

Welcome

Dr. Rebecca J. Pauly

Dr. Pauly, Chair of the Academic Committee, called the meeting to order at 5:46 p.m.

The minutes of the previous meeting on March 1, 2021, were distributed for review prior to this meeting. With no discussion, *a motion for approval of these minutes was made and seconded; the motion passed.*

Dean's Update - VTCSOM Reflections from 2021-2022

Dr. Lee A. Learman

Dean Learman welcomed the VTCSOM faculty and recognized those faculty who are members VTCSOM committees for their work and service. He introduced the agenda for the evening, which included a brief set of highlights from the last year and a ceremony to celebrate faculty promotions.

Highlights from Dean Learman:

Match Day 2022

- All 41 students in the Class of 2022 successfully matched into a residency program. These students will enter into 16 specialties, 30 academic health centers, and across 16 states.
- 14 students matched in Virginia, with 8 students continuing their education in the Carilion Clinic System, 3 students going to UVA, and 3 students going to VCU. This is a record number of students remaining in Virginia
- Other locations included Baltimore, MD; Pittsburgh, PA; Los Angeles, CA; Greenville, SC; Buffalo, NY; Chapel Hill, NC; Charleston, SC; Washington, D.C.; Columbus, OH; Johnson City, TN, Ann Arbor, MI; Portsmouth, NH; Philadelphia, PA; Winston-Salem, NC; Dallas, TX; Walnut Creek, CA; Boston, MA; Bethesda, MD; Atlanta, GA; and St. Louis, MO.
- There were several hospital systems that were "first-time" matches for our students, such as Johns Hopkins Hospital, Mass General Hospital, and University of Michigan

DEI Task Force Milestone Progress

- About a year ago, the Inclusive VTCSOM Task Force published its first set of recommendations for the school – approximately 13 high-level recommendations with 122 original tasks distributed to the different units of the medical school (now 123). Separating out these tasks allows the medical school to use action plans and timelines to ensure all are completed.
- According to the original roadmap, VTCSOM was to have completed 45% of these tasks by December 2021. The school is currently at a 63% completion rate, which is well ahead of schedule.
- These tasks are focused on structures and processes in the medical school, such as curriculum development, teaching, and student support services. The ultimate goal outcome is to create an inclusive and diverse community.
- From the clinical departments, there has been an increased focus on diversity, equity and inclusion in areas like recruitment for residency programs and faculty
- Improving the culture on our campus is a multi-year, complex process of change, but the school is moving forward with a shared sense of accountability to make these changes.

Strategic Plan Implementation

The latest strategic plan for VTCSOM was created for the years 2021-2025. This plan was structured with the Carilion Clinic's and Virginia Tech's 2025 strategic plans in mind.

- The strategic plan is separated into two different circles.
- The outer circle represents Virginia Tech's goals of advancing regional, national, and global impact; Elevating the Ut Prosim difference; being a destination for talent; and ensuring institutional excellence.
- The inner circle represents the eight major goals of VTCSOM that align with Virginia Tech's four goals: championing collaborative research and educating more scientist physicians; Increasing diversity of student and faculty, and deepening community engagement; being the first choice for learners and educators, and promoting success and retention; and northing a thriving learning culture, and expanding philanthropy and scholarships.
- More information about the strategic plan, with various milestones and expected outcomes can be found at the following link: <https://medicine.vtc.vt.edu/about/strategic-plan.html>
- There have also been some modifications to VTCSOM's Vision and Mission statements
- Vision: We will be a destination for innovators who aspire to establish the nation's premier model of 21st century medical education
- Mission: Prepare physician thought leaders through innovations in medical education and cutting-edge discovery to improve the health of our communities and transform healthcare
- The eight major goals of VTCSOM can be further broken down into several different measurable outcome milestones. Dean Learman gave an example using the Diversity, Equity, and Inclusion goal which demonstrated a continued effort to improve these areas on our campus, even after the 123 DEI tasks are completed.
- When looking for new resource funding, the requests will need to include a statement about how it strategically aligns with VTCSOM's strategic items, especially for critical needs. Virginia Tech asks how these new request advance the strategic objectives of both the school of medicine and the university. This helps us articulate the need and impact of receiving or not receiving the funding.

LCME Areas of Monitoring

- VTCSOM is fully accredited for the maximum length of 8 years per the LCME's last visit to the school, with two areas being deemed as "satisfactory with the need for monitoring" – Diversity/pipeline programs and partnerships; and financial aid/debt management counseling/student educational debt.
- After the update submitted on November 24th, 2021 and the LCME's review, VTCSOM is still being monitored in these two areas. Both of which are common for new medical schools.
- Two different task forces have been assigned to review these areas of need to generate new ideas, gather examples from other medical schools, and making recommendations to the Dean on how VTCSOM might implement these additional initiatives.
- The first committee on under-represented minority student recruitment and retention focuses on identifying continued barriers, admissions criteria, cost of attendance, analysis of URM students who went to a different school, and URM matriculants at VTCSOM that did not graduate. The committee will also look at how other medical schools have successfully increased their enrollment metrics. Their primary goal is to recommend new initiatives to increase URM student representation from 7.5% to 15% in 5 years. Their summary report will be finalized on July 31st, 2022
- The second committee focuses on student debt reduction, with the goals of helping the school understand the size of financial aid packages that are needed to make competitive offers, how to make these offers sooner, changing the allocation of the current \$15-5-5-5 tuition reduction program to a need-based allocation, and discussing how 3-year medical school pathways for student

interested in primary care specialties impact debt. Their summary report will be finalized on August 31st, 2022.

Upcoming Events

- Graduation for the Class of 2022 will be held on Saturday, May 7th at the Jefferson Center in Roanoke. The Ceremony will start at 9:00 AM, with a reception following after the conclusion. The keynote speaker is an OBGYN and forensic pathologist named Dr. Nancy Heart. Based on COVID-related concerns, there are multiple plans for either an inside or outside reception.
- The annual Medical Curriculum Committee Retreat will be held on June 2nd, 2022. The morning session will be held in-person at VTCSOM, with lunch provided. The afternoon session will be held virtually.
- The next Promotion Cycle is live and faculty interested in applying should be consulting with their Chair and compiling their dossier.

Celebration of Promotions

Dr. Rebecca Pauly and Dr. David Musick

The following faculty members were recognized for their accomplishments in the 2020-2021 promotional cycle:

Assistant Professor to Associate Professor

- Dr. Irving C. Allen - Basic Science Education
- Dr. James W. Smyth - Basic Science Education
- Dr. Moises R. Cossio - Internal Medicine
- Dr. Apostolos P. Dallas - Internal Medicine
- Dr. Suzanna C. Jamison - Internal Medicine
- Dr. Anthony L. Loschner - Internal Medicine
- Dr. Jayasimha Rao - Internal Medicine
- Dr. Umar F. Sofi - Internal Medicine
- Dr. David A. Iglesias - Obstetrics and Gynecology
- Dr. Peter J. Apel - Orthopaedic Surgery
- Dr. Sarah K. Rivelli - Psychiatry and Behavioral Medicine
- Dr. Sachinder Vasudeva - Psychiatry and Behavioral Medicine
- Dr. Evelyn M. Garcia - Radiology
- Dr. Daniel I. Lollar – Surgery
- Dr. Arnold D. Salzberg - Surgery
- Dr. Keith R. Stephenson – Surgery

Associate Professor to Full Professor

- Dr. Devasmita C. Dev - Internal Medicine
- Dr. Stephanie E. Nagy-Agren - Internal Medicine
- Dr. Jonathan J. Carmouche - Orthopaedic Surgery

Adjournment

With no additional business, the meeting of the Faculty Association adjourned by Dr. Pauly, after a proper motion, second, and vote, at 6:15 p.m.

Avery J. Mahaney
Faculty Affairs Manager