

**MEMBERS IN ATTENDANCE:**

- 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, President
- Katherine Hartl, M.D., Assistant Professor, Family and Community Medicine
- Hugo Kato, M.D., Assistant Professor, Pediatrics
- P. Antonio Maldonado, M.D., Associate Professor, Obstetrics & Gynecology
- Stormy Monks, Ph.D., M.P.H., Associate Professor, Emergency Medicine, Immediate Past-President
- Claudia Maria Prospero Ponce, M.D., Assistant Professor, Neurology
- Dale Quest, Ph.D., Professor, Medical Education, President-Elect
- Lela Ruck, M.D., Assistant Professor, Internal Medicine - Transmountain
- 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 Member
- Richard Lange, M.D., M.B.A., President, TTUHSC El Paso, Dean, PLFSOM, Ex-Officio, Non-Voting Member

**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
- Vital Rangashamanna, M.D., Assistant Professor, Radiology
- Sara Walker, M.D., PLFSOM EPCMS Representative

**GUESTS:**

- Thwe Htay, M.D., Assistant Dean for Student Affairs, PLFSOM; Associate Professor, Medical Education
- Zuber Mulla, Ph.D., Professor, Obstetrics & Gynecology
- Michael Parsa, M.D., Chair, Committee on Student Grading and Promotion
- Muhammed Tahir, M.D., Assistant Professor, Internal Medicine
- Abhinav Vulisha, M.D., Assistant Professor, Internal Medicine
- Michelle Brown, Analyst II, Office of Faculty Affairs
- Cindy Camarillo, Managing Director, Office of Faculty Affairs
- Tony Castaneda, Director, Office of Faculty Affairs
- Danielle Lara, Coordinator, Office of Faculty Affairs

## I. CALL TO ORDER

**Alok Dwivedi, Ph.D.**  
PLFSOM Faculty Council President

Dr. Alok Dwivedi, Faculty Council President, welcomed all attendees joining in-person and via WebEx. He called the February 19, 2024 Faculty Council meeting to order at 12:00 PM. Quorum was met.

## II. REVIEW AND APPROVAL OF MINUTES

**Alok Dwivedi, Ph.D.**  
PLFSOM Faculty Council President

The Faculty Council meeting minutes from January 16, 2024 were approved as presented.

## III. OLD BUSINESS

**Alok Dwivedi, Ph.D.**  
PLFSOM Faculty Council President

### A. Standing Committee Nominees

Dr. Dwivedi announced the PLFSOM nominations received for the following committees. The list of the nominees will be forwarded to the Dean for final selection and appointment.

- a. Committee on Continuing Medical Education (4 seats, 2 nominees)
  - i. Karim Elsharkawy, M.D., Orthopaedic Surgery and Rehabilitation
  - ii. Andrew Tyler, M.D., Ph.D., Orthopaedic Surgery and Rehabilitation
- b. Committee on Medical School Admissions (4 seats, 2 nominees)
  - i. Komal Marwaha, M.D., Medical Education
  - ii. Norman Ward, M.D., Orthopaedic Surgery & Rehabilitation
- c. Committee on Student Grading and Promotion (2 seats, 2 nominees)
  - i. Nathan Holland, Ph.D., Medical Education
  - ii. Maria Teresa Opina, M.D., Internal Medicine - Transmountain
- d. Physician and Student Well-Being Committee (1 seat, 0 nominees) - **none**
- e. Committee on Clinical Affairs (5 seats)
  - Anesthesiology (1 seat) – **none**
  - Molecular & Translational Medicine (1 seat) – **none**
  - Obstetrics & Gynecology (1 seat) – **none**
  - Orthopaedic Surgery & Rehabilitation (1 seat)
    - i. Evan Corning, M.D., Orthopaedic Surgery & Rehabilitation
    - ii. Karim Elsharkawy, M.D., Orthopaedic Surgery & Rehabilitation
  - Psychiatry (1 seat) – **none**
- f. Committee on Student Affairs (1 seat, 1 nominee)
  - i. Komal Marwaha, M.D., Medical Education

### B. Calls for Nominations

Emails will be sent out as reminders for call of nominations to fill the remaining seats on the committees. Interested faculty members, please email [fservices@ttuhsc.edu](mailto:fservices@ttuhsc.edu) as soon as possible. Dr. Dwivedi reminded

*Old Business Continued...*

the council that there is urgency to fill the seats before the orientation of new committee members in March provided by Admissions Committee.

- a. Committee on Continuing Medical Education (approx. 2 seats)
- b. Committee on Medical School Admissions (approx. 2 seats)
- c. Physician and Student Well-Being Committee (1 seat)
- d. Committee on Clinical Affairs (approx. 4 seats)  
(Anesthesiology, Molecular & Translational Medicine, Obstetrics & Gynecology, Psychiatry)

**C. EPCMS Faculty Council Representative Election Results**

Dr. Dwivedi announced Dr. Rebecca Campos from Medical Education as the EPCMS sponsored member that was elected.

**D. FSOM Diversity Statement Approval Update**

Dr. Dwivedi informed the council of the revisions to the FSOM Diversity Statement by Dr. Maureen Francis, Associate Dean for Medical Education presented on January 16<sup>th</sup>, have been approved by Faculty Council effective January 26, 2024.

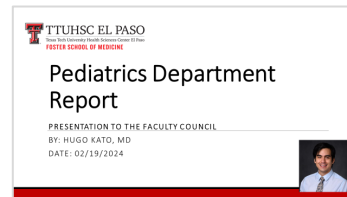
#### IV. DEPARTMENT REPORT

**Hugo Kato, M.D.**

Department Representative, Pediatrics

**A. Pediatrics**

Dr. Kato provided the report for the Department of Pediatrics.



*\*Please see attached report*

**Q:** One concern for us is the undergraduate medical program. The fourth year selective course mandates four weeks in critical care. In the middle of this year when the PIC-U option was gone, students who aspired to a pediatrics residency would want to find capacity to take them in PIC-U. Is there a contingency plan to try to sort that out before the next academic year begins?

**A:** The contingency plan would be to get more Texas Tech faculty who can staff the PIC-U because the understanding is that it needs to be a faculty of the University to teach these students in this capacity. Right now we are stuck with myself (Dr. Kato) taking all the students into the NICU with the floor situation, the education gets diluted, there is loss of patient interaction opportunities, and it's more difficult and less rewarding to the students when there is more of them and less faculty.

- Q.** Do they need one PIC-U intensivist to handle all of our 4<sup>th</sup> years' that want their selective role?
- A.** One person is enough to run it, but Dr. Kopstick can only take one student at a time when he is available. Right now Dr. Kato can schedule students to round with multiple faculty but they are limited.

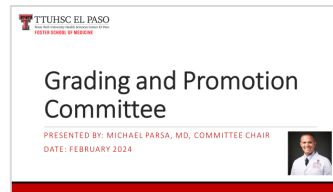
**Comment:** Dr. Parsa thanked Dr. Kato for his passion. It is clear that you want what is best and you are not alone in your department in the frustrations you are facing. These problems do predate you and we have continued to go through these cycles. Hopefully we can move forward in some positive ways and don't continue for the next years.

## V. COMMITTEE REPORT

**Michael Parsa, M.D.**  
Committee Chair, Student Grading and Promotion

### B. Grading and Promotion Committee

Dr. Parsa provided the report for the Grading and Promotion Committee.



*\*Please see attached report*

## VI. EL PASO COUNTY MEDICAL SOCIETY

**Alok Dwivedi, Ph.D.**  
PLFSOM Faculty Council President

### A. El Paso County Medical Society (EPCMS)

Dr. Walker was unable to attend. Dr. Dwivedi announced that Dr. Walker will be speaking at the EPCMS on February 22<sup>nd</sup> at 5:30p.m.

## VII. FACULTY AFFAIRS REPORT

**KoKo Aung, M.D., M.P.H.**  
Vice President for Faculty Success;  
Associate Dean for Faculty Affairs

### B. Attrition

Dr. Aung provided the report on Attrition.



Q. What is the University doing about the loss of faculty, recruitment, and attrition?

A. The leadership and chairs were presented with the data and were asked to address the issue with the corresponding departments for a solution.

A discussion of the issue occurred. A faculty member remarked that when assessing the gains and losses of faculty over time, there's a lack of consideration for the school's aspirations to grow. This becomes more worrisome as we expand the student body over time, making the situation appear increasingly challenging.

Another faculty member raised a concern about the apparent absence of urgency, and opined that despite presenting the data to the department chairs and discussing it previously, no solutions have been generated yet.

A faculty member pointed out a potential interpretation of this data: approximately 50% of departing faculty are transitioning to non-academic roles. This suggests that our faculty recruitment strategies may be problematic, as some faculty may not have been adequately prepared for the academic demands of their positions.

Faculty highlighted four factors that may contribute to why faculty members leave:

1. Many faculty members initially join TTUHSC El Paso for a visa waiver facilitated by the visa and immigration service. Disruptions to this service in 2021 or 2022 led to a significant number of faculty departures.
2. Changes in building structures and administrative procedures within the clinics have prompted numerous faculty members to leave. While some faculty remain in El Paso, they opt to depart from the Texas Tech clinics. It's essential for clinical operations to be attractive to faculty in order to retain them.
3. Several faculty members apply for promotion but do not receive it, which could also influence their decision to leave.
4. The growth of the medical school has presented challenges in ensuring that student clerkships can be adequately supervised by attending physicians. Due to the shortage of faculty members, Texas Tech may need to enlist community members to teach students.

However, to maintain a high-quality educational experience, it's crucial to have strong attendings in every department.

A faculty member noted that approximately 50% of the departing faculty chose to remain in El Paso, indicating a commitment to the local community, which is reassuring. However, it's concerning that the presentation identifies dissatisfied leadership or supervisors as the third reason for faculty departures. Ideally, there should be no tensions or disagreements in this regard.

Q: Could we have a taskforce look at the issues when recruiting and why that is a problem?

A: This would be a good retreat topic to help find a solution.

## VIII.

**Alok Dwivedi, Ph.D.**

PLFSOM Faculty Council President

### A. Department Lunch Sponsorship

Beginning in March, the Faculty Council will revert to asking academic departments to accommodate lunch expenses for Faculty Council meetings on a rotating schedule. He mentioned the Office of Faculty Affairs will integrate this effort and arrangements will be made to work with department administrators to acquire a FOP when it is time for the department to sponsor lunch.

### B. March 2024 Meeting – 03/18/2024

Dr. Dwivedi announced the next Faculty Council meeting will be held on Monday, March 18, 2024 at noon. All PLFSOM faculty are welcome to join.

### C. PLFSOM Faculty Governance Retreat – 04/15/2024

Dr. Dwivedi announced the Annual Faculty Governance Retreat that is scheduled for Monday, April 15, 2024. Faculty are invited to submit retreat topics for discussion to their Faculty Council Representatives or Faculty Council Officers.

## IX. ROUND TABLE DISCUSSION

**Alok Dwivedi, Ph.D.**

PLFSOM Faculty Council President

Dr. Dwivedi opened the floor for topics or questions, none were presented.

## X. ADJOURNMENT

**Alok Dwivedi, Ph.D.**

PLFSOM Faculty Council President

With no further business to discuss, Dr. Dwivedi adjourned the meeting at 1:03 PM.

**Approved:**

*Alok Dwivedi*

Alok Dwivedi (Apr 12, 2024 06:59 MDT)

**Alok Dwivedi, Ph.D.**

PLFSOM Faculty Council President



# Pediatrics Department Report

PRESENTATION TO THE FACULTY COUNCIL

BY: HUGO KATO, MD

DATE: 02/19/2024



## Department Breakdown

### Total Number of Faculty: Twenty Six \*

- Number of Instructors: One
- Number of Assistant Professors: Fifteen
- Number of Associate Professors: Six
- Number of Professors: Four

### New Faculty (within last 6 months):

**Dr. Natalia Sidhu** – Assistant Professor, Hospitalist

\*Anticipating three losses by July 1 2024



## Attrition & Recruitment over 2 years

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### Since last report Total Faculty Lost: Nineteen of 42

- Transferred: Two
- Retired: Three
  - Dr. Levin retired 12/31/2022: **Forty-four years** of service to Texas Tech
- Resigned: **Fifteen**

### Total Faculty recruited: Six

- Three\* of the six most recent recruits will depart institution by July 2024

\*one instructor transitioning to fellowship



## Impact on Inpatient Services

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- **Disproportionate loss of faculty providing inpatient services (PICU, NICU, Hospitalist)**
- **Since last faculty council meeting Six pediatric intensivist have been lost and none has been recruited\***
- **Last Recruit: Avi Kopstick, M.D. August 2021**
  - Only Board Certified Pediatric Intensivist for Texas Tech
  - Dr. Joshi on as “relief physician”

# Leadership

- **Department Chair - Manuel De La Rosa**
- **BS from Notre Dam**
- **MD TTUHSC Lubbock**
- **Completed Pediatric Residency TT El Paso**
- **MSc Harvard medical School**
- **Founding Dean for PLFSOM**
- **Vice President for Outreach & Community Engagement**

A portrait of Manuel De La Rosa, a middle-aged man with a mustache and glasses, wearing a white lab coat over a red and black striped bow tie. He is standing against a dark background. On his lab coat, there is a name tag that reads "Manuel De La Rosa, M.D., MSc, Professor of Pediatrics" and a circular institutional seal on the left side of his chest.

## Division Chiefs

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**Dr Maria Villanos**

**General &  
Community  
Pediatrics**

- Primary Care Pediatrics
- Adolescent Medicine
- Developmental Pediatrics
- Well Baby Nursery

**Critical Care &  
Hospital Medicine**

- Critical Care
- Hospital medicine
- Emergency Medicine

**Dr De la Rosa  
Department  
Chair**

**Dr. Sanjeet Panda**

**Neonatology**

- NICU
- High Risk Clinic

**Dr. Endy Dominguez**

**Pediatric Specialties**

- Gastroenterology
- Pulmonology
- Nephrology
- Cardiology

**Hematology  
Oncology**

## Department Leadership

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- Residency Program Director – Fatima Gutierrez MD
- MS III Clerkship Director – Artemiy Kokhanov MD
- MS IV Clerkship Directors
  - Peds Sub I – Natalia Sidhu MD
  - NICU Med Student Rotation Director – Hugo Kato MD
  - PICU Med Student Rotation Director – Avi Kopstick MD

## Accomplishments

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### Awards

- Best Faculty Research Poster at 14<sup>th</sup> Annual research Symposium – Marie Leiner PhD , Maria Theresa Villanos MD
- Elected Scientific Committee Director World Summit of Pediatrics – Marie Leiner PhD
- GiGi Community Partner Award – Gilbert Handal MD

## Accomplishments

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Distinguished Service Award – Gilbert Handal MD

## Accomplishments

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### Grants Awarded

- Upper Rio Grande Workforce Development Grant 2022-2023 & 2023-2024 - Marie Leiner PhD
- The emotional and cognitive skills pathway to wellness “TECH-WELL” for medical students seed grant UTEP-TTUHSC 2022-2024 - Marie Leiner PhD, B Calvo (UTEP)

## Accomplishments

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### Regional Appointments

- TETAF Surveyor for State of Texas’ Neonatal Designation Program – Sadhana Chheda MD, Zoe Tullius MD
- Vice President of Board of Directors of Paso Del Norte Children’s Development Center – Zoe Tullius MD
- Board Member to Texas Perinatal Association – Sanjeet Panda MD
- Vice Chair of the Perinatal Advisory Council at Texas HHSC – Sadhana Chheda MD
- Texas Collaborative for Healthy Mothers Babies Executive Committee – Sadhana Chheda MD



## Scholarly Activity

### Publications

- Fonseca JA, Guerrero G, Leiner M, Khilji O, Intal L, Ayoub-Rodriguez L, Pathak I. Factors Affecting Neurological Presentation and Severity in Pediatric Off-Highway Vehicle Accidents in **Texas**. South Med J. 2022 Sep; 115(9):674-680 2022
- Kopstick A, et al. "Recognizing pediatric ARDS: A mixed-methods implementation study investigating provider use of the latest recommendations in a tertiary PICU." Respiratory Care. 2022
- Demers L, Wright N, Kopstick A, et al. "Is Pediatric Intensive Care TraumaInformed? A Review of Principles and Evidence." Children (MDPI). 2022
- Tullius, Zoe & Helgesen, Wanda & Mulla, Zuber & Chheda, Sadhana. (2022). An Evacuation Simulation in Multiple Neonatal Intensive Care Units Across a Single City: Lessons Learned. Disaster Medicine and Public Health Preparedness. 17. 1-8. 10.1017/dmp.2022.158.
- Sadhana Chheda, Tullius Zoe, and M. Leiner Virtual Visitation in a Neonatal Intensive Care Unit: Insights from Five Years Using a PDSA Model Improve Family-Centered Care. The Journal of Perinatal & Neonatal Nursing, Volume 37, Number 1, January/March 2023, pp. 50-60(11) 2023



## Scholarly Activity

### Publications

- Leiner, Marie, Reyes-Chacón, Maria Teresa, Ramírez-Martínez, Flor Rocío. MarquezMiramontes, Blanca. Evaluating in-person and virtual wellness micro-practice sessions for health professionals before and during COVID-19. Horizonte Sanitario. 22(1), 19-25.2023
- Livia, J., Márquez Miramontes, B. L., Campos Pérez, R., & Leiner, M. (2023). Comparison of Multimodal Strategies to Enhance Recognition of Child Development Milestones among Childcare Providers during a Virtual or In-person Conference. Investigación en Enfermería: Imagen y Desarrollo, 25 2023
- Flor Rocío Ramirez, Maria Theresa Villanos, Sonam Sharma & Marie Leiner. Variations in Anxiety and Emotional Support among first-Year college students across different learning modes (Distance and Face-to-Face) during COVID-19. PLOS ONE. 2024 (in press).



# Scholarly Activity

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## Presentations & Abstracts

- Aguirre, Ethel & Marie Leiner. Social Media and Osteogenesis Imperfecta: Is the Information Available in YouTube Tailored to Parents' Needs? 2022 AAP Conference
- Jo Rao, MT Villanos & M. Leiner. The mental health of pediatric diabetic patients during COVID-19: emerging challenges encountered among parents. 2022 PAS conference
- Beverley Argus-Calvo, PhD, Maria Theresa Villanos, MD, Nayla Bejarano, BS, Namrata Singh, MD, Paul Carrola, PhD & Marie Leiner, PhD. The emotional and cognitive skills pathway to wellness "WELL-TECH" for medical students. 15th Annual Research Colloquium Texas Tech University Health Sciences Center El Paso 2023
- Leiner, Marie. Educating parents about neonatal developmental milestones using animated cartoons. World Summit of Pediatrics 2023.



# Scholarly Activity

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## Presentations & Abstracts

- Leiner, Marie. Promoting Emotional Intelligence among students. XXIV Accounting-El student's Conference. Instituto Mexicano de contadores públicos. March 22, 2023.
- Leiner, Marie. Promoting the cognitive and emotional development of Children: Emotional Intelligence in Action. October 20-23, 2022. World Summit of Pediatrics, WSP. Rutas Pediatricas Seville.
- Leiner, Marie. Embedding Emotional Intelligence in the Pediatric Practice. October 20-23, 2022. World Summit of Pediatrics, WSP. Rutas Pediatricas Seville
- Maria Elena Davila, Maria Elena del Rosario Guzman, Marie Nela Rosarte & Marie Leiner. Socio-emotional material available on social media for young children: the teacher evaluation perspective. October 19-21 2022. 10th International Congress of Educational Sciences and Development.



# Scholarly Activity

## Presentations & Abstracts

- Kopstick A, Williams C, Macauley R, Hall T, and Duffee J. "Transforming the PICU into a Trauma Informed Environment (and how that can improve the patient and family experience)." Pediatric Academic Society's Annual Meeting. Denver, CO. 2022
- Kopstick A. "Transforming the Hospital into a Trauma-informed Environment (and How That Can Improve the Patient and Family Experience)." TTUHSC EP Annual Cultural Competence Conference. El Paso, TX. 2022
- Kopstick A, Colville G, Carnevale F, and Michael S. "Mental Health Considerations for Pediatric Critical Care Providers: A Trauma-Informed Approach." Accepted for half-day, pre-conference workshop at the 2024 World Federation of Pediatric Intensive & Critical Care Societies Congress, in Cancun, MX
- Sullivan S, Huston R, Chheda S, Mudekunya G, Guevara C, Timmerman A, Lee M. Human Milk-Based Fortifier Allows Earlier Fortification without Increased Risk Compared to Cow Milk-Based Fortifier. Poster at 5th jENS Congress 2023



# Scholarly Activity

## Presentations & Abstracts

- Calderon-Mora JA, Dominguez A, Morales M, Ingram K, McKean K, Tsutsui H, Chheda S. "Theatre for Health Equity: Bringing Together Two Fields for Continuing Medical Education" Oral Presentation at 2023 Society for Academic Continuing Medical Education (SACME) Annual Meeting
- Karpen HE, Durham M, Anderson C, Arora P, Scottoline B, Talati A, Bergner E, Aram B, Peterson J, Chheda S, Eyal F, Alshaikh B, Bhatt A, Garland M, Taylor S, Tweddel SI, Barbian E, Lee M, "Outcomes of an Exclusive Human Milk Diet in Infants with Congenital Gastrointestinal Disorders" Poster at Pediatric Academic Societies (PAS) 2023
- Ingram K, Morales M, Rau A, Melpignano M, Chheda S. "From Conflict to Collaboration- Using Theatre Techniques to Improve Healthcare Equity" Presentation at 5th Annual Equity and Inclusion Conference at East Tennessee State University to be held September 28-29, 2023.
- Rau A, Melpignano M, Dominguez A, Morales M, Ingram K, McKean K, Tsutsui H, Chheda S "Improving Patient-Provider Communication through a Theater of Healthcare Equity" Technical demo for the ASHA Convention Virtual Extra, part of the 2023 ASHA Convention



## Scholarly Activity

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### Clinical Trials

- Effects of an Exclusive Human Milk Diet on Enteral Feeding Outcomes of Neonates with Congenital Gastrointestinal Disorders (Multicenter from Emory, Funded by Prolacta Biosciences) – PI Sadhana Chheda
- Children's Oncology Group, multiple ongoing clinical trials – PI Ranjan Bista MD



## Scholarly Activity

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### Book Chapters

- 2022 Leiner, M. Social Action Training 17. (2022). Training in Social Problem Solving for Young Children. Book for caretakers, parents, and developmental providers. Spanish version. Pp 1-42: ISBN: 978-1-7376435-3-1
- 2022 Leiner, M. Social Action Training 17. (2022). Training in Social Problem Solving for Young Children. Book for caretakers, parents, and developmental providers. English version. pp 1-42: ISBN: 978-1-737435-2-4
- 2023 Leiner, M. E. Dávila-Díaz, M. E. Del Rosario Guzmán Sánchez and M. N. O. Ortiz. SocioEmotional material available in social media for Young children: the teacher evaluation perspective. In: Avances en Ciencias de la Educación y Aplicaciones en otras áreas. Volumen I., edited by J. M. Palomares-Rodríguez Dykinson, S.L. 2022 1 edn. DOI 10.2307/jj.5076226.179



## Residency Program

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- **Fatima Gutierrez – Program Director**
- **Denease Francis – Associate Program Director**
- **Jessy George – Associate Program Director**
- **David Morris – Chief/Faculty Instructor**
- **Sandra Anderson – Program Coordinator**
- **Angelica Fuentavilla – Program Coordinator**
- **Currently Filled Resident Positions – 40**
  - **PGY 1 – 12**
  - **PGY 2- 14**
  - **PGY 3 - 14**



## Accreditation Status

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- **Original accreditation in 1980**
- **Accreditation Status - Probationary Accreditation April 2023**
- **Administrative Deficiencies**
  - Lacking program leadership support, lack of coordinator support, faculty time for scholarship, lack of clinic staffing
- **Curriculum**
  - Didactics content and cancelations by faculty, unaware of key specialty rotations available, and unfamiliar with mechanisms for bringing up concerns confidentially
- **Clinical Deficiencies**
  - Qualified faculty at participating sites, faculty role modeling and professionalism, interest in education of residents,

## Action Items Completed

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- **Next Site Visit Scheduled – March 20 2024**
- **Administrative**
  - Increased protected time for APD, secure assistance for program coordinator, *clinic staffing has been modified to limit number of patients booked*
- **Curriculum**
  - QI project to improve Didactics, forward info to ACGME about subspecialty offerings
- **Clinical**
  - Residents pulled out of Providence Hospital, more selective about which locums to bring back, *internal moonlighting*

## Interview Season 23-24'

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- **Number of Applications Received = 876**
- **Number of Interviews = 150**
- **Number of PGY 1 positions = 13**
- **Upcoming Challenges:** UMC re directing funding for 8 pediatric resident positions over the next 3 years. Residency already to small to serve as “house staff” for EPCH

## Our Residents

- Three PLFOSM graduates in PGY-1 class and Two in PGY-2 class
- Two – four graduates per year choose to stay in the region as Pediatricians
- About ½ of graduates choose to peruse fellowship



## TTUHSC El Paso Mission Statement

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

## Concern and Issues

- Attrition in the Department of Pediatrics and its inability to cooperate effectively with EPCH is preventing faculty from fulfilling the mission of the university
- **The problems we face are not unique\***
  - Increasing cost of delivering tertiary care
  - Non academic centers offering **very** competitive salaries for lucrative specialties (NICU/PICU, GI, Cardiology), neglecting lower paying specialists (developmental, ID).
  - Non academic centers targeting non-Medicaid patients
  - Decreased respiratory viral transmission due to public health measures (COVID-19) negatively impacted pediatric hospital revenues



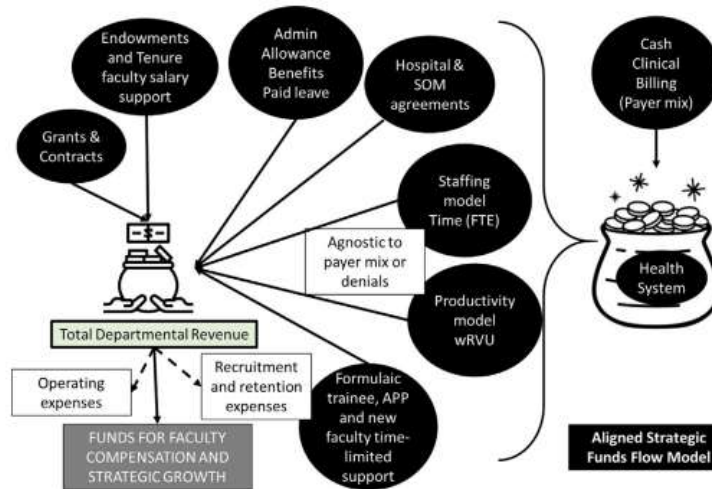
\*Lakshminrusimha S. et al. "Funds Flow" Implementation at Academic health care Centers: Unique Challenges to Pediatrics Departments. Notes From the Association of Medical School Pediatric Department Chairs

## What can be done?

Bold and deliberate effort to align the vision and efforts of TTUHSC and its Academic Medical Center.

- Pool resources "our money, our collective success" and avoid working in silos
- **Simplify flow of funds** based on transparent formula **acknowledging non clinical** contributions
  - Utilize health care system to collect all billing for faculty, eliminate Dean's Tax
  - Money flows from health care system to Department depending on clinical work + hospital departments/committees, leading of infection control and quality improvement efforts
- Use of both productivity models AND staffing models within a department, depending on nature of clinical work

## What does Funds Flow look like?



## Questions?



# Grading and Promotion Committee

PRESENTED BY: MICHAEL PARSA, MD, COMMITTEE CHAIR

DATE: FEBRUARY 2024



## Committee Charge

The GPC is a committee of the faculty appointed by the Dean with recommendations by the Faculty Council and is charged with the responsibility to review and evaluate the academic and behavioral progress of each medical student enrolled at the TTUHSC El Paso Paul L. Foster School of Medicine.

It is not a policy making body but rather applies the policies that are approved through the Curriculum and Education Policy Committee and the Faculty Council.

*Updated 2023 GPAS policy:*

# Committee Composition and Terms of Service

## Seven Faculty Members - Voting Members (5 members needed for quorum)

- Six clinical faculty – Serving 3 year terms
  - 3 Associate Professors
  - 3 Assistant Professors
- One Medical Education faculty – Serving 3 year terms
  - 1 Associate Professor
- Five Ex-Officio – Non-Voting Members
  - 2 Office of Student Affairs
  - 3 Office of Medical Education

Currently two vacant positions open for GPC Voting Members.

# Committee on Student Grading and Promotion



Paul L. Foster School of Medicine

## Committee on Student Grading and Promotion

Please complete this form to update your list of current committee members. Highlight fields to indicate any vacancies. Please include support staff contact information, standing meeting day and time (i.e. 2nd Tues. of the month), and frequency (monthly), and member term length (ie. 2 yrs). **Please submit this form to [marurban@ttuhsc.edu](mailto:marurban@ttuhsc.edu)**

Member Term Length: 3 years usually  
 Standing Meeting Day and Time: 3rd Friday of each month, 2:00 PM  
 Standing Meeting Frequency: Monthly  
 Committee Support: Jose Diaz - Office of Student Affairs, Unit Manager  
 Email: [jose.b.diaz@ttuhsc.edu](mailto:jose.b.diaz@ttuhsc.edu)  
 Phone: 915-215-4817

Last Name	First Name	Degree	Academic Rank	Department	Committee Position	Term Start Date	Term Expiration Date	Comments
Parsa	Michael	M.D.	Clerkship Director/Assoc. Professor	Emergency Medicine	Chair/Voting Member	2019	2024	Reappointed 2021
Garcia	Blanca	M.D.	Assistant Professor	Pediatrics	Voting Member	2019	2024	Reappointed 2021
Pfarr	Curt	Ph.D.	Associate Professor/College Mentor	Medical Education	Voting Member	2019	2024	Reappointed 2021
Didia	Claudia	M.D.	Associate Professor	Internal Medicine	Voting Member	2020	2026	Reappointed 2023
Maldonado	Pedro	M.D.	Assistant Professor	ObGYN	Voting Member	2020	2026	Reappointed 2023
Ahmad	Adeel	M.D.	Assistant Professor	Internal Medicine	Voting Member	2023	2026	
Singh	Namrata	M.D.	Associate Professor	Pediatrics	Voting Member	2023	2026	
Vacant								
Vacant								
<b>Ex-Officio</b>								
Martin	Charmaine	M.D.	Assoc. Dean Student Affairs	Student Affairs	Nonvoting Member			
Htay	Thwe	M.D.	Assist. Dean Student Affairs	Student Affairs	Nonvoting Member			
Francis	Maureen	M.D.	Interim Assoc. Dean for Medical Education	Medical Education	Nonvoting Member			
Hogg	Tanis	Ph.D.	Assist. Dean Medical Education	Medical Education	Nonvoting Member			
Sehgal	Neha	D.O.	Assistant Dean for Clinical Instruction	Medical Education	Nonvoting Member			

## Current Issues/Concerns

We meet monthly and sometimes more frequently, for time sensitive student issues, to provide recommendations or take action upon students brought to our attention by Student Affairs.

There are currently two vacant positions for GPC voting members.

## 17/18 to 23/24 comparison

Years	Total of student's referred to GPC
2023/2024	32*
2022/2023	57
2021/2022	39
2020/2021	32
2019/2020	23
2018/2019	41
2017/2018	39

Totals for months from June – May of designated AY years

\* Totals for months of current year of June 2023 – February 2024

## Upcoming actions

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We will continue to meet monthly and on an as-needed basis

Recruitment of two new members

## Q&A

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## **FACULTY AFFAIRS UPDATE**

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



## **FACULTY RECRUITMENT AND RETENTION**

## PLFSOM EIGHT-YEAR TREND

FISCAL YEAR	RECRUITMENT	ATTRITION	NET GAIN/LOSS
<b>FY16</b> 9/1/15 – 8/31/16	42	36	+6
<b>FY17</b> 9/1/16 – 8/31/17	42	37	+5
<b>FY18</b> 9/1/17 – 8/31/18	39	38	+1
<b>FY19</b> 9/1/18 – 8/31/19	49	44	+5
<b>FY20</b> 9/1/19 – 8/31/20	36	37	-1
<b>FY21</b> 9/1/20 – 8/31/21	33	34	-1
<b>FY22</b> 9/1/21 – 8/31/22	26	38	-12
<b>FY23</b> 9/1/22 – 8/31/23	<b>24</b>	<b>59</b>	<b>-35</b>

8/31 SNAPSHOT	TOTAL FACULTY
8/31/2016	285
8/31/2017	290
8/31/2018	291
8/31/2019	296
8/31/2020	304
8/31/2021	301
8/31/2022	290
<b>8/31/2023</b>	<b>261</b>

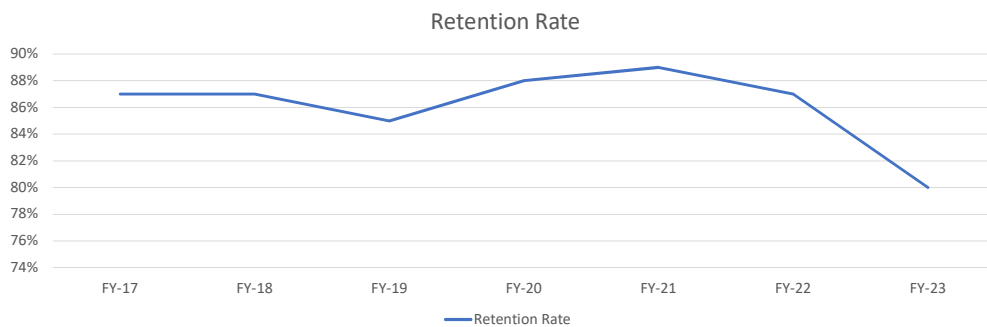
## FY23 PLFSOM RECRUITMENT AND ATTRITION BY RANK

FY22 9/1/22-8/31/23	RECRUITMENT	ATTRITION	NET GAIN/LOSS
Faculty Associate	0	0	0
Instructor	3	0	+3
Assistant Professor	19	43	-24
Associate Professor	1	13	-12
Professor	1	3	-2
<b>TOTAL</b>	<b>24</b>	<b>59</b>	<b>-35</b>

## FY23 PLFSOM RECRUITMENT & ATTRITION BY DEPARTMENT

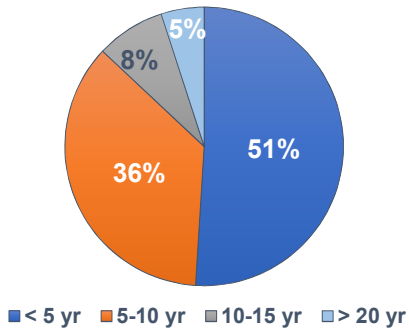
FY22 9/1/22-8/31/23	RECRUITMENT	ATTRITION	NET GAIN/LOSS
Anesthesiology	0	1	-1
Emergency Medicine	1	1	0
Family and Community Medicine	0	2	-2
Family Medicine - Transmountain	0	1	-1
Internal Medicine	3	8	-5
Internal Medicine - Transmountain	3	1	+2
Medical Education	1	3	-2
Molecular and Translational Medicine	0	4	-4
Neurology	0	4	-4
Obstetrics and Gynecology	4	7	-3
Orthopaedic Surgery and Rehabilitation	1	1	0
Pathology	1	1	0
Pediatrics	5	13	-8
Psychiatry	1	2	-1
Radiology	1	3	-2
Surgery	3	7	-4
<b>TOTAL</b>	<b>24</b>	<b>59</b>	<b>-35</b>

## One-year retention rates

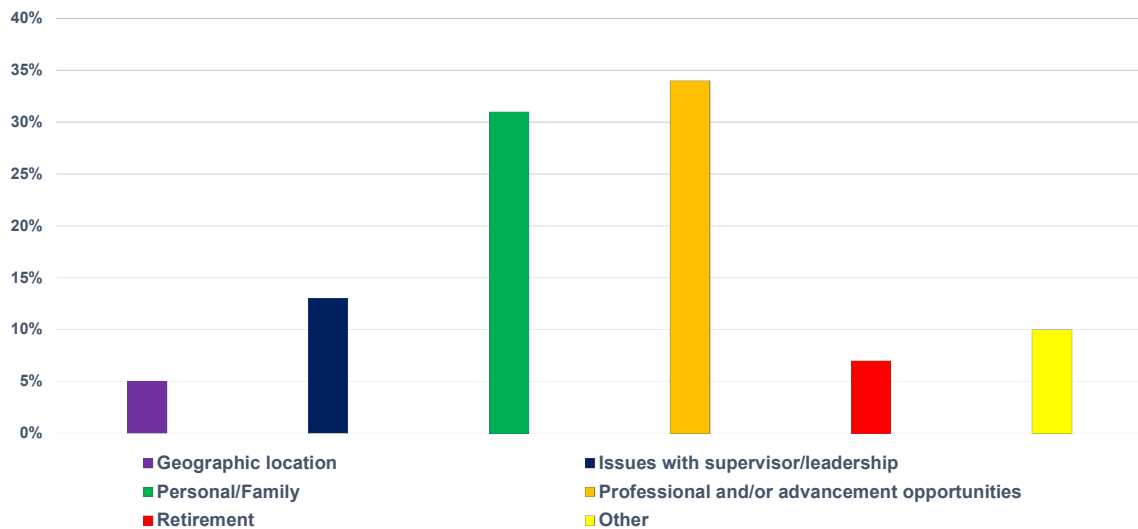


## LONGEVITY OF FACULTY WHO LEFT IN FY23

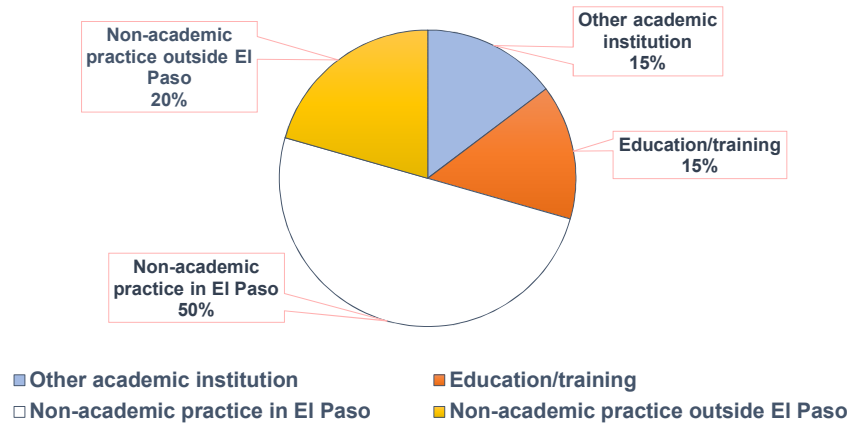
% OF TOTAL ATTRITION



## PRIMARY REASON FOR LEAVING



## PROFESSIONAL AND/OR ADVANCEMENT OPPORTUNITIES AS THE PRIMARY REASON FOR LEAVING



## PERSONAL/FAMILY REASONS AS THE PRIMARY REASON FOR LEAVING

