



# Faculty Assembly & Academic Promotions Celebration

*March 22, 2022*

- Welcome-Dr. Rebecca R. Pauly, Chair Academic Committee
- VTCSOM reflections of 2021-2022-Dean Lee A. Learman
- Presentations of promotion certificates- Dean Lee A. Learman, Dr. David W. Musick-Sr. Dean, Faculty Affairs, and Departmental Chairs



# Reflections on 2021-22

- Match Day 2022
- DEI Task Force Milestone Progress
- Strategic Plan Implementation
- LCME Areas of Monitoring
- Upcoming Events

# Match Day 2022

- 100% Match: 41 of 41
- 16 specialties, 30 academic health centers, 16 states
- 14 matched in Virginia
  - Carilion Clinic – VTC: 8 students
  - UVA and VCU: 6 students (3 each)
- Baltimore MD, Pittsburgh PA, Los Angeles CA, Greenville SC, Buffalo NY, Chapel Hill NC, Charleston SC, Washington DC, 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, St. Louis MO



# Several Match Day Firsts



**Yazan Alshawkani: Internal Medicine at Johns Hopkins Hospital**



**Natalia Sutherland (Galax VA): Internal Medicine at Mass General Hospital - HMS**



**Brandon Temel (Internal Medicine) and Michaela Pesce (OBGYN): U Michigan (couples match)**

# DEI Task Force Implementation: Original Road Map

Units	Completed before March	Mar-Jun 21	Jul-Sep 21	Oct-Dec 21	Jan-Mar 22	Apr-Jun 22	July 22- later	Total tasks by unit
Phase I		1		1		29		31
Phase II		5	1			7		13
Student Support	2	3	2				2	9
Community Engagement		1		4	1	3	1	10
Admissions	4	4	2	2	2	1	8	23
Faculty and Staff Recruitment, Development, Retention		1	8	6	3	4		22
Learning and Work Environment		1	1	3	3		2	10
Diversity, Equity, and Inclusion		0	3		0	2		5
<b>Completed</b>	6	21	12	16	9	46	13	<b>123</b>
<b>% Completed by calendar year</b>	<b>5%</b>	<b>40%</b>			<b>55%</b>			<b>100%</b>

- **Tasks assigned for this period: 55**
- **Tasks reassigned during this period: 3**
  - **One task was split into two increasing total tasks from 122 to 123.**
- **Percent expected to complete: 45% (55/123)**

# DEI Task Force Implementation: Ahead of Schedule

Units	Mile Marker 1			Mile Marker 2			Mile Marker 3			Total number of tasks by unit	Task % complete by unit
	March-June 2021			July - September 2021			October-December 2021				
	Planned	Executed	Carry over	Planned	Executed	Carry over	Planned	Executed	Carry over		
Phase I	1	1	0	0	0	0	0	15	0	31	52%
Phase II	5	6	0	0	0	0	0	0	0	13	46%
Student Support	5	7	0	0	0	0	0	0	0	9	77%
Community Engagement	1	1	0	0	4	0	1	2	0	10	64%
Admissions	8	8	0	2	3	0	2	3	0	23	65%
Faculty/Staff Recruitment, Development, Retention	6	1	5	3	14	1	1	2	0	21	81%
Learning and Work Environment	1	1	0	2	4	0	1	2	0	10	60%
Diversity, Equity, and Inclusion	0	1	0	2	2	0	0	0	0	6	50%
<b>Milestone Completion</b>	<b>27</b>	<b>26</b>	<b>5</b>	<b>9</b>	<b>27</b>	<b>1</b>	<b>5</b>	<b>24</b>	<b>0</b>	<b>123</b>	<b>63%</b>

- We are three months ahead of schedule completing 77 tasks (63% of the total and exceeding the 55 assigned).
- Several units completed tasks ahead of schedule.
- Units that did not have a task assigned during this period continued making progress with upcoming tasks.

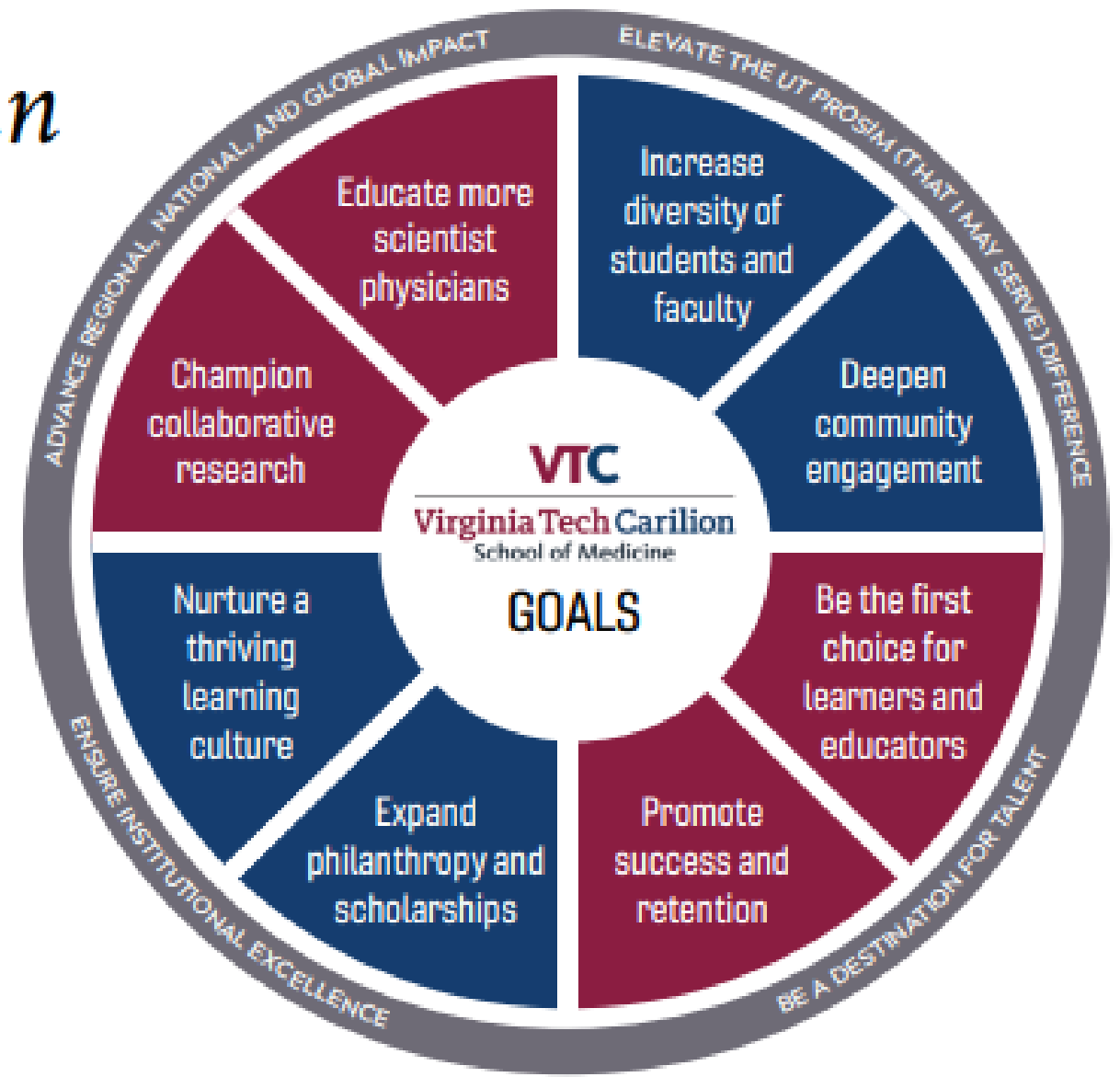
# 2021-2025 Strategic Plan

## 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 health care.



<https://medicine.vtc.vt.edu/about/strategic-plan.html>

# Strategic Plan DEI Milestones and Metrics

University Priority Two: Elevate the *Ut Prosim* (That I May Serve) Difference

**Goal Three:** Support Diversity, Equity and Inclusion Across the VTCSOM Community

## • 5-year milestones

- Increase URM faculty representation from 9% to 12%
- Increase female faculty representation from 40% to 45%
- Increase M4 agreement that “the learning environment fosters a culture that values diversity and inclusion” from 65% to 90%.
- Increase URM student representation from 7.5% to 15%
- Increase URM staff and A/P faculty representation from 13% to 15%
- Increase DEI team from 1.45 to 2.15 FTE



# Strategic Plan Implementation

## FY 2023 BUDGET REQUEST SENIOR MANAGEMENT SNAPSHOT

VT Carilion School of Medicine

### **Describe how this request supports the strategic goals of the unit**

This request supports Goal 1 of the VTCSOM strategic plan, to “Strengthen Innovative and Collaborative Research to Positively Impact the Health of our Communities and Beyond,” and the related milestones “to increase number of submitted external grant proposals and peer-reviewed faculty publications by 15%.” This request supports Virginia Tech’s Strategic Priority One: Advance Regional, National and Global Impact in the research frontier area of Health and Biomedical Research. HSIS research also supports Strategic Priority Two: Elevate the Ut Prosim (That I May Serve) Difference by addressing critical issues impacting humanity and equity.

# Strategic Plan Implementation

## FY 2023 BUDGET REQUEST SENIOR MANAGEMENT SNAPSHOT

VT Carilion School of Medicine

### **Describe how this request supports the strategic goals of the unit**

This request supports Goal 3 of the VTCSOM strategic plan, “Support Diversity, Equity and Inclusion Across the VTCSOM Community.” The DEI Specialist position also supports Virginia Tech’s Strategic Priority Two: Elevate the Ut Prosim (That I May Serve) Difference, by supporting our efforts to increase representational diversity and cultural competency.

Barbara Barzansky, PhD, MHPE  
Co-Secretary  
Liaison Committee on Medical Education  
American Medical Association



Veronica M. Catanese, MD, MBA  
Co-Secretary  
Liaison Committee on Medical Education  
Association of American Medical Colleges

Dear Dr. Learman:

At its February 15-17, 2022 meeting, LCME reviewed the status report submitted on November 24, 2021 on behalf of the medical education program leading to the MD degree at the Virginia Tech Carilion School of Medicine. Based on the information provided, the LCME voted as follows:

<b>Required Follow-Up for the School</b>	Status report due by December 1, 2023
<b>Next Full Survey Visit</b>	2026-27 academic year

<b>Element</b>	<b>LCME Determination</b>
Element 3.3 (diversity/pipeline programs and partnerships)	SM
Element 12.1 (financial aid/debt management counseling/student educational debt)	SM

S = Satisfactory, SM = Satisfactory with a Need for Monitoring, U = Unsatisfactory

# Task Force: URM Student Recruitment & Retention

## • **Charge**

1. Review most recent LCME status report.
2. Continued barriers, admission criteria, cost of attendance, analysis of URM students who went elsewhere, URM matriculants at VTCSOM who did not graduate
3. Study what other medical schools have done to increase URM student recruitment  
Recommend new initiatives to successfully increase URM student representation from 7.5% to 15% in 5 years.

## • **Membership**

- Co-chairs: Kemi Bankole, Melanie Prusakowski
- Alicia Besenyei, Emily Holt Foerst, Leslie LaConte, David Musick, 2 students from the diversity council and 3 residents

## • **Deliverables**

- Report summarizing items 2-3 in the charge, including a prioritized list of new initiatives to successfully increase URM student representation at VTCSOM

## • **Target date:** July 31, 2022

# Task Force: Debt Reduction

- **Charge**

1. Review most recent LCME status report.
2. Size of financial aid packages needed to make more competitive offers.
3. Process for making offers sooner.
4. Impact of changing the allocation of our current \$15-5-5-5 tuition reduction program to need-based allocation.
5. Summarize existing 3-year pathways for students interested in primary care specialties including impact on student debt.

- 1. **Membership**

- Co-chairs: Adam Bailey and Rebecca Pauly
- Ron Bradbury, Dan Harrington, Aubrey Knight, Hope Reynolds, Angelica Witcher + 2 scholarship recipients + 2 residents

- **Deliverables**

- Report summarizing items 2-5 in the charge

- **Target date:** August 31, 2022

# Upcoming Events

**Save the Date!**  
Class of 2022 Graduation

SATURDAY, MAY 7, 2022  
JEFFERSON CENTER  
541 LUCK AVENUE, ROANOKE, VA

Ceremony  
9:00 a.m.  
Shaftman Performance Hall  
Reception immediately following

**VTC** | Virginia Tech Carilion  
School of Medicine

**VTC** | Virginia Tech Carilion  
School of Medicine

**Medical Curriculum Committee Retreat**

*WHERE WE ARE AND WHERE WE WANT TO BE*

**June 2, 2022**

**8:00 AM—12:15 PM** In-Person—VTC  
School of Medicine Lunch provided  
**1:00 PM—5:30 PM** Virtual Meeting

**VTC** | Virginia Tech Carilion  
School of Medicine

# Promotion Cycle

## Promotion Timeline

VTCSOM is a college of Virginia Tech, and follows the promotion timeline published each year by the Office of the Provost. Please keep in mind that this is a lengthy process which requires careful advanced planning.

- **VTCSOM timeline for 2022-2023 academic year**

### **February 1, 2022 - May 31, 2022**

During this time frame the faculty candidate who intends to seek promotion should consult with the Chair. At this meeting, the candidate should present the promotion material (CV and academic portfolio) and have at least three names of individuals who might write letters of support. The Chair should advise the faculty candidate at this point if, in his/her opinion, the portfolio is deficient. The faculty candidate should give due consideration to the opinion of the Chair, but is permitted to proceed even without such endorsement.

<https://medicine.vtc.vt.edu/faculty-affairs.html>

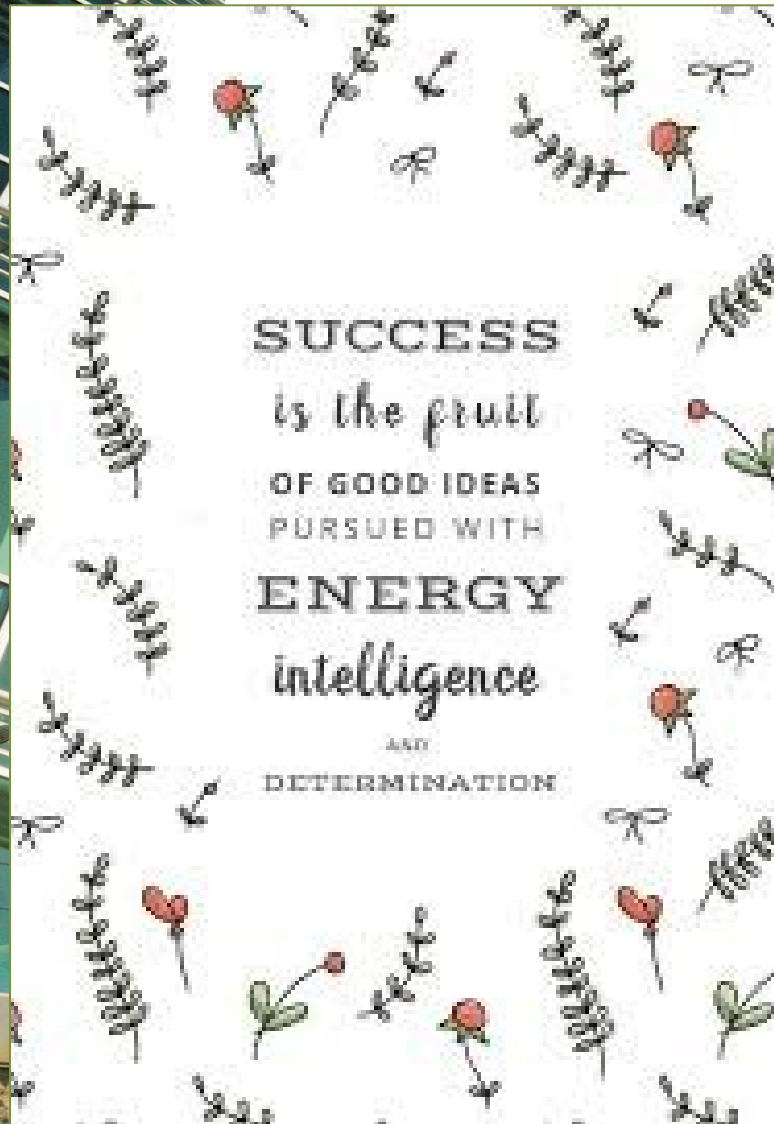
2020-21

# Faculty Promotions

Presentation of promotion certificates-

Dean Lee A. Learman,

Dr. David W. Musick, and Departmental Chairs





# Faculty Promotions 2020-2021



16 promoted to Associate Professor  
3 promoted to Professor



# Promotions:

## Assistant 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



# Promotions: Assistant to Associate Professor

- 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

# Dr. Irving C. Allen - Basic Science Education



# Dr. James W. Smyth - Basic Science Education



# Dr. Moises R. Cossio - Internal Medicine



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# Dr. Umar F. Sofi - Internal Medicine



# Dr. David A. Iglesias - Obstetrics and Gynecology



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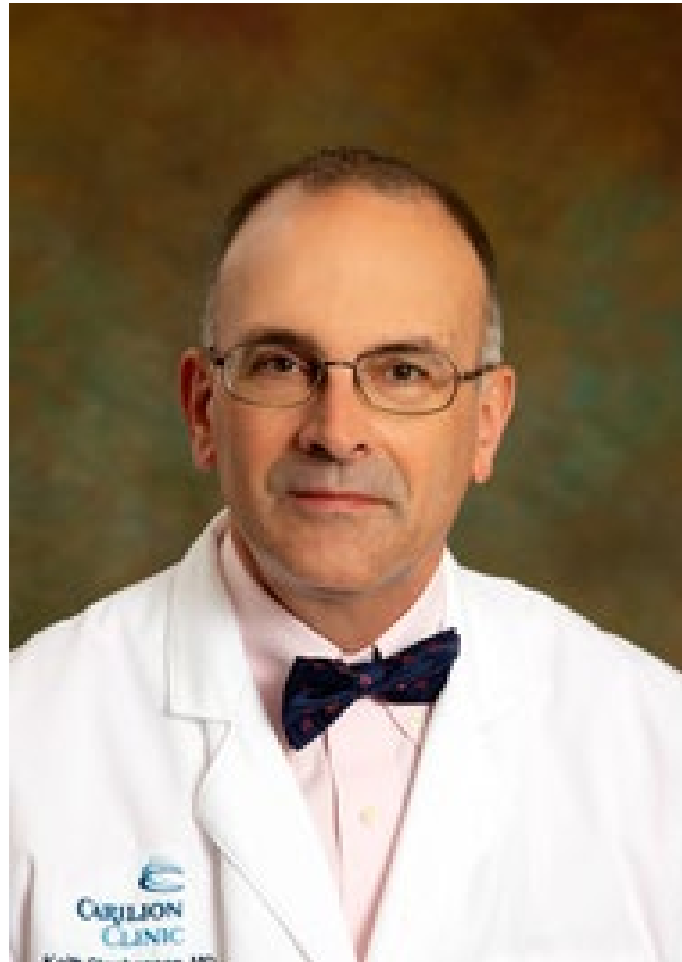
# Dr. Daniel I. Lollar - Surgery



# Dr. Arnold D. Salzberg - Surgery



# Dr. Keith R. Stephenson – Surgery





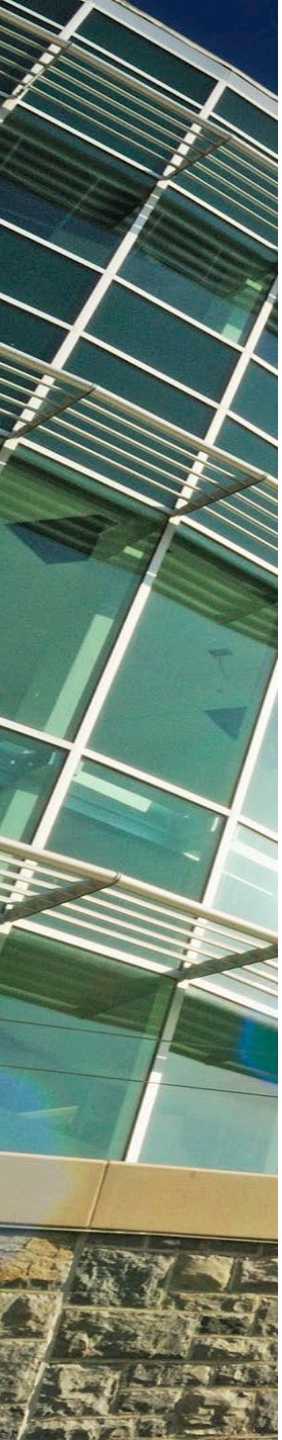
# Promotions: Associate Professor to Professor

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

# Dr. Devasmita C. Dev - Internal Medicine

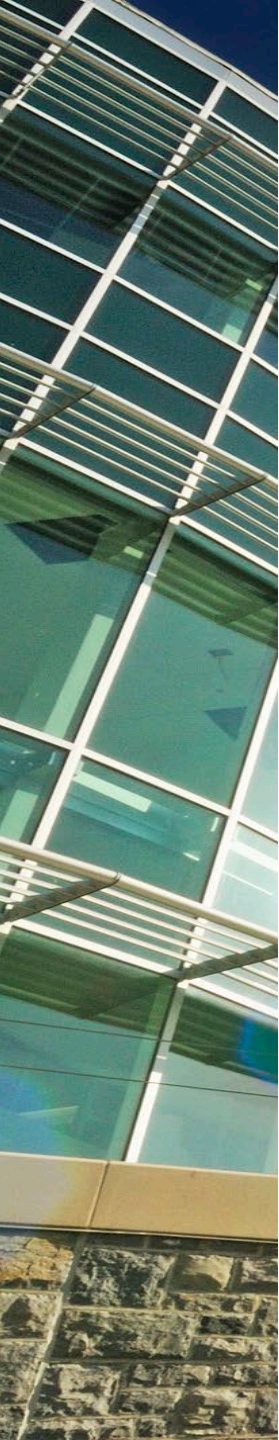


# Dr. Stephanie E. Nagy-Agren - Internal Medicine



# Dr. Jonathan J. Carmouche - Orthopaedic Surgery





# Great accomplishments!!!

