicine program. Original accreditation in 1971
- Approved positions: 59
 - ~40% of 2020 grads, ~40% of 2021 and ~ 40% of 2022 grads stayed in El Paso.
- Excellent board pass rate in last 5 years.
- Excellent Fellowship match rate.
- Fellowship programs with approved 2 candidates/yr in Nephrology, GI and 3 candidates/yr Cardiology.
- Quality Improvement participation -- 100%

Department of Internal Medicine: Residency Program



Program Director
- Abhizith
Deoker.



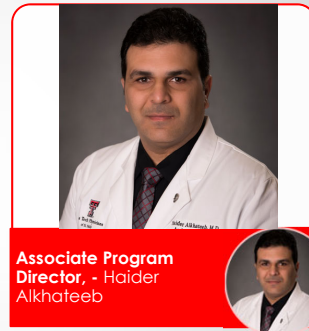
**Associate Program
Director** - Aimee
Hechanova.



**Associate Program
Director/Program
Director, Med/Psych
Residency** - Brian
Edwards.



Cardiology Fellowship Program



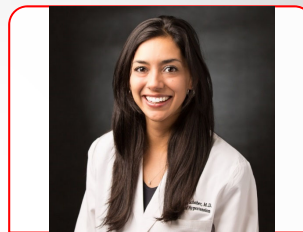
Gastroenterology Fellowship Program



Nephrology Fellowship Program



**Program Director
Nephrology -
Adeel Ahmad.**



**Associate Program
Director - Fernanda
Payan Schober.**



Accreditation Status

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

- ▶ Internal Medicine Residency Program :Continued Accreditation
- ▶ Cardiology Fellowship: Continued Accreditation
- ▶ GI Fellowship: Status: Continued Accreditation
- ▶ Nephrology Fellowship: Continued Accreditation

Issues/Concerns

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

- There are fewer senior faculty than junior faculty although the number of senior faculty has recently increased
- Relatively small residency compared to growing services in hospital
- Minimal marketing to promote faculty and services in the community
- Limited outpatient clinic space .
- Webpage needs to be more robust and managed locally by Departments and Programs rather than institutionally
- ▶ Recommendations
 - Work on retaining graduates as faculty.
 - Grow residency/fellowship programs to match needs.
 - More marketing to promote our excellent faculty.
 - Increase in clinic space and protected Conference rooms .
 - Searchable regularly updated websites for residency/fellowship programs