

# Virginia Tech Carilion School of Medicine

## FREE\* Newsletter

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#### Quote of the Month

“The best preparation for  
tomorrow is to do today’s  
work superbly well.”

— Sir William Osler

### Progress Towards Integration with Virginia Tech

As was announced several months ago by VTCSOM Dean Cynda Johnson, VT President Timothy Sands, and Carilion Clinic CEO Nancy Agee, in the foreseeable future we will be fully integrated as the ninth college of Virginia Tech. This is enormously exciting to so many of us in Roanoke and Blacksburg.

Integration with Virginia Tech will mean lots to the faculty of the School of Medicine. Very significantly, we will be fully accepted faculty members of the prestigious Virginia Polytechnic Institute and State University – Virginia Tech. Our faculty appointments will be on a par with the other state medical schools in Virginia – University of Virginia (UVA), Eastern Virginia (EVMS), and Virginia Commonwealth (VCU). This will help in recognition as we participate in regional and national activities.

Although there are many details to work out, we anticipate that our current faculty appointment and promotion process will remain largely unchanged. Importantly, the separation into three major tracks – the tenure track, the non-tenure track, and the instructional track – will likely continue. There may be some change in titles of these tracks but the expectations of each track should remain under our control. VTCSOM will still be responsible for setting criteria for promotion within the tracks with such decisions handled within the School before being sent to the Virginia Tech provost for confirmation. This ability to handle our own appointment and promotion activity is a major achievement that helps us maintain our identity relative to our peer medical schools.

VTCSOM will continue to be responsible for admissions and graduation of our students. Our faculty committees, from curriculum to the learning environment, should remain intact and under the control of our faculty. We continue to be responsible for faculty development, though there should be easier access to the teaching and educational development available on the Blacksburg campus. It is almost certain that we will maintain our own academic calendar – recall that Virginia Tech has a 9-month calendar (similar to Jefferson College) while VTCSOM follows a 12-month calendar.

As a regular faculty member of Virginia Tech, there will be some benefits not always available now. For instance, faculty will have full access to the Virginia Tech library system. VTCSOM faculty will be able to put their names in line for a campus parking spot. We will be able to sign up for season tickets to football, basketball, and other sports events as Virginia Tech faculty (which is a different priority than alumni or general public but, let’s be honest, still is ranked by financial giving to the university). There will be a different, easier process for obtaining an e-mail address that ends in .edu ; e-mail addresses that end in .edu sometimes carry discounts when purchasing certain educational materials.

Virginia Tech currently has a well-developed faculty evaluation process and as a college of theirs we will be expected to do something similar. As all faculty know, we just completed in November/December the yearly faculty evaluation by chairs and section chiefs. This no doubt will continue. Virginia Tech also has a system similar to our Maintenance of Appointment and we can anticipate that this also will continue. In fact, they are pleased that the MOA process includes evidence of ones effort to improve teaching skills with the requirement for at least 2 hours/year of teaching-related faculty development. We can plan on this requirement continuing. We also anticipate that Virginia Tech will want to see further implementation of a process to denote progress towards promotion for those faculty with appointments in a promotion track.

Again, there remain many details to work out. It really is exciting to see the progress that is being made. And it is pleasing to recognize that Virginia Tech is reviewing and accepting so many of the processes we have developed here in VTCSOM since our inception. We really will continue to be architects of our own college.

*Bruce Johnson, MD,*  
Associate Dean, Faculty Affairs



# Dean's Corner

Cynda Johnson, MD, MBA

As we are well underway in the new calendar year, we wanted to thank you for your efforts in a key area of our continuous quality improvement plan: the Annual Academic Performance Review. For the 2015-16 academic year, we moved to an electronic evaluation through Digital Measures. We are pleased to report that faculty participation was 100 percent. We hope you found this electronic alternative to be both efficient and convenient.

We look forward to seeing you at our upcoming Faculty Assembly on Wednesday, Feb. 22, 2017, from 5:15 p.m. to 6:30 p.m. Attendees will receive a VTCSOM lapel pin as a token of our appreciation for helping to make the annual performance review process in Digital Measures a success.

Cynda Ann Johnson, MD, MBA  
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