



Institutional Faculty Development Program XXIII

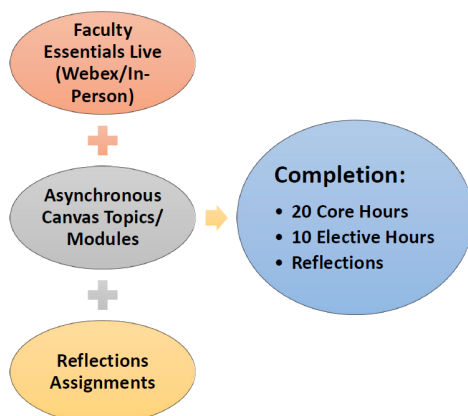
The Office of Faculty Development congratulates all participants for completing the Institutional Faculty Development Program (IFDP) XXIII. The IFDP XXIII curriculum consists of four essential areas (Teaching, Research, Professionalism, and Leadership Development), and 30 contact hours are required to graduate from the program including completion of reflection assignments. Kudos to Dr. Terese Andino, assistant professor, Hunt School of Dental Medicine, for earning over 65 contact hours.



[Teresa Andino, D.D.S., M.B.A.](#)
Assistant Professor
Hunt School of Dental Medicine



[Eseosa A. Bazuaye-Ekwuyasi, M.D., M.M.S.](#)
Assistant Professor
Foster School of Medicine



Institutional Faculty Development Program XXIII

Continued



[Atasi Chatterjee, Ph.D.](#)
Assistant Professor
Hunt School of Dental Medicine



[Fernando Doval Perez, D.O.](#)
Assistant Professor
Department of Psychiatry



[Jose Humberto Enriquez, M.S.N.,
APRN, ACNP-BC](#)
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[Ayanna A. Johnson, Ph.D.,
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M.S.](#)
Associate Professor
Hunt School of Dental Medicine



[Jordan Maxwell, D.O.](#)
Assistant Professor
Department of Family and
Community Medicine

Institutional Faculty Development Program XXIII

Continued



[Sathiyathan Nadarajah, B.D.S., D.M.D.](#)

Assistant Professor
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[Julianna Santos, Ph.D.](#)

Assistant Professor
Hunt School of Dental Medicine



[Natalia I. Sidhu, M.D., M.S.](#)

Assistant Professor
Department of Pediatrics



[Shilpa Singh, D.D.S., B.D.S., M.S.](#)

Associate Professor
Hunt School of Dental Medicine



[Muhammad Moiz Tahir, M.D.](#)

Assistant Professor
Department of Internal
Medicine



Testimonials

I found the course very insightful and beneficial for beginning my career.

Thank you for your support and for conducting the IFDP program. It was definitely a great way to encourage inter-collaboration. As someone new to the institution, I personally found it very helpful in getting familiar with the system. I also appreciate you connecting me with the mentorship program — that has already proven to be very beneficial for me.

FACULTY SPOTLIGHT

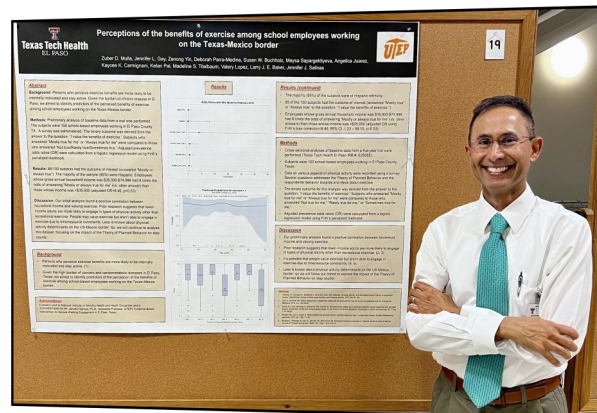
Perceptions of physical activity among local school employees

Texas Tech Health El Paso held its annual Institutional Research Symposium on April 8-10, 2025. The Office of Faculty Development's Zuber D. Mulla presented an abstract on behalf of his co-investigators at this conference on April 9. The poster was entitled Perceptions of the benefits of exercise among school employees working on the Texas-Mexico border. Mulla's co-authors were Jennifer L. Gay, Zenong Yin, Deborah Parra-Medina, Susan W. Buchholz, Maysa Sapargeldiyeva, Angelica Juarez, Kaycee K. Carmignani, Ketan Pal, Madeline S. Titelbaum, Valery Lopez, Larry J. E. Baker, and Jennifer J. Salinas. The analysis is part of a larger, longitudinal study in El Paso County, Texas. The study is funded by the National Institutes of Health (principal investigator: Jennifer Salinas, Ph.D., Associate Professor, University of Texas at El Paso).

The current analysis focused on 100 school-based employees working in El Paso County. The binary outcome in this preliminary analysis was derived from the answer to the question, "I value the benefits of exercise." Employees who answered "Mostly true for me" or "Always true for me" were compared to those who answered "Not true for me," "Rarely true for me," or "Sometimes true for me."

Mulla and his colleagues found that local school-based employees whose gross annual household income was \$35,000-\$74,999 had more than 8 times the odds of answering "Mostly or always true for me" (vs. another answer) than those whose income was <\$35,000: Adjusted odds ratio=8.46, 95% confidence interval: 1.23 – 58.15, $p=0.03$.

Prior research suggests that lower-income adults are more likely to engage in types of physical activity other than recreational exercise. People may value exercise, but are not able to engage in exercise due to time/resource constraints. Less is known about physical activity determinants on the US-Mexico border, and so Mulla and his co-investigators will follow this cohort of school employees as they participate in a randomized trial. The outcome will be weekly step goals.



Zuber D. Mulla, Ph.D.
Professor of Obstetrics and Gynecology
Interim Associate Dean for Faculty Development

Faculty Tips Corner

Establishing a National Reputation

Faculty members in the health sciences aspiring to the rank of Associate Professor or Professor are strongly encouraged to develop a national or international reputation of professional excellence.^{1,2} There are multiple strategies you can use to gain national stature. Some of these are listed below.

1. **Scholarship:** Pose research questions that address a gap in knowledge and then seek funding, conduct, and publish high-quality work. When you publish a manuscript, send that article to national experts, even if you do not know those individuals. These experts should be active in the same area of research as you. As you expose them to your scholarship, your articles may be cited by them in their papers.
2. **Professional societies:** Be active in one or more professional associations in your specialty. You should strive to be a part of the governance of your favorite society. Where do you begin? Join a committee with that association. Professional societies have a variety of committees, such as the finance committee, the bylaws committee, the committee on continuing medical education, and the ethics committee.^{3,4} Committee work may lead to a leadership opportunity with your society, such as a position on the society's board of directors.
3. **Travel and share:** Invite yourself to give grand rounds or a seminar at other institutions, either in person or online. You may have to pay for your own travel expenses, but traveling to other health science centers and showcasing your scholarship can lead to collaborations with national experts.
4. **Find a sponsor:** A sponsor is not the same entity as a mentor. While identifying one or more mentors is recommended, early-career faculty should also seek out a sponsor. A sponsor will find opportunities that will help advance your career.⁵

Faculty Tips Corner

Establishing a National Reputation (Continued)

Cited references

1. Paul L. Foster School of Medicine. Texas Tech University Health Sciences Center at El Paso. Guidelines for Faculty Appointment, Tenure and Promotion. Available at: <https://ttuhscep.edu/som/facultyaffairs/documents/PLFSOM-Guidelines-for-Faculty-Appointment-Tenure-and-Promotion.pdf>. Accessed May 20, 2025.
2. Wayne State School of Medicine. School of Medicine Promotion and Tenure Guidelines for Faculty. Available at: https://facaffairs.med.wayne.edu/factors/som_factors_3_21.pdf. Accessed May 20, 2025.
3. The American College of Obstetricians and Gynecologists. Committees. Available at: <https://www.acog.org/about/leadership-and-governance/committees>. Accessed June 3, 2025.
4. American College of Epidemiology. ACE Committees. Available at: <https://www.acepidemiology.org/committees-main>. Accessed June 3, 2025.
5. Adelman MH, Addrizzo-Harris DJ. Sponsorship in Academic Medicine. Association of Pulmonary and Critical Care Medicine Program Directors. Available at: <https://apccmpdscholars.org/2025/02/18/sponsorship-in-academic-medicine/>. Accessed June 3, 2025.

Faculty Development Opportunities

Coffee Hour

Mentor, Mix, and a Morning Treat

The Office of Faculty Development (OFD) hosted a Mentor, Mix, and Morning Treat session on April 23, 2025. The session provided an overview of the Institutional Faculty Mentoring Program and how the OFD can assist.

Dr. Singh joined us for the coffee hour and stated, "As someone new to the Texas Tech environment, joining this program was incredibly valuable for me. Not only am I gaining important skills, but I am also having the chance to meet and connect with amazing faculty members doing phenomenal work across the institution. The mentorship component has been the icing on the cake - Dr. Sarosiek is an exceptional mentor and has guided me with such generosity and insight."



Left to right: Shilpa Singh, D.D.S., B.D.S., M.S., Associate Professor, Umadevi Kandalam, Ph.D., Associate Professor, Hunt School of Dental Medicine

Faculty Development Opportunities

Join us for the upcoming

Coffee Hour

Ready to connect with faculty? Our team, Office of Faculty Development, will meet **on Wednesday, August 20, from 7:30 a.m. to 9:00 a.m.** at the MSB2, 1st floor lobby. Grab a coffee, meet with the team and colleagues, engage in casual conversation, learn about the OFD programs, and Connect!



Faculty Development Opportunities



**SAVE
THE
DATE**

2026						
February						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Tuesday, February 24, 2026

Inaugural Faculty Development Conference

“Strategies for Faculty Success in the Health Sciences”

11:00 am – 3:00 pm

Location: Texas Tech Health El Paso, Space TBD

Lunch will be provided

We’re planning an exciting program of keynote speakers, panel discussions, and networking.

Watch for the official agenda and registration details soon!

Please indicate your interest below:

https://elpasottuhsc.co1.qualtrics.com/jfe/form/SV_bPkvF7cwrODjKNo



Faculty Development Offerings for Your Department

Want a presentation for your new faculty?

Want to learn more about our events and programming?

We can visit your department meeting for a brief presentation.
Email [El Paso Faculty Development](#) for questions or to schedule.

The Office for Faculty Development serves all four schools.

The Office of Faculty Development has two staff members to assist faculty in the following areas.



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