



# USU School of Medicine

## Faculty Affairs/Faculty Development Newsletter

Summer 2024

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



### 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. Additionally, many faculty have other military emails that are not "health.mil". At the University, we do not get any updates from the uniformed services and rely on faculty to tell us when contact info has changed. We are working to streamline this process for faculty not located or assigned directly to USU with a USU email. 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. We are tracking updates this way.

[https://docs.google.com/forms/d/e/1FAIpQLSesLSb9CT0f8rtBIBkgYZrqxV01wVPIZAQ\\_j4PCNBcT11laAw/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSesLSb9CT0f8rtBIBkgYZrqxV01wVPIZAQ_j4PCNBcT11laAw/viewform?usp=sf_link)



### Update from the Office of Medical Education

Student updates:

- ✓ **Class 2028** are completing military training and headed to USU to have orientation in August.
- ✓ **Class 2027** has completed 5 modules and headed into their summer experience.
- ✓ **Class 2026** is in their fifth round of their core clerkship year.
- ✓ **Class 2025** is completing their ACRs (Advanced Clinical Rotations) and interviewing.

Our final LCME results are back. USU received a full 8-year accreditation! We have a few citations requiring monitoring and improvement plans. This is the maximum allowed by the LCME. Thank you to all faculty and students who helped with the visit.

# 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
- “Teaching Fellow” is not an official academic appointment in the School of Medicine
- Reach out to the Associate Dean for Faculty Affairs [jessica.survey@usuhs.edu](mailto:jessica.survey@usuhs.edu) or the USU Department Chair with questions [https://fac-dev.usuhs.edu/file?path=documents/usuhsdepartmentchairlist.pdf&token=vyarLiJs0iukqYGBBwVALnFMjs\\_TrallxB8](https://fac-dev.usuhs.edu/file?path=documents/usuhsdepartmentchairlist.pdf&token=vyarLiJs0iukqYGBBwVALnFMjs_TrallxB8)

## 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](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](mailto: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](mailto: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](mailto:Thomas.mcfate@usuhs.edu)
  - Future sessions (\*All times EST) – note new dates added!
    - Wed, 7 Aug, 0730-0830
    - Thurs, 3 Oct, 1500-1600
    - Mon, 2 Dec, 1200-1300
    - Tues, 4 Feb, 1300-1400

## REAPPOINTMENTS/INACTIVATIONS

Like all Schools of Medicine, USUHS requires faculty to periodically sign a “reappointment” letter to attest to their continued commitment to the school’s mission. USU has a 3-year appointment cycle for those faculty on the tenure-ineligible track (the majority of faculty and ALL faculty of the uniformed services).

Starting in June these reappointment letters were sent to each faculty member from the following email address: [facultyreappointment@usuhs.edu](mailto:facultyreappointment@usuhs.edu). Faculty need to sign that letter and return within 60 days or be automatically inactivated. This letter can be pen signed and scanned and emailed, or electronically signed and emailed.

As of 8 July 2024, 18 of the 20 departments have been sent letter. The last two are Radiology and Surgery. If you think you should have received a reappointment letter and have not, please email [jessica.survey@usuhs.edu](mailto:jessica.survey@usuhs.edu) as we will reach out to faculty with returned emails.

\*\*\*Faculty should keep this letter as their official appointment letter for personal future use.\*\*\*

**Inactivations:** This was the first academic year this process was electronic. Faculty would have received an email message (as long as you keep your email updated). If there is any question, reach back to the Chair of the Department or [jessica.survey@usuhs.edu](mailto:jessica.survey@usuhs.edu).

## New Leadership Announcements/Current List of Department Chairs

### Associate Dean of Community and Educational Culture

Dr. Jessica Bunin has officially changed titles! She is no longer the Associate Dean of Diversity, Equity and Inclusion. This new title reflects a more holistic approach to the SOM's efforts for students, faculty and staff.

### Assistant Dean of Community

Dr. Jeanmarie (Gigi) Rey, Lt Col, USAF, and Associate Professor of Family Medicine will be the inaugural faculty member in this position. She also serves as the Reflective Practice course director. She has been a Family Physician at Hill AFB and Bolling AFB, two deployments, and time as core faculty and Associate Program Director at A.T. Augusta Military Medical Center. She is a facilitator for Community Building for Civil Discourse.

### Associate Dean for Student Affairs

Dr. Ashley Maranich recently assumed the duties of this position having recently served as the Assistant Dean for Clinical Sciences. She is well known to our faculty at our teaching hospitals in this previous role.

### Assistant Dean for Clinical Sciences

Dr. Christopher Jonas, Col, USAF and Associate Professor of Family Medicine recently arrived at USU for this new role joining out Student Affairs team. He recently served as Chief Family Medicine Consultant to the Air Force Surgeon General from 2020 - 2024. Previously, Dr. Jonas at USU in multiple roles including Multi-Systems Module co-director. Additionally, Chris served in the White House Medical Unit and as core residency faculty.

### Chair of new Department: Health Professions Education

Dr. Steven Durning was named the inaugural Chair of the newly formed Department of Health Professions Education. His PhD is in Health Professions Education from Maastricht University (Netherlands). He is a renown educational scholar with hundreds of publications and book chapters. He has served on many national and international education organizations, received many teaching awards, and awarded many grants in his career.

Below is an updated list of all 20 USUHS Department Chairs with email contact information. This list will stay updated on the Self-Service Site on the "Resources" tab, and on the Faculty Affairs Intranet Page.

Department	Chair's Name	E-mail
Anatomy, Physiology and Genetics	Regina Armstrong, PhD	<a href="mailto:Regina.armstrong@usuhs.edu">Regina.armstrong@usuhs.edu</a>
Anesthesiology	Robert Vietor, MD	<a href="mailto:Robert.vietor@usuhs.edu">Robert.vietor@usuhs.edu</a>
Biochemistry	Teresa Dunn-Giroux, PhD	<a href="mailto:Teresa.dunn-giroux@usuhs.edu">Teresa.dunn-giroux@usuhs.edu</a>
Dermatology	Thomas Darling, MD, PhD	<a href="mailto:Thomas.darling@usuhs.edu">Thomas.darling@usuhs.edu</a>
Family Medicine	Dana Nguyen, MD	<a href="mailto:Dana.nguyen@usuhs.edu">Dana.nguyen@usuhs.edu</a>
Gynecologic Surgery & Obstetrics	Monica Lutgendorf, MD	<a href="mailto:Monica.lutgendorf@usuhs.edu">Monica.lutgendorf@usuhs.edu</a>
Health Professions Education	Steven Durning, MD, PhD	<a href="mailto:Steven.durning@usuhs.edu">Steven.durning@usuhs.edu</a>
Internal Medicine	Paige Watermen, MD	<a href="mailto:Paige.waterman@usuhs.edu">Paige.waterman@usuhs.edu</a>
Medical & Clinical Psychology	Tracy Sbrocco, PhD	<a href="mailto:tracy.sbrocco@usuhs.edu">tracy.sbrocco@usuhs.edu</a>
Microbiology & Immunology	Chris Broder, PhD	<a href="mailto:Christopher.broder@usuhs.edu">Christopher.broder@usuhs.edu</a>
Military & Emergency Medicine	Sherri Rudinsky, MD	<a href="mailto:Sherri.rudinsky@usuhs.edu">Sherri.rudinsky@usuhs.edu</a>
Neurology	Brett Theeler, MD	<a href="mailto:Brett.theeler@usuhs.edu">Brett.theeler@usuhs.edu</a>
Pathology	J. Steve Dumler, MD	<a href="mailto:John.dumler@usuhs.edu">John.dumler@usuhs.edu</a>
Pediatrics	Patrick Hickey, MD	<a href="mailto:Patrick.hickey@usuhs.edu">Patrick.hickey@usuhs.edu</a>
Pharmacology	Irwin Lucki, PhD	<a href="mailto:Irwin.lucki@usuhs.edu">Irwin.lucki@usuhs.edu</a>
Physical Medicine & Rehabilitation	Paul, Pasquina, MD	<a href="mailto:Paul.pasquina@usuhs.edu">Paul.pasquina@usuhs.edu</a>
Preventive Medicine & Biostatistics	James Mancuso, MD, DrPH, MPH	<a href="mailto:James.mancuso@usuhs.edu">James.mancuso@usuhs.edu</a>
Psychiatry	Vincent Capaldi, MD	<a href="mailto:vincent.capaldi@usuhs.edu">vincent.capaldi@usuhs.edu</a>
Radiology & Radiological Sciences	Vincent Ho, MD	<a href="mailto:Vincent.ho@usuhs.edu">Vincent.ho@usuhs.edu</a>
Surgery (Interim)	James Sampson, MD	<a href="mailto:james.sampson@usuhs.edu">james.sampson@usuhs.edu</a>

# 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](mailto: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](mailto:irene.chi@usuhs.edu) or [thomas.mcfate@usuhs.edu](mailto: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!

### TEACHING CERTIFICATE

- MAJ Jeffrey Teixeira, MD, MBA, USA, Dept of Surgery, NCC-WRNMMC
- Lt Col Cortney Bleach, MD, Dept of Pediatrics, DHHQ
- DR Christine DeForest, DO, USN, Dept of Military and Emergency Medicine, NMCSD
- LT Lauren Kalodner, MD, MPH, USN, Dept of Military and Emergency Medicine, NMCP
- CDR Blair Lee, MD, USN, Dept of Surgery, NMCP
- LCDR Daniel Sanford, DO, USN, Dept of Surgery, NMCP
- CDR Heather Shibley, MD, USN, Dept of Psychiatry, NMCP
- CDR George Jakubek, DO, MBA, USN, Dept of Neurology, NMCP
- CDR Michelle Jardon-Aites, MD, USN, Dept of Pediatrics, NMCP
- LCDR Richard Moses, MD, USN, Dept of Anesthesiology, NCMP
- CDR Colleen Perez, MD, USN, Dept of Surgery, NMCP
- LCDR Savannah Woodward, MD, USN, Dept of Psychiatry, NMCP
- MAJ Timothy Malone, MD, USA, Dept of Neurology, MAMC
- MAJ Rob Powell, DO, USA, Dept of Family Medicine, MAMC
- CAPT Marlene Sanchez, MD, MPH, USN, Dept of Preventive Medicine and Biostatistics, USU
- Maj Patrick Coleman, MD, MPH, USAF, Dept of Anesthesiology, NCC-WRNMMC
- COL Brett Theeler, MD, USA, Dept of Neurology, USU
- Maj Grant Williams, MD, USAF, Dept of Pathology, SAUSHEC
- Lt Col Wesley Shute, DDS, MS, USAF, Prosthodontics, Ft Cavazos
- Maj Joshua Anchan, MD, USAF, Dept of Pediatrics, SAUSHEC
- Lt Col Faith Kelly, MD, USAF, Dept of Medicine, SAUSHEC
- Dolores Mullikin, MD, CIV, Dept of Pediatrics, TAMC
- MAJ Matthew Blattner, MD, USA, Dept of Neurology, TAMC

### ADVANCED TEACHING CERTIFICATE

- MAJ Emily Penick, MD, USA, Dept of Gynecologic Surgery and Obstetrics, TAMC
- Lt Col Matthew Hawks, MD, MHPE, USAF, Dept of Family Medicine, USU

### ACADEMIC LEADERSHIP CERTIFICATE

- Lt Col Justin Peacock, MD, PhD, USAF, Dept of Radiology and Radiological Sciences, USU
- CDR Joseph Baugh, PA-C, USN, Physician Assistant, SAUSHEC
- Lt Col Darrick Beckman, MD, USAF, Dept of Medicine, SAUSHEC
- CDR David Bennett, MS, USN, Physician Assistant, NMCCL
- MAJ Zachary Bevis, MD, USA, Dept of Family Medicine, TAMC
- Lt Col Matthew Brock, MD, USAF, Dept of Neurology, SAUSHEC
- CDR Emily Crossman, MD, USN, Dept of Family Medicine, NMCCL
- Maj Christin DeStefano, MD, USAF, Dept of Medicine, NCC-WRNMMC
- MAJ Terra Forward, DO, MPH, MBA, USA, Dept of Preventive Medicine and Biometrics, MAMC
- MAJ Matthew Greve, MD, USA, Dept of Psychiatry, NCC-WRNMMC
- CDR Shane Jensen, MD, USN, Dept of Surgery, SAUSHEC
- LCDR Devon Johnston, MD, USN, Dept of Psychiatry, NMCCL
- LTC Brian Keene, DO, USA, Dept of Family Medicine, EAMC
- LTC Sean Kern, MD, USA, Dept of Surgery, NCC-WRNMMC
- CDR Alison Lane, MD, MPH, USN, Dept of Medicine, NMCSD
- Lt Col Rachel Lieberman, MD, USAF, Dept of Surgery, NCC-WRNMMC
- Lt Col Jennifer Middlebrooks, BSC, MPAS, PA-C, USAF, Physician Assistant, NCC-WRNMMC
- Lt Col David Oettel, DO, USAF, Dept of Radiology, SAUSHEC
- CPT Matthew Perdue, DSc, PA-C, USA, Physician Assistant, Ft Cavazos
- LTC CR Rohrbough, MD, USA, Dept of Family Medicine, MAMC
- CDR Matthew Russell, MD, USN, Dept of Medicine, NMCSD
- LCDR Brett Sadowski, MD, USN, Dept of Medicine, NMCSD
- CDR Margo Smith, MD, USN, Dept of Gynecologic Surgery and Obstetrics, NMCSD
- LTC Lauren Vasta, MD, USA, Dept of Pediatrics, NCC-WRNMMC
- MAJ Sean Wilkes, MD, MSc, USA, Dept of Psychiatry, TAMC
- Maj Calvin Williams, BSC, DMSc, PA-C, USAF, Physician Assistant, WPMC
- MAJ Elizabeth Yu, MD, USA, Dept of Pediatrics, MAMC
- MAJ Ashleigh Roberds, PhD, USA, Dept of Preventive Medicine and Biostatistics, USU



# Faculty Development

The Faculty Development Program has **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](mailto: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.



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!

Maj Ashley Brown, LCDR Richard Moses, Dr Brian Reamy, Lt Col Cortney Bleach, Lt Col Shana Miles, MAJ Michala Lee

## UPCOMING FAC DEV EVENTS

- 11 Jul 24 – Mid-Career at USU
- 31 Jul 24 – Educators Portfolio at USU
- 31 Jul 24 – Academic CV at USU
- 26 Aug 24 – Educational Theory Virtual
- 28 Aug 24 – Educational Theory Virtual
- 28 Aug 24 – Dissemination of Scholarly Work at USU
- 11 Sept 24 – USU visit to Ft Bliss
- 12 Sept 24 – USU visit to Nellis
- 13 Sept 24 – USU CCC training at Nellis
- 25 Sept 24 – New Faculty Primer at USU
- 21 Oct 24 – Challenges of Small Group Teaching at USU
- 23 Oct 24 – Dissemination of Scholarly Work Virtual
- 30 Oct 24 – Dissemination of Scholarly Work Virtual
- 13 Nov 24 – Educators Portfolio Virtual
- 22 Nov 24 – Academic CV Virtual
- 22 Nov 24 – Educators Portfolio Virtual
- 3-5 Dec 24 – USU visit to NMCP
- 1 Jan 25 – Challenges of Small Group Teaching at USU
- 18 Apr 25 – Challenges of Small Group Teaching at USU
- 16 Jun 25 – Challenges of Small Group Teaching at USU

#### NOTES:

- **\*\*Check the Self-Service Site for any Allyship virtual sessions.**
- **\*\*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.