

## **CMSRU Advisory Committee on Appointments and Promotions 2023-2024**

### **Members**

John Baxter, MD (Chair)	Medicine
Amanda Burden, MD (Vice Chair)	Anesthesiology
Amy Colcher, MD	Neurology
Kevin Currie, PhD	Biomedical Sciences
Tina Edmonston, MD	Pathology
Pauline Germaine, DO	Radiology
Rose Kim, MD (Ex-Officio)	Associate Dean for Faculty Affairs
Alla Kushnir, MD	Pediatrics
Elizabeth Leilani Lee, MD	Medicine
Anne Peatman (Staff)	Director, Faculty Affairs
Jean Sebastian Rachoin, MD	Medicine
Lisa Reid, MD	Surgery
Andrea Russo, MD	Medicine
Frank Spitz, MD	Surgery

A special thanks to Frank Spitz, MD, our long-term faculty member rotating off the committee this year. His service has been invaluable. We will be welcoming Anthony Infantolino, MD in August 2024 as the new member to committee.

### **2023-24 Highlights of Committee Work**

#### **Appointments**

- 177 new faculty appointments
  - 86 full-time faculty appointments at rank of Assistant Professor or higher
  - 21 Instructor appointments
  - 55 part-time chief resident/fellow clinical instructors
  - 15 adjunct/volunteer appointments reviewed

#### **Promotions (effective September 1st)**

- 26 Faculty Promotions approved
- Packets reviewed from candidates in 12 departments

#### **Reappointments (effective September 1st)**

- 2024: 297 full-time clinical faculty and 61 volunteer faculty

#### **A&P Policy Revisions**

All changes effective July 2024. See below. All application materials also updated on CMSRU website.

#### **Biomedical Science Faculty (BMS) Promotion Calendar**

Updated wording to refer to Rowan University Promotion Memorandum of Agreement (MOA) and variance for CMSRU A&P "College" Committee.

## **Description of CMSRU Faculty Pathways and Specific Rank Criteria and Process**

Section 3.4 reworked to delete language regarding designations (academic investigator, clinical investigator, academic educator, and clinician educator) and replaced with pathways to appointment and promotion. Language on alternate pathways deleted. What was previously known as the traditional pathway will now be called the Academic Pathway.

The four pathways to appointment and promotion are:

- Academic (clinicians and tenured/tenure track BMS faculty)
- Scholarship of Practice and Teaching (SPT) Pathway – clinicians
- Non-Tenure Teaching Track Professors – BMS
- Affiliate Pathway for Allied Health Professionals

General Criteria for Academic Pathway and SPT Pathway updated to add in service to criteria to both pathways. Service includes contributions to university, medical school, hospital and/or wider community or profession.

### **Scholarship of Practice and Teaching (SPT) Pathway**

Major work done to this section by the A&P Committee working group headed by Andrea Russo, MD.

- Updates to criteria for promotion to next rank in each category.
- For promotion to professor in this pathway – candidate must demonstrate excellence in **ALL** domains: clinical service, education, scholarly activity, and service to institution/community.

### Identified Areas of Special Expertise

Applicants must show evidence of an **area of “special expertise”** in clinical practice, education, and teaching, and/or service to the wider medical education or professional community.

Added: Examples of areas of special expertise include but are not limited to: clinical program development, innovative medical treatments/procedures, leadership in medical education/teaching programs at CMSRU/CUHC, high impact community service and leadership within their field and/or medical education, leading or substantive participation in local, regional, national committees related to education, DEI, quality and safety, and health policy.

Examples provided in policy of demonstrated excellence/impact/reputation in clinical practice, examples of demonstrated Educational Excellence/Impact/Reputation and examples of demonstrated Service Excellence/Impact/Reputation in SPT Pathway.

### **Non-Tenure Track Teaching Professors – BMS faculty**

Formerly known as the Lecturer Track. Ranks are at the Assistant Teaching Professor, Associate Teaching Professor and Teaching Professor level.

### **Requirements for Letters of Recommendation**

Moved from all individual rank descriptions to become its own section which pertains to all applicants at Assistant Professor level or above.

### **Clinical Instructor Appointments for Trainees**

Made its own section. Updated language regarding eligibility and timeline for application submissions.

## September 2024 Faculty Promotions

### Assistant Professors

**Ian Gleaner, MD**, Assistant Professor of Medicine

**Heather Fellmeth, PsyD**, Assistant Professor of Clinical Psychiatry

**Christina Orate-Dimapilis, MD**, Assistant Professor of Clinical Medicine

### Associate Professors

**Christopher Potestio, MD**, Associate Professor of Anesthesiology

**Lars-Kristofer Peterson, MD**, Associate Professor of Medicine &  
Associate Professor of Emergency Medicine

**Joanne Mazzarelli, MD**, Associate Professor of Clinical Medicine

**Swarna Rajagopalan, MD**, Associate Professor of Neurology

**Michelle Iavicoli, MD**, Associate Professor of Clinical Obstetrics and Gynecology

**Alisa Modena, MD**, Associate Professor of Clinical Obstetrics and Gynecology

**Lioudmila Lipetskaia, MD**, Associate Professor of Obstetrics and Gynecology

**Jack Shilling, MD**, Associate Professor of Clinical Orthopaedic Surgery

**Ashleigh Allen, MD**, Associate Professor of Clinical Pathology

**Eric Behling, MD**, Associate Professor of Clinical Pathology

**Dejan Nikolic, MD**, Associate Professor of Pathology

**Mohammed Hussain, MD**, Associate Professor of Clinical Pediatrics

**Robyn Roth, MD**, Associate Professor of Clinical Radiology

**Megan Mezera, MD**, Associate Professor of Clinical Radiation Oncology

**Anna Goldenberg- Sandau, DO**, Associate Professor of Surgery

**Ronak Gor, DO**, Associate Professor of Surgery

**Young Ki Hong, MD, MPH**, Associate Professor of Surgery

### Professors

**Steven Kaufman, MD**, Professor of Clinical Medicine

**Elizabeth Leilani Lee, MD**, Professor of Clinical Medicine

**Faith Young, MD**, Professor of Clinical Medicine

**Pauline Germaine, DO**, Professor of Radiology

**Steven McClane, MD, Professor of Clinical Surgery**