



NEW ANONYMOUS FACULTY LISTENING POST

The Office of Faculty Affairs launched an anonymous post intended to provide a safe and confidential venue to report incidents or concerns involving bias, abuse, hostility, unprofessional behavior, and non-inclusive experiences. This can also be used for any faculty concerns about processes, and suggestions are appreciated as well. Note: You can choose to remain anonymous; no information will be collected about you. You may also choose to identify yourself, and if so, agree to follow-up contact regarding your report. The link can be found on the Self-Service Site under the **RESOURCES** tab, or at the following link on the intranet <https://sites.google.com/usuhs.edu/facultyaffairs/home>. These will be discussed by a small group of faculty for action, further information gathering, and will be reported annually to the faculty.

Email address update guidance: USU connections with National Faculty

Email migration to "health.mil" has caused some issues with accounts here at USU. We are working to streamline this process for faculty not located or assigned directly to USU with a USU email. Faculty notifications are distributed through email. You may be missing important notices. An all faculty test email will be sent on 3 May from jessica.servey@usuhs.edu. If you do not receive this email YOUR EMAIL MAY BE WRONG.

Make any corrections to your contact info at this google link. If you have trouble on your government computer (it is inconsistent) use your phone. <https://docs.google.com/forms/d/1O1YFTI4uGDbgmKo1YZiwjellw1aSr-8jDV0coDdvAnM/>

Update from the Office of Medical Education

Student updates:

- ✓ **Class 2027** is finishing their 4th module. White Coat Ceremony is 3 May.
- ✓ **Class 2026** has completed 1/3 of their core clerkship year.
- ✓ **Class 2025** is in the midst of their Advanced Clinical Rotations, research CAPSTONE, and some are prepping for Step2 all while interviewing for residency.
- ✓ **Class 2024** is prepping for graduation which is 18 May.

LCME Update: Accreditation Survey Visit: 22-24 January 2024

Thank you to all who have been directly involved in this visit. Preliminary results were as expected and we will get our final notice over the summer.



Faculty Appointment and Promotion Tidbits

Who is eligible for a faculty appointment?

- Anyone teaching USU medical students or graduate students (Residents are not eligible)
- Clinical fellows (in fellowship training) can be Instructors or Assistant Professors
- Non-physicians teaching medical students can be Instructors
- Reach out to the Associate Dean for Faculty Affairs jessica.servey@usuhs.edu or the USU Department Chair with questions https://fac-dev.usuhs.edu/file?path=documents/usuhsdepartmentchairlist.pdf&token=vyarLjIs0iukqYGbBwVALnFMjs_TrallxB8aDvy_F0g

Applying for an initial appointment:

- The latest one-pager instructional document is available at https://fac-dev.usuhs.edu/file?path=documents/assistant_professor_and_instructor_online_appointing_system.docx
- Need step-by-step instructions? The **INSTRUCTIONAL VIDEO** is available at <https://panopto.usuhs.edu/Panopto/Pages/Viewer.aspx?id=e49963b7-fd0e-4c52-9e58-aff601577eb3>
- Trouble viewing? Let us know – email thomas.mcfate@usuhs.edu

New Faculty Orientation

- ❖ USUHS Billed New Faculty Orientation (stationed at USU/civilian hired by USU)
 - All new faculty are encouraged to attend to learn more about the role of a USU faculty member, how to engage in SoM missions, and the overall organization of USU, including support services
 - Contact lisa.mctigue@usuhs.edu to schedule a 90-minute session for groups of up to 4 faculty members
- ❖ USUHS National Faculty Orientation (outlying MTFs/other Adjunct faculty)
 - 6 virtual sessions a year to introduce National Faculty to USU's organization, benefits of being a faculty member, School of Medicine educational programs, and USU as your academic home
 - Register for sessions on the Self-Service Site <https://fac-dev.usuhs.edu>, and a Google link will be sent the day prior to the session. Any questions reach to Thomas.mcfate@usuhs.edu
 - Future sessions (*All times EST) – note new dates added!
 - Fri, 7 June, 1300-1400
 - Wed, 7 Aug, 0730-0830
 - Thurs, 3 Oct, 1500-1600
 - Mon, 2 Dec, 1200-1300
 - Tues, 4 Feb, 1300-1400

Academic Promotion and the newly signed 1100A

The “1100A” is the name for the document outlining faculty appointments and promotion in the School of Medicine. Qualifications for promotion are explicitly defined in Section 4. There are also new one-pagers for promotion requirements in each faculty track and pathway.

Both the signed 1100A and the one-pagers are found in 2 locations:

- Faculty Affairs intranet site for those who have access. Look in the upper right corner for the “Appointment and Promotion” pull-down <https://sites.google.com/usuhs.edu/facultyaffairs/home>
 - Faculty Development Self-Service Site under the “Resources” tab on the left
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- ❖ New sessions for academic promotion prep as a group will be 3 hours (or less) long for those 4-5 years into your academic appointment and putting together your promotion package. These are limited to 6 people. Email jessica.servey@usuhs.edu if you want to attend.
 - ✓ In-person sessions are **4Jun 12-3 and 10July 8-11**. All package documents will be worked on so bring your laptop.
 - ✓ Virtual session is **7Aug 9-12 EST**.
 - ❖ Numerous info sessions on Educator's Portfolios will be offered in-person and virtually. See the self-service site for details.

Are you interested in helping recruit the next generation of medical students?

Military Medicine Ambassadors (MMAs) are “field” representatives of military medicine, located across the United States and the world, who provide information to interested pre-medical students and medical school applicants about medical school officer accession pathways, Uniformed Services University (USU), and the Health Professions Scholarship Program (HPSP). Anyone who has a sincere interest in military medicine, including students, may participate as an MMA in recruitment events.

One of the goals of this program is for MMAs to develop relationships with pre-medical programs, pre-health advisors, military recruiters, and interested applicants by sharing their personal experiences and knowledge about life as a uniformed physician and their medical school journey. Another goal is to increase the visibility and representation of USU as a modern, diverse medical school with superior medical training, extensive leadership development, and innovative field experiences. Volunteers are able to participate as their schedules permit, and they will be provided with all the information and supplies necessary for a successful event. Training, both asynchronous and/or live virtual, may be required annually to participate, and MMAs can utilize this training and recruitment work for their professional resume or curriculum vitae.

To sign up to be a Military Medicine Ambassador, please use this link: <https://forms.gle/sBvRwoLvT2MzZabMA>

If you have questions, please reach out to Dr. Annie Wildermuth, Assistant Dean for Admissions and Recruitment: anne.wildermuth.ctr@usuhs.edu

On behalf of the Maryland Gamma Chapter of the Alpha Omega Alpha (AOA) Honor Society at USUHS, please help me in congratulating the 2024 AOA Local Award Winners and new AOA members!

Resident Teacher of the Year - **Dr. Matthew Soderstrom**

Faculty Teacher of the Year - **Dr. Sebastian Lara**

Faculty Mentor of the Year - **Dr. Kimberly Fabyan**

Residents:

Dr. Raymond Mrozek
Dr. Jared Edwards
Dr. Tylor Connor
Dr. Nicholas Panarello
Dr. Luke White
Dr. James Stewart
Dr. John Duggan
Dr. Alicia Latta
Dr. Umar Khan
Dr. Justin Carranza
Dr. Sennay Ghenbot

Dr. Maya Alexandri
Dr. Kimberly Gerling
Dr. Robert Barbera
Dr. Carlos Martinez-Licha
Dr. Curtis Pacheco
Dr. Catherine Brahe
Dr. Eleanor Birch
Dr. Mylinh Vu
Dr. Ingrid Carnevale
Dr. Jared Ingersoll

Fellows:

Dr. David Aleman-Reyes
Dr. Natalie Picciano
Dr. Dr. Francis Hartge
Dr. Madeline Fleit
Faculty:
Dr. Katherine Jones
Dr. Binny Chokshi
Dr. Emily Penick
Dr. Sarah Schall
Dr. Kayla Knuf

Dr. Melissa Myers

Dr. Ardalon Farhat-Sabet
Dr. Wesley Campbell
Dr. Charles Lin
Dr. Christopher Carroll

Alumni:

Dr. Heather Pomerantz
Dr. David Klein
Dr. Richard Zanetti
Dr. Emily Parsons

Additionally, AOA recognized USU with the following announcement.

“ On behalf of Alpha Omega Alpha, I am very pleased to inform you that Uniformed Services University of the Health Sciences F. Edward Hébert School of Medicine has been awarded a 2023 AQA Award for Excellence in Inclusion, Diversity and Equity in Medical Education and Patient Care.” Kudos to Dr. Jessica Bunin, our Associate Dean for Diversity, Equity and Inclusion.

Faculty Development

Faculty Development Self-Service Site: <https://fac-dev.usuhs.edu>

The Self-Service Site is accessed via a USU Single Sign-On (SSO) account.

1. If you have an account, log in to make sure your login and password work.
2. If your login doesn't work, or you do not know if you have an SSO account, email accounts@usuhs.edu
3. If you need an account, apply from a CAC-based computer at <https://apps.usuhs.edu/account-registration/>. Add irene.chi@usuhs.edu or thomas.mcfate@usuhs.edu as the "Approving POC" email.

The Self-Service Site allows you to:

- a) See upcoming classes with locations (searchable by location), register for and withdraw from sessions, track progress
- b) Read current and past newsletters
- c) [Resources](#) tab for information on the program, appointments & promotion, and Allyship Program

Faculty Development Certificate Recipients

Congratulations! The following faculty members completed their USU Faculty Development Program certificates! Remember to place on your CV!

TEACHING CERTIFICATE

- CDR Stacy Yu, DDS, USN, Prosthodontics, WRNMMC
- CDR Christopher Phillips, MD, MBA, USN, Dept of Anesthesiology, NMCSD
- CDR Michael Miller, MD, USN, Dept of Gynecologic Surgery and Obstetrics, NMCSD
- Lt Col Angela Synatzske, DDS, MS, USAF, Periodontics, JBSA-Lackland
- CDR Hyun Park, MD, PhD, USN, Dept of Medicine, NMCP
- Maj Rachel Ely, DO, USAF, Dept of Military and Emergency Medicine, SAUSHEC
- LCDR Amanda Bucknum, MD, USN, Dept of Gynecologic Surgery and Obstetrics, NMCP
- MAJ David Horvat, MD, USA, Dept of Neurology, Ft Cavazos
- Maj Elizabeth Williams, MD, USAF, Dept of Family Medicine, Eglin AFB
- Maj David Garcia, MD, USAF, Dept of Family Medicine, USU
- Lt Col James Young, DDS, USAF, Endodontics, JBSA-Lackland
- Lt Col Timothy Carlson, DDS, USAF, Endodontics, JBSA-Lackland
- MAJ Devin Larsen, DO, USA, Dept of Anesthesiology, SAUSHEC
- MAJ Dimas Espinola, MD, MPH, USA Dept of Pediatrics, SAUSHEC
- LTC Douglas Farmer, MD, MS, USA, Dept of Surgery, SAUSHEC
- Maj Kara Garcia, MD, Dept of Pediatrics, Eglin AFB
- LTC Rachel Sullivan, MD, USA, Dept of Psychiatry, TAMC
- CPT Thomas Riney, MD, USA, Dept of Military and Emergency Medicine, Ft Cavazos
- LCDR Krystal Burns, DDS, MS, USN, Prosthodontics, WRNMMC
- CDR Glen Cook, MD, USN, Dept of Neurology, NCC-WRNMMC
- Angelica Lee, DO, MS, CIV, Dept of Neurology, NCC-WRNMMC
- COL Thomas Stark, DDS, USA, Orofacial Pain, JBSA-USAISR
- Col Wendy Lobre, DDS, MS, USAF, Orthodontics, JBSA-Lackland
- CAPT Wendy Cook, PhD, USN, Graduate School of Nursing, NMCSD
- LTC Nicole Giamanco, MD, USA, Dept of Pediatrics, TAMC
- MAJ Sungjin Song, MD, USA, Dept of Surgery, TAMC

ADVANCED TEACHING CERTIFICATE

- Col Jennifer Chang, MD, USAF, Dept of Family Medicine, USU
- Lt Col Kathryn Burtson, MD, USAF, Dept of Medicine, Wright-Pat
- COL Rhiana Saunders, MD, USA, Dept of Gynecologic Surgery and Obstetrics, SAUSHEC

ACADEMIC LEADERSHIP CERTIFICATE

- Lt Col Sarah Bowe, MD, EdM, USAF, Dept of Surgery, SAUSHEC

Faculty Development

The Faculty Development Program has a **2 NEW CERTIFICATES!**

Faculty have asked for more offerings and more ways to demonstrate professional growth. In response we launched the **TECHNOLOGY CERTIFICATE** in October 2023. There are offerings at site visits and USU, and we have been adding virtually for this new certificate.

REQUIREMENTS:

- a) 30 hours of synchronous instruction with required sessions noted in the self-service site.
- b) Reflection of a new use of technology, or adaptation of prior content updated with technology, reflecting on what went well and not, noting personal use of technology and barriers to be sent to som.facdev@usuhs.edu.

The **SIMULATION CERTIFICATE** recently started in March 2024. We will be adding new sessions over the year.

REQUIREMENTS:

- a) 24 hours of synchronous instruction with required sessions noted in the self-service site.
- b) One peer observation of a debriefing done by one of our trained peer observers.

UPCOMING FAC DEV EVENTS

- 7-8 May 24 – USU visit to Madigan
- 14 May 24 – Building a Syllabus at USU
- 21 May 24 – USU visit to Ft Eisenhower
- 22 May 24 – Challenges of Small Group Teaching at USU
- 4 Jun 24 – Digital Literacy at USU
- 17 Jun 24 – Prompt Engineering at USU
- 11 Jul 24 – Mid-Career Slump at USU
- 31 Jul 24 – Educator Portfolio at USU
- 11 Sep 24 – USU visit to Ft Bliss
- 12 Sep 24 – USU visit to Nellis AFB
- 25 Sep 24 – New Faculty Primer at USU

NOTES:

- ****Check the Self-Service Site for any virtual sessions, and**
- ****FOCUS Faculty sessions per local MTF faculty development schedules**
- **Reminder**—sessions are also credited for CME. Be sure to follow the correct link to register for this credit.



Information on the **Faculty Allyship Program** is available on the Self-Service Site. All sessions that count toward the program are clearly marked.

Requirements: a) 9 hours of diversity-related faculty development workshops, b) Attendance at 1 journal club, c) 2 reflective writings.

Congratulations to our new ALLIES!
COL Meghan Raleigh, Col Karla Adams, MAJ David Horvat, Maj Alan Tate, LTC Robert Vietor, Dr Catherine Witkop, Dr LaKeshia Anderson

REAPPOINTMENTS!

USU National (Non-Billeted) Faculty are all on the same 3-year appointment cycle. The current one ends September 30, 2024.

This summer, Jessica Servey will be emailing national faculty with guidance about how to renew their appointment for the next cycle of October 1, 2024 – September 30, 2027.

It is essential that we have your correct email address on file.

You can update your email (and other information) at <https://docs.google.com/forms/d/1O1YFTI4uGDbgmKo1YZiwjellw1aSr-8jDV0coDdvAnM/>

This link may not work on a govt computer/network, but should work on a personal device, like your phone or home computer.

USU has increased the virtual faculty development offerings over the past year as requested by faculty. These are meant to be workshops with sharing and discussion, not webinars. Prior virtual sessions have 25-35% no-show rate. Please remember to withdraw from the class if your schedule changes and you cannot attend. Links will be sent out the day prior. Our goal is 2 sessions per month – not in July due to moves and understaffing. Many faculty are asking for more and that will be considered this summer once we do our program evaluation and look at the attendance, best days, and suggestions. Thanks to all of you who have sent comments! We hope to see you online. These are in addition to the Allyship monthly virtual classes which are also available.