



# VTCSOM Faculty Association

Wednesday, September 17, 2025

# Review of Committee Responsibilities and Actions during AY2024-2025

Charles J. Schleupner, MD, MSc, FACP, FIDSA, FSHEA  
Chair, Academic Committee  
Professor of Internal Medicine  
Department of Internal Medicine  
Virginia Tech Carilion School of Medicine

# Academic Committee

- Meets quarterly
- Vydia Permashwar, MBBS (former Chair)
- Receives, assesses, and affirms reports of five other major VTCSOM committees

# Faculty Governance Committee

- Meets 4-6 times per year; proposes, develops, implements, and evaluates academic standards for all faculty; updates the Faculty Handbook and serves as nominating committee for faculty committee elections.
- Arthur T. Ollendorff, MD served as Chair.
- Conducted elections in spring, 2025 for VTCSOM Committees during 2025-2026 academic cycle.
- Updated Bylaws for congruency with VT faculty guidelines.



# Appointment, Promotion, and Tenure (APT) Committee

- Meets monthly for 1-2 hours; oversees faculty appointments to VTCSOM, establishes and implements promotion and tenure criteria for all faculty ranks and tracks.
- Donna Boyd, PhD (2024-25) served as chair.
- Assessed 10 initial faculty appointments above Assistant Professor rank, 20 promotion requests during 2024-25 cycle.

# Appointment, Promotion, and Tenure (APT) Committee

## (Continued)

- Endorsed HSIS Promotion Guidelines.
- Dr. Musick held promotion workshop.
- Reviewed new guidelines for Tenure (to Employment); reviewed changes to composition of VTCSOM APT Committee with Tenured faculty members to accommodate new Tenure Guidelines.
- Welcomed Brittany Howell, PhD, Associate Professor, as VTCSOM nominee to VT Promotion Committee

# Medical Student Performance and Promotion Committee (MSPPC)

- Meets annually for student promotion consideration and as needed for LOA (personal, educational), step failures, and non-academic issues.
- Responsible for assuring the academic achievement of all VTCSOM students.
- Renee J. LeClair, PhD, Chair
- Class of 2025 was “promoted to graduation.”
- Supported multiple students academically and for personal issues.

# Medical Curriculum Committee (MCC)

- Meets monthly for about 1 hour;
- Responsible for medical education program; monitors, reviews, and approves the medical education learning objectives, content, and instructional and assessment methods.
- Joanne H. Greenawald, MD, Chair; David Musick, PhD is interim chair.
- Receives reports from Phase Integration Committees (PIC-1 and PIC-2).
- Receives reports from Learning Environment Advocacy Committee (LEAC) and updates from Sr. Associate Dean for Medical Education.



# Medical Curriculum Committee (MCC)

## (Continued)

- Oversees and approved new courses and course syllabi, as well as new electives;
- Oversaw development and implementation of major curricular revisions for MS-1 and MS-2 years;
- Approved phase Attendance Policy.
- Reviewed data from a variety of internal and external sources regarding the overall quality of the medical education program (e.g., AAMC Graduation Survey).
- Participated in medical education retreat on May 20, 2025.

# Medical Student Admissions Committee (MSAC)

- Twice monthly meetings from August through March annually. Responsible for admission policies and process.
- Thomas J. Martin, MD (Chair); Susan R. Levy, MD (vice-chair);
- 6,371 primary applications; 3,625 completed applications, with 303 interviewed applicants.
- 56 members of Class of 2029

# VTC SOM Updates for Faculty Association: September 17, 2025

Lee Learman, MD, PhD

Dean

Professor of Obstetrics & Gynecology

Virginia Tech Carilion School of Medicine

**VTC**

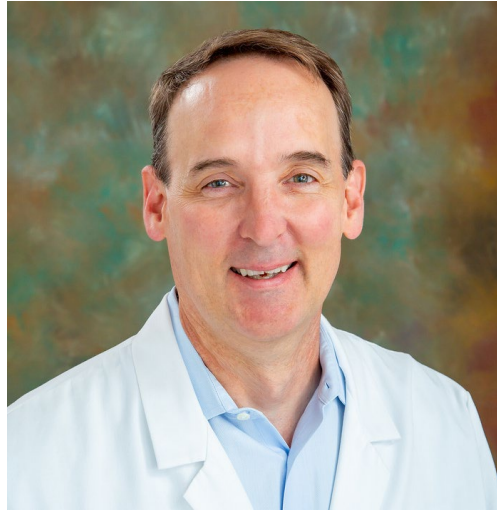
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Virginia Tech Carilion  
School of Medicine

# VTCSOM & Carilion Clinic Department Chair Recruitments 2024-25



Tristi Metcalf, MD  
Chair  
Department of  
Obstetrics & Gynecology



Andrew Herman, MD  
Chair  
Department of  
Pediatrics



Rose Fernandez, MD  
Chair  
Department of  
Emergency Medicine



Grant Greenberg, MD, MHSA  
Chair  
Department of  
Family & Community Medicine



# New Faces, VTCSOM Dean's Office 2024-25



Amanda Murchison, MD  
Associate Dean, Student Affairs  
Professor, Dept of OBGYN



Denis Foretia, MD  
Associate Dean, Global Health  
Assoc Professor, Dept of Surgery



Thomas Martin, PhD  
Associate Dean, Strategic  
Research Advancement  
Professor, HSIS (VTCSOM) and  
ECE (Coll of Engineering)



# Leadership Transitions in 2025-26



Kemi Bankole, MD  
Former Chief Diversity Officer  
Senior Advisor for  
Faculty Affairs



Aubrey Knight MD  
Former Senior Associate  
Dean, Student Affairs  
Phase 2 Director



Joseph Moskal MD  
Chair, Department of  
Orthopaedics, VTC SOM &  
Carilion Clinic



David Musick, PhD  
Former Senior Associate Dean  
Faculty Affairs  
Senior Advisor for Accreditation

**F**acilities

Dr. Rebecca Pauly, Vice Dean

**A**ccreditation

Dr. Jed Gonzalo, Senior Assoc Dean  
for Medical Education

**C**urriculum

Dr. Leslie LaConte, Associate Dean  
for Educational Affairs

**E**nrollment Growth

Dr. Rebecca Pauly, Vice Dean

**T**ransition management and well-being

Dean Learman, on behalf of Dr. Lisa  
Uherick, Chief Well-Being Officer

# Facilities and Enrollment Growth

Rebecca R. Pauly, MD, FACP  
Professor of Medicine  
Vice-Dean  
Virginia Tech Carilion School of Medicine



# Strategic Growth Committees

## Steering Committee

**Objectives:** assess needs, evaluate capacity, identify resource availability and prioritize resource allocation for expanding current enrollment and programming, in alignment with the strategic vision of VTCSOM and our partners (VT and Carilion Clinic).

**Reporting:** the committee will provide regular updates to the VTCSOM Dean and Carilion Clinic EVP/Chief Physician Executive, and additional updates by request to the VTC Executive Committee.

**Chairs:** Dr. Michael Nussbaum and Dr. Rebecca Pauly

## Working Groups

Enrollment Growth

Building Planning &  
Design

New Program Exploration:  
Accelerated Pathway

New Program Exploration:  
MD/PhD Program

New Program Exploration:  
Master's Degree(s)

New Program Exploration:  
Faculty Academic Effort

Working Group Advisors: Dr. Jed Gonzalo and Sharon Barrett

## Co-Chairs

Dr. Lee Rakes  
Dr. Amanda Murchison  
\* Laura Hawley

Dr. Rebecca Pauly  
Brian Stanford  
\* Courtney Powell

Dr. Aubrey Knight  
Dr. Mary Beth Sweet  
\* James Kittinger

Dr. Dan Karolyi  
Dr. Daniel Pauly  
\* Beth Bond

Dr. Leslie LaConte  
Dr. David Musick  
\* Beth Bond

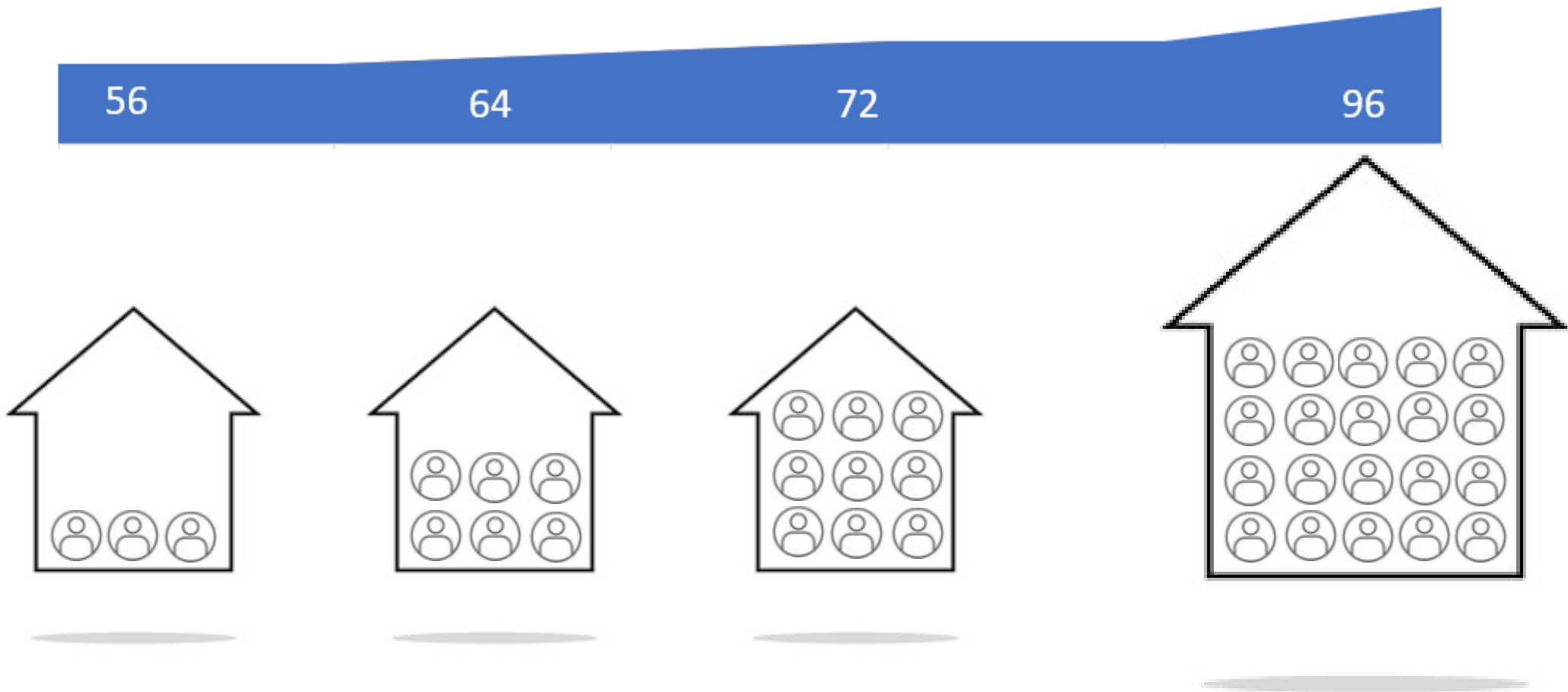
Dr. John Jane  
Dr. Paul Skolnik  
\* Avery Mahaney

\* Administrative Support

**Composition:** The Steering Committee and Working Groups will include representatives from the dean's office, medical students, the academic departments of VTCSOM (clinical and non-clinical), and financial teams of VTCSOM, Virginia Tech and Carilion Clinic.

Working Group Co-Chairs:  
Amanda Murchison, MD – Associate Dean Student Affairs  
Lee Rakes, PhD – Senior Director of Educational Affairs

# Projected Enrollment Growth



**Expansion to 96 students requires transformational infrastructure changes**



# Enrollment Growth Workgroup – Key Resource Needs

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- **Educational Space:** Current facilities with additional leased space can accommodate up to 72 students with modifications. Expansion beyond 72 students requires a **new building**.
- **Instructional & Support Staff:** Additional faculty and staff roles identified to maintain academic rigor and personalized learning.
- **Clinical Facilities:** Expansion of clinical sites and preceptors, including Salem VA, Carilion NRV, and others.
- **Student Services:** Enhanced mental health, wellness, and career advising.
- **Admissions:** Increased staffing, interview logistics, and recruitment programs to manage larger applicant pools.
- **IT Infrastructure:** New roles for classroom AV and IT support specialists to ensure operational continuity.

# Analyses of Future Investments

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- Faculty Academic Effort
- Certificate/Masters
- MD PhD
- Accelerated Pathways

Working Group Co-Chairs:

John Jane, MD – Neurosurgery Chair

Paul Skolnik, MD – Basic Science Education Chair

# Faculty Academic Effort – Aim and Recommendations

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Our aim is to advance toward a comprehensive, nationally respected academic health center through new initiatives related to faculty educator and research “phenotypes/identities,” organizational structures, promotion pathways, professional development, and funding mechanisms.

- Improve communication and collaboration
- Formalize processes to support and grow research
- Encourage academic advancement through faculty development and promotion
- Explore funding mechanisms to support faculty effort versus current hourly reimbursement

Working Group Co-Chairs:

David Musick, PhD – Senior Advisor for Accreditation

Leslie LaConte, PhD – Associate Dean of Educational Affairs

# Certificate/Masters Programs – Key Findings

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## **Current Offerings:**

- VTCSOM – Research in Translational Medicine certificate
  - Part of current curriculum, so no additional fees charged
- Non-VTCSOM – MBA, MPH, MD/PhD in Translational Biology, Medicine, and Health
  - Self-funded, except for the TBMH MD/PhD program

## **Opportunities for new certificates and degrees:**

- Health Systems Science
- Ultrasound medicine
- Medical education

## **Three-Tiered Approach:**

- Tier 1: Expand offerings for VTCSOM students certificates using existing coursework
- Tier 2: Develop non-thesis-based programs for other health professionals
- Tier 3: Create thesis-based degrees for general enrollment

Working Group Co-Chairs:  
Daniel Karolyi, MD, PhD –Radiology Chair  
Daniel Pauly, MD, PhD –Professor of Medicine

# MD PhD Program – Key Recommendations

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**Student Enrollment:** Admit 1–2 students per year, with a maximum of 14 students at full capacity, ensuring focused mentorship and adequate resources.

## **Recruitment Strategies:**

Internal Recruitment: Identify candidates in Phase 1 of the VTCSOM curriculum by January (M1 year) to facilitate mentor selection and research integration.

DeNovo Recruitment: Allow direct MD/PhD applications, conduct remote interviews, and provide travel stipends for campus visits.

## **Program Phases:**

Phase 1: Students complete TBMH graduate requirements, identify mentors, and begin research.

PhD Phase: Integrate clinical education (e.g., half-day weekly clinical engagement) while addressing medicolegal and financial implications.

Phases 2 & 3: Flexibility is needed for extended timelines due to research challenges or external fellowships.

**Budget:** Develop a flexible financial framework to accommodate extended timelines and additional requirements.



Working Group Co-Chairs:

Aubrey Knight, MD – Director Phase 2 Curriculum

Mary Beth Sweet, MD – Associate Professor, Family and Community Medicine

# Accelerated Pathways – Benefits

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## **For Students:**

- Reduced costs
- Faster workforce entry
- Debt reduction
- Career acceleration
- High-quality education

## **For Medical Schools:**

- Recruitment tool
- Education innovation
- Philanthropic support

## **Logistics:**

- Redesigned curriculum is flexible

## **Residency Preparedness:**

- AP student perform comparably to traditional students on exams and residency readiness

## **For Affiliated Residencies:**

- Known students
- Specialty-specific training

## **For the Community:**

- Addressing physician shortages
- Geographic retention

# Accreditation

Jed Gonzalo, MD  
Professor of Internal Medicine  
Senior Associate Dean for Medical Education  
Virginia Tech Carilion School of Medicine



# New Office of Educational Affairs Roles 2024-25



Leslie LaConte, PhD  
Associate Dean,  
Educational Affairs



Tarin A. Schmidt-  
Dalton, MD  
Associate Dean,  
Clinical Science



Michelle Rockwell,  
PhD, RD  
Director, Health  
Systems Science  
and  
Interprofessional  
Practice, Phase 1



Elvis Pagan, MD  
Director, Clinical  
Science, Phase 1

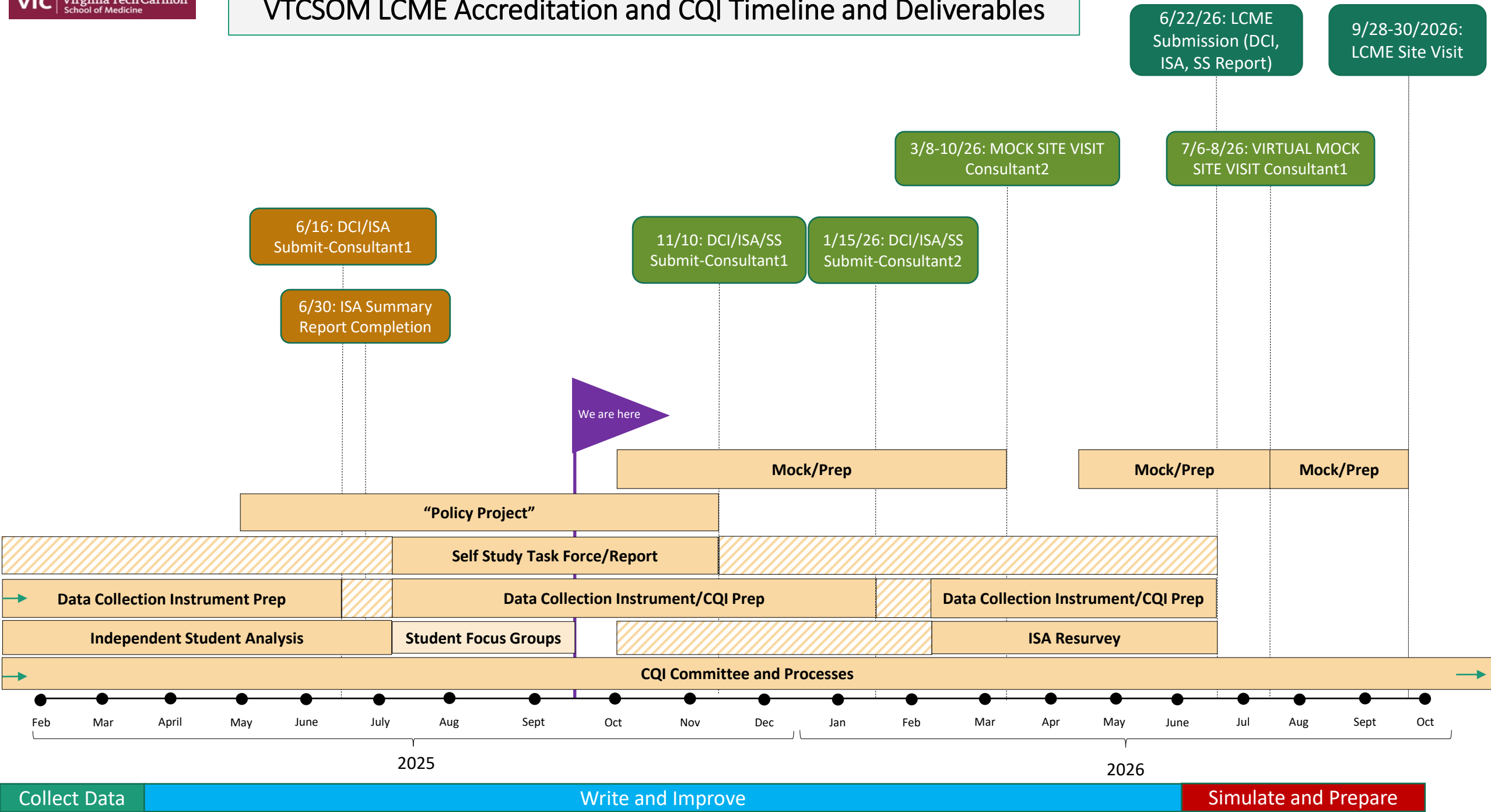


Farrell Adkins, MD  
Assistant Director,  
Phase 2 Special  
Projects



Renee Beirne, MD,  
MPH  
Phase 1 Director

# VTCSOM LCME Accreditation and CQI Timeline and Deliverables





# CQI "26"

Vulnerabilities  
 <85%      >15%      >10%

Table 1. Virginia Tech Carilion School of Medicine Independent Student Analysis Vulnerable Items.					
Item #	Items meeting Overall Thresholds (response rate 185/204, 91%)	% Agree	% Disagree	% Not applicable	LCME Element
D4	I am able to access personal counseling/mental health services during the clerkship phase of the med ed. program.	72%	10%	18%	12.3
D5	Mental health services available through the medical school are confidential.	75%	2%	23%	12.3
D10	The medical school has an effective system for advising about elective choices.	76%	15%	10%	11.2
D3	I am able to access personal counseling/mental health services during the pre-clerkship phase of the med ed. program.	76%	8%	16%	12.3
B6	The medical school's activities to prevent student mistreatment are effective.	76%	6%	18%	3.6
A2.3	The OME leadership and staff respond to student problems.	76%	5%	19%	2.4
E17	The manner in which summative assessments are used to determine a clerkship grade is clear and consistent.	78%	22%	0%	9.8
A2.1	The members of the OME are accessible.	78%	4%	18%	2.4
A2.2	The OME leadership and staff are aware of student concerns.	78%	4%	17%	2.4
B18	I have access to secure storage space for my personal belongings at hospitals/clinical sites.	80%	20%	0%	5.11
E19	I am aware there is a process for reviewing and challenging my academic record or know where to find it.	82%	7%	11%	11.6
D12	Financial aid services at my med school include debt management counseling by knowledgeable and accessible personnel.	82%	5%	13%	12.1
D2	I am able to access personal health care services during the clerkship phase of the medical education program.	83%	12%	4%	12.4
B5	I am aware of the medical school's activities to prevent student mistreatment.	83%	10%	7%	3.6
A1.3	The OSA leadership and staff respond to student problems.	84%	5%	12%	2.4
Item #	Items Meeting Cohort Thresholds but Not Overall Thresholds (response range 88-94%)	% Agree	% Disagree	% Not applicable	LCME Element
B2	The medical school's student mistreatment policy is clear. (M3)	68%	16%	16%	3.6
D9	The medical school's career advising system includes access to knowledgeable advisors. (M3, M4)	73%	18%	10%	11.2
B7	I am aware that the medical school investigates/acts on reports of student mistreatment. (M3)	78%	12%	10%	3.6
D8	The medical school has a coordinated career advising system that spans all years of the medical education program. (M4)	78%	20%	3%	11.2
B15	I have access to workspace and computers to enter patient notes at hospitals/clinical sites. (M3)	80%	20%	0%	5.6
D15	Tutorial help is available to me during all years of the medical education program. (M4)	80%	5%	15%	11.1
D1	I am able to access personal health care services during the pre-clerkship phase of the med ed. program. (M1, M2)	82%	4%	14%	12.4
B4	The procedures to report student mistreatment are clear. (M3)	82%	6%	12%	3.6
D11	I have access to knowledgeable and helpful financial aid services personnel. (M1)	83%	4%	13%	12.1
D14	If I am experiencing acad. difficulty, acad. counseling is available to me during all years of the med ed. program (M3)	86%	0%	14%	11.1
B3	I am aware there is a process for reporting student mistreatment or know where to find it. (M3)	88%	0%	12%	3.6

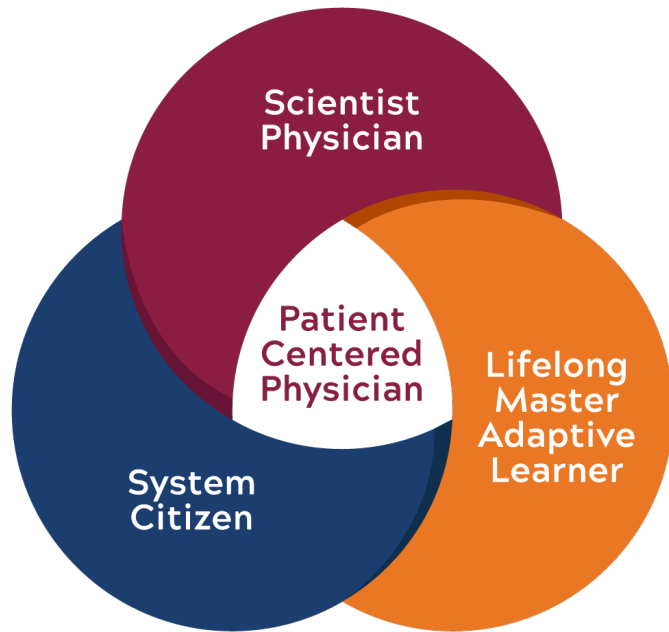


# Curriculum

Leslie LaConte, PhD  
Associate Dean for Educational Affairs  
Director, Foundational Sciences (Phase 1)  
Curriculum  
Associate Professor, Basic Science Education  
Virginia Tech Carilion School of Medicine



# Education Mission



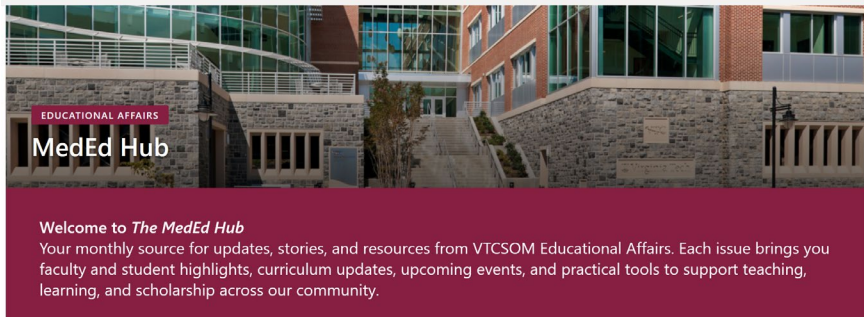
## Identities curriculum launched (Phase 1)

- Profession of Medicine & Identities course, including coaching
- Case-based, integrated
- achieved goals (performance and perception stable)

## Planning underway for Phase 2 & 3 launch

## Faculty development and scholarship

- Inquiry To Impact series
- Awards, fellowships
- Stemmler (systems thinking)
- AMA Groundwork & Reimagining Residency grants
- Kern National Network



Phase 1	ORIENTATION PROFESSION OF MEDICINE & IDENTITIES	PHASE 1: SEMESTER 1				Exam period	WINTER BREAK	PHASE 1: SEMESTER 2				Exam period	M1 RESEARCH & INQUIRY	SUMMER BREAK
		INTEGRATED FOUNDATIONAL SCIENCES (IFS) HEALTH SYSTEMS SCIENCE & INTERPROFESSIONAL PRACTICE (HSSIP) PROFESSION OF MEDICINE & IDENTITIES (POMI) COMMUNITY & CLINICAL IMMERSIONS (CCI) RESEARCH & INQUIRY (R&I)						IFS HSSIP POMI CCI R&I						
Phase 1 & 2	PHASE 1: SEMESTER 3				Exam period	WINTER BREAK	PHASE 2: CLERKSHIPS & INTERSESSIONS						Vacation	
	IFS HSSIP POMI CCI R&I	M2 RESEARCH & INQUIRY		IFS HSSIP POMI CCI R&I			STEP 1 Study	Inter session 1	Rotation 7 Clerkship Cluster 1		Rotation 8	Inter session 2		Clerkship Cluster 2
Phase 2 & 3	PHASE 2: CLERKSHIPS & INTERSESSIONS				WINTER BREAK	PHASE 2: CLERKSHIPS & INTERSESSIONS	PHASE 3: CAREER EXPLORATION						Vacation	
	Clerkship Cluster 2 (cont.)	Inter session 3	Clerkship Cluster 3				Inter session 4	Clerkship Cluster 4	Clerkship Cluster 4 (cont.)	STEP 2 Study	IDENTITY EMERGENCY MEDICINE, ACTING INTERNSHIPS and CLINICAL ELECTIVES			Inter session 5
Phase 3	PHASE 3: PREPARATION FOR RESIDENCY				WINTER BREAK	PHASE 3: TRANSITION TO RESIDENCY						PHASE 2 CLERKSHIPS		
	INTENTIONALITY SPECIALTY-SPECIFIC BUNDLES (ACTING INTERNSHIPS, AWAY ELECTIVES), INTERVIEWS					INTERNSHIP PREPARATION ELECTIVES		MATCH	INTERNSHIP PREPARATION SPECIALTY BOOTCAMPS		GRADUATION	Family Medicine - 4 weeks Surgery - 6 weeks Internal Medicine - 8 weeks Neurology - 2 weeks Pediatrics - 5 weeks Psychiatry - 5 weeks Research - 4 weeks Obstetrics & Gynecology - 6 weeks		

7/7/2025
7/14/2025
7/21/2025
7/28/2025
8/4/2025
8/11/2025
8/18/2025
8/25/2025
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5/25/2026
6/1/2026
6/8/2026
6/15/2026
6/22/2026
6/29/2026



# Transition Management and Well-Being

Dean Learman, on behalf of Dr. Lisa Uherick,  
Chief Well-Being Officer



At the **Virginia Tech** **Carilion** School of Medicine, we believe that everyone deserves the opportunity to flourish at each stage of their professional journey. We recognize the significant well-being challenges in the learning and working environments of academic health centers. We commit to fostering solutions that promote individual and institutional success, while advancing a culture of well-being.

# Our First Ever ALL Faculty Well-Being Survey December 2024

- Faculty in clinical departments
  - AMA Organizational Biopsy
- Administrative faculty & staff in dean's office and non-clinical departments ("All Hands" group)
  - Validated Survey





# VTCSOM “All Hands” Retreat & Follow Up Focus Groups\*

People & Workplace Culture\*

Funding & Resources

Growth, Strategy, Identity



# Achieving Bronze

- **Assessment:** Survey
- **Commitment:** Committee
- **Efficiency of Practice Environment:** Focusing on EHR burdens
- **Teamwork:** Measuring teamwork
- **Leadership:** Leader listening rounds
- **Support:** Peer support enhancements

# Well-Being Champions

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## Chief Well-Being Officer

Lisa Uherick

### AP Faculty and Staff including Med Ed

Sharita Brown  
Avery Mahaney  
Courtney Powell  
Shari Whicker

### Carilion Employees

Niki Hale  
Kim Butterfield

### GME

Lindsay McKinnon  
Arthur Ollendorff

### Student Affairs

Elvir Berbic  
Emily Holt Foerst  
Angelica Witcher

### Departmental Directors of Well-Being

## VTCSOM Departmental Directors of Well-Being

Anesthesiology  
Basic Science Education  
Emergency Medicine  
Family and Community Medicine  
Health Systems and Implementation Science  
Internal Medicine  
Neurosurgery  
Obstetrics and Gynecology  
Orthopedic Surgery  
Pediatrics  
Psychiatry  
Radiology  
Surgery

Maxine Lee, MD  
Kristin Eden, PhD, DVM  
Carla Williams, MD  
Beth Polk, MD  
Mark Swope, PhD, Cynthia Unwin, PhD  
Carl Henderson, DO, Sarah Harendt, PhD  
Cara Rogers, DO  
Manjusha Sahni, MD  
Julie Zielinski, MD  
Lori Dudley, PhD  
Laura Taylor, LPC  
Dan Karolyi, MD, PhD  
Bryan Collier, DO

# A Continued Focus in All 4 Areas





# Additional Priorities for 2025-26

- **RESEARCH:** Recruit 2 physician-scientists and 1 other faculty member to drive further success of the Health Systems and Implementation Science research program and the *Smart Healthcare Hub* awarded by the Provost's Office to Dr. Parker and a multidisciplinary team: VTCSOM and Carilion Clinic departments, other VT colleges
- **AFFORDABILITY:** Develop strategies that will enable future VTCSOM students to stay within the new federal professional student loan cap of **\$200K/4 years** (\$50K/yr).

Class of 2025's total medical education debt  
(among grads with any debt)

Median: \$261K

Mean: \$244K

# A Final Note: VT Risk and Contingency Planning

- Virginia Tech starts from a robust position with a structurally balanced budget, strong student demand, sufficient working capital and lines of credit, and growing donor support and philanthropy.
- Key financial uncertainties faced by Virginia Tech include federal priorities and funding, state funding, student enrollment, and intercollegiate athletics.
- Virginia Tech is managing current and potential reductions in governmental support through the following:
  - Active monitoring and contingency/scenario planning
  - FY26 budget built with a modified overhead policy and a more conservative overhead budget stance
  - Localized reduction of expenditures as externally funded activities are reduced
  - Conservative fiscal approach, emphasizing slow-to-spend behavior

# Healthcare of Tomorrow

Dr. Tony Seupaul  
VTC SOM Faculty Association Meeting  
Sept. 17, 2025



# Who We Are

**\$3B net  
revenue**

**875 physicians**

**30 GME**

**550 APPs**

**340 residents  
and fellows**

**programs**

**7 hospitals**

**50k**

**admissions**

**54k surgeries**

**180k ED  
visits**

**14k**

**employees**

**295 practice  
sites**

**1.7M visits**

**86 specialties**



# Carilion Taubman Cancer Center





# Research & Education





# Growth beyond our footprint



# Pursuit of Excellence

- **New Leadership**
- **Strategic**
- **Focused**





# New Faculty & Promotion Recognitions

September 17, 2025

Recognitions by:

- ❖ Dean Lee Learman
- ❖ Vice Dean Rebecca Pauly
- ❖ Dr. Shari Whicker
- ❖ Department Chairs



# Appointment and Promotion Recognition

- Welcome new faculty
- Congratulate on Faculty Promotions
- THANK YOU! Departmental APRT committees...chairs and administrative assistants

# **New Faculty Members**

**September 18, 2024 – September 17, 2025**



## Basic Science Education (1)

- ❖ Thomas Tuggle, Pharm.D., BCIDP

## Emergency Medicine (12)

- ❖ Brian Fuquay, D.O.
- ❖ Kevin Gutermuth, M.D.
- ❖ Anne Ickes, D.O.
- ❖ Katherine Mayes, M.D., Ph.D.
- ❖ Aaron Parker, M.D.
- ❖ Trent Parry, M.D.
- ❖ Patrick Robinson, M.D.
- ❖ Nicholas Tsipis, M.D., M.P.H.
- ❖ Morgan Webb, M.D., M.S.
- ❖ Sean Whitty, M.D.
- ❖ Michael Wilson, M.D., Ph.D.
- ❖ Winston Wu, M.D.

## Family and Community Medicine (5)

- ❖ Michael Angerbauer, M.D.
- ❖ Junetta Bowen, D.O.
- ❖ Christina Gardner, D.H.Sc., M.B.A., PA-C,
- ❖ Allyson Montalvo, D.O.
- ❖ Esha Sharma, M.B.B.S., M.P.H.

## Health Systems and Implementation Science (2)

- ❖ Thomas Martin, Ph.D.
- ❖ Andrew Tressler, M.Div., BCC.

## Internal Medicine (25)

- ❖ Osamah Alnasser, M.B.B.S., FAAN
- ❖ Benjamin Bailey, M.D.
- ❖ Adam Bradford, D.O.
- ❖ Alfonso Brochero, M.D.
- ❖ Jeannette Collins, D.O.
- ❖ Lily Colpitts, M.D.
- ❖ Diana Dougherty, M.D.
- ❖ Kevin Dye, M.D.
- ❖ Bernard Ezigbo, M.B.B.S.
- ❖ Douglas Gordon, D.O.
- ❖ David Heredia, M.D.
- ❖ Praneet Iyer, M.B.B.S., F.A.C.P.
- ❖ Zarak Khan, M.B.B.S.
- ❖ Philip Lee, M.D.
- ❖ Hannah McGhee, D.O.
- ❖ Nasser Mohammed, M.B.B.S.
- ❖ Katherine Mustafa, D.O.
- ❖ Patrick Okolo, M.B.B.S., M.P.H.
- ❖ Jonathan Saado, M.D.
- ❖ Rahul Sharma, M.B.B.S.
- ❖ Lydia Sharp, M.D.
- ❖ Aditya Sithamraju, M.B.B.S.
- ❖ Sydney Stayrook, D.O.
- ❖ Zachary Tilley, D.O.
- ❖ Isaac Yao, M.D.

## Obstetrics & Gynecology (8)

- ❖ Holly Borkert, D.N.P., C.N.M.
- ❖ Meghan Hagedorn, D.O.
- ❖ Lauren Maher, M.D., F.A.C.O.G., M.S.C.P.
- ❖ Tristi Metcalf, M.D.
- ❖ Daniela Paul, M.S.N., C.N.M.
- ❖ Chelsea Rosner, M.S.N., C.N.M.
- ❖ Charlotte Simmonds, M.S.N., C.N.M.
- ❖ Isabel Tumminello, C.N.M.

## Orthopedic Surgery (4)

- ❖ Grace Blaylock, M.D.
- ❖ William Burks, Ph.D.
- ❖ Rebekah Richards Boring, D.P.M., FACFAS
- ❖ Timothy Visser, M.D., M.B.A.

## Pediatrics (10)

- ❖ Kehvon Bekarev, M.D., F.A.A.P.
- ❖ Jonathon Freezer, M.D., M.N.S.
- ❖ Rachel Gagen, M.D., IBCLC
- ❖ Andrew Herman, M.D.
- ❖ Lina Kalenga, M.D., F.A.A.P.
- ❖ Michele Myers, M.D.
- ❖ Jesseca Paulsen, M.D.
- ❖ Thomas Pluim, M.D.
- ❖ Violet Swanson, D.O.
- ❖ Mary Warren, Ph.D.

## Psychiatry & Behavioral Medicine (7)

- ❖ Hashem Akbar, M.B.B.S.
- ❖ Fatimah Alsebaa, M.B.B.S.
- ❖ Albert Arias, M.D., M.S.
- ❖ Michael Ferguson, M.D.
- ❖ Darlon Jan, M.D.
- ❖ Bharath Muppala, M.B.B.S.
- ❖ Mounica Reddy Thootkur, M.B.B.S.

## Radiology (2)

- ❖ Kathleen Clancy, D.O., M.P.H.
- ❖ Dionysios Koroulakis, M.D.

## Surgery (19)

- ❖ Mehrad Adibi, M.D.
- ❖ Lindsey Berndt, D.M.D.
- ❖ Cody Bushman, D.O.
- ❖ Maria Chulkov, M.D.
- ❖ Brandy Edwards, M.D., M.S., F.A.C.S.
- ❖ Denis Foretia, M.D., M.P.H., M.B.A., F.A.C.S.
- ❖ Sarah Glass, D.D.S.
- ❖ James Harris, M.D.
- ❖ William Irick, M.D.
- ❖ James Jarvis, M.D., F.A.C.S.
- ❖ James Light, M.D., M.A., D.ABA
- ❖ Keith O'Connor, M.D.
- ❖ Christopher Rippel, M.D.
- ❖ Amy Rivers, M.D.
- ❖ Fernanda Rosetti, D.D.S., D.M.D., Ph.D., M.S.
- ❖ Sanjoy Saha, M.B.B.S., F.A.C.S., F.S.S.O.
- ❖ Kelsey Savery, M.D.
- ❖ Justin Shinn, M.D.
- ❖ Yu Zhang, M.D.



# 95 New Faculty Members!

September 18, 2024 – September 17, 2025



# Promoted Faculty

- Individual Accomplishments
- Timeline
- Each Dossier

# Four Areas of Achievement

- Teaching/Education
- Scholarly Activity/ Research
- Clinical Activity in the Presence of Learners  
(Clinicians only)
- Service

# Requirements for Promotion Consideration

- All VTCSOM faculty members are encouraged to be active in all four areas of achievement. (**three** for non-clinicians)
- Clinical Preceptor role have **no requirement for participation in research or scholarship or service obligation**.
  - ONE faculty member moving from Clinical Preceptor to Assistant Professor
- Faculty members moving from Assistant to Associate must achieve **significant progress** in any two of these areas.
  - THIRTEEN faculty members moving from Assistant to Associate Professor
- Faculty members moving from Associate to Professor must achieve **excellence** in two of these areas.
  - SIX faculty members moving from Associate to full Professor

# Considering Promotion?

Contact Faculty Affairs to learn more...we will help get you there!



# Instructions

- Dean Learman, Vice Dean Pauly
- Announce Department Chairs – come up to congratulate each promoted faculty member...and stay
- One departmental group photo after full department has been announced
- Full Promoted Faculty + Dean + Chair photo after recognition, before reception



# **VTCSOM Faculty Promotions Effective July 1, 2025**

# **Department of Basic Science Education**

Chair: Dr. Paul Skolnik

## **Assistant Professor to Associate Professor, Collegiate Track**

❖ Jennifer Cleveland, Pharm.D., M.B.A.

❖ Kristin Eden, D.V.M., Ph.D.

# **Department of Emergency Medicine**

(Interim) Chair: Dr. Paul Haskins

## **Associate Professor to Professor, Tenure to Title Track**

❖ Damon Kuehl, M.D.

## **Associate Professor to Professor, Non-Tenure Track**

❖ Stephanie Lareau, M.D., FAWM, FACEP

# Department of Family and Community Medicine

(Interim) Chair: Dr. Mark Greenawald

**Associate Professor to Professor, Non-Tenure Track**

❖ Priscilla Tu, D.O., M.S.

# **Department of Internal Medicine**

Chair: Dr. Jon Sweet

## **Assistant Professor to Associate Professor, Non-Tenure Track**

- ❖ Mariana Gomez, M.D.
- ❖ Ido Heletz, M.D.

## **Associate Professor to Professor, Non-Tenure Track**

- ❖ Sameh Aziz, M.D.\*
- ❖ Justin Weppner, D.O.



# **Department of Obstetrics & Gynecology**

Chair: Dr. Tristi Metcalf

Delegate: Dr. Amanda Murchison

## **Assistant Professor to Associate Professor, Non-Tenure Track**

❖ Allison Durica, M.D.\*

## **Assistant Professor to Associate Professor, Tenure to Title Track**

❖ Shannon Armbruster, M.D., M.P.H.

❖ James Casey, M.D.

## **Associate Professor to Professor, Tenure to Title Track**

❖ Amanda Murchison, M.D.

# Department of Psychiatry and Behavioral Medicine

Chair: Dr. Robert Trestman  
Delegate: Dr. Anita Kablinger

## **Assistant Professor to Associate Professor, Non-Tenure Track**

- ❖ Abhishek Reddy, M.B.B.S.
- ❖ Kiran Khalid, M.B.B.S.

# Department of Surgery

Chair: Dr. Michael Nussbaum

## **Clinical Preceptor to Assistant Professor, Non-Tenure Track**

- ❖ Natalie Powell, D.M.D. (in absentia)

## **Assistant Professor to Associate Professor, Non-Tenure Track**

- ❖ Ashley Gerrish, M.D.
- ❖ Maxine Lee, M.D.
- ❖ Neil Macdonald, M.D., M.P.H.
- ❖ Michael Saccocci, D.O., M.P.H.

# Overview of the VTCSOM Faculty by Rank

Rank	BSE	EM	FM	HSIS	IM	Neuro	OBGYN	Ortho	Peds	Psych	Radio	Surg	TOTAL
Assistant Professor	13	48	30	12	178	8	20	33	53	49	22	98	564
Associate Professor	14	9	7	4	52	3	11	6	20	19	5	28	178
Professor	8	6	5	7	34	4	6	3	3	14	0	8	98
Clinical Preceptor	0	14	45	0	1	0	2	1	0	0	0	12	75
Instructor	7	0	0	5	1	0	10	0	10	3	2	0	38
Senior Instructor	5	0	0	1	3	0	0	0	1	0	0	1	11
Other*	0	0	1	1	2	0	2	1	1	0	0	0	8
TOTAL	47	77	88	30	271	15	51	44	88	85	29	147	972

# Congratulations & Welcome!



**Chairs and Promoted Faculty: Meet in the hallway for a group picture!**

**EVERYONE: Please join us in the Riverside 2 Atrium for a celebratory reception!**