



New Faculty Foundations: Building for Success

September 8, 2025

Opening Remarks

Nathan Selden, M.D., Ph.D.
Dean, School of Medicine





Andrea Cedfeldt, M.D.
Associate Dean for Faculty Development

Welcome and Introduction

School of Medicine Leadership



Nathan Selden, M.D., Ph.D., Dean, OHSU SoM Executive Vice President (seldenn@ohsu.edu)



Atif Zaman, M.D., M.P.H., Senior Associate Dean, Clinical and Faculty Affairs (zamana@ohsu.edu)



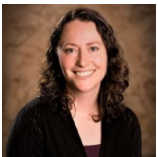
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Benjamin Schneider, M.D. Interim Associate Dean, Undergraduate Medical Education (schneibe@ohsu.edu)



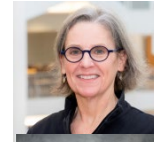
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Nels Carlson, M.D., Associate Dean, Continuing Professional Development (carlsonn@ohsu.edu)



Corey Fry, D.N.P., A.C.N.P., Director, Advanced Practice (fryc@ohsu.edu)



Sophia Lichenstein-Hill, DNP, FNP, Associate Director, Advanced Practice (lichenst@ohsu.edu)

New Faculty Foundations

NFF is designed to provide new OHSU School of Medicine faculty with a longitudinal orientation program, that meets three core objectives:

1. To develop and sustain a supportive community among all SoM faculty, across missions and departments.
2. To foster and enhance SoM faculty engagement, career satisfaction and retention.
3. To provide faculty with precision, or “just in time” resources to better define their faculty roles and responsibilities and to emphasize and support their academic advancement and professional development.

September | Welcome & Introduction to leaders and missions

October | Well-Being at OHSU & Faculty panels: “Wish I knew then what I know now”

November | Diving deeper into your faculty role

December | Living the values of diversity, equity, inclusion and belonging

January | Skill development for educators and scientists

February | Paths to advancement

OHSU SoM Faculty Development Team



Atif Zaman, M.D.
Senior Associate
Dean for Clinical
and Faculty Affairs

Andrea Cedfeldt, M.D.
Associate Dean



Devon Ritter, M.A.
Program Design
Specialist

Kacy Kesecker
Admin Coordinator



Jessica Lasneski
Admin Coordinator

OHSU SoM Faculty Development Team



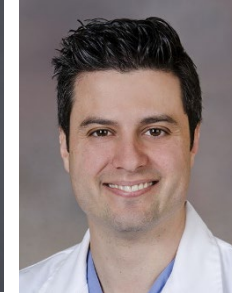
Education Scholars Program



Paths to Leadership



Early Career
Advancement Program



POCUS Champion
Program



Mid-Career Clinical
Leadership
Development Program

OHSU SoM Faculty Development Team

Faculty Advancement and Development Committee



Elizabeth Haney, M.D.
Chair

Additional Committee Members

Kristin Bowden, DNAP, MBA, CRNA

Catherine Galbraith, Ph.D.

Jaime Jordan, M.D., M.A.Ed.

Mary Kelley, M.D.

Theresa Liao, M.D.

Nicole Marshall, M.D.

W.H. Andrew Ryu, M.D.

Katie Schenning, M.D., M.P.H., M.C.R.

Emily Waterman, M.D., M.P.H.

Faculty Advancement and Development Committee

Charge

Iteratively review departmental faculty development structure and offerings. Identify OHSU SoM faculty communal needs, support and provide guidance for departmental FD efforts, and advocate for diversity, equity, and inclusion within the domains of faculty development. The committee will work closely with the Office of Faculty Development to generate innovative FD projects to address identified needs.

Mission

FADC advocates for and facilitates the sustained professional development and well-being of all faculty by supporting their pursuit of excellence in teaching, research, and service. The committee promotes optimal faculty development programming by collaborating with departmental leaders in faculty development.

Vision

All faculty in the OHSU School of Medicine are supported and empowered to achieve their professional and personal goals while flourishing in our communities.

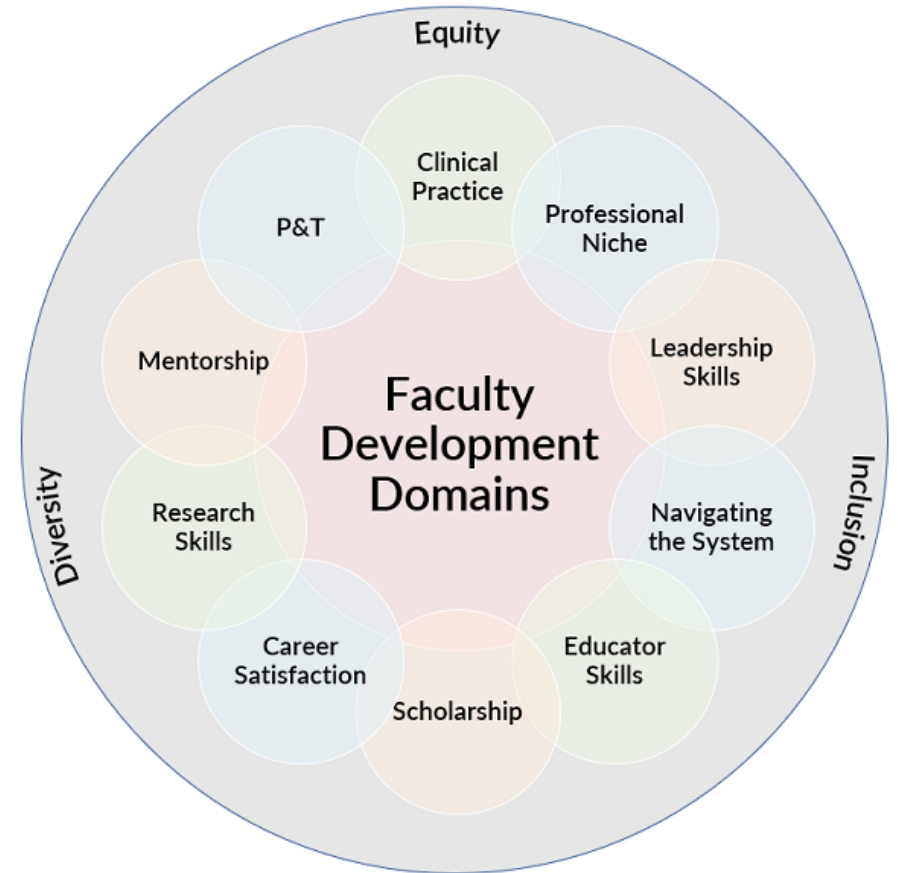
Collaboration with SoM Diversity, Equity, Inclusion and Belonging



- Stepping-In for Respect Training
- Faculty Development Fridays
- Faculty Diversity Advancement Pathway
- Faculty Development Awards
- Other collaborations

Faculty Development Goals

- Support and enhance existing longitudinal, cohort-based professional development programs
- Promote a culture of mentorship and coaching
- Continue and expand efforts at prioritizing diversity, equity inclusion and belonging in faculty development
- Support Precision Faculty Development throughout the Academic Lifecycle
- Optimize the Coordination and Cohesion of all SoM services for Faculty
- Prioritize Faculty Engagement and Well-Being





School of Medicine Faculty Development

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[Supported Programs](#)

[Additional Resources](#)

[About SoM FD](#)

Faculty Development

Every School of Medicine faculty member matters. The resources and development opportunities listed throughout these pages have been curated to support equitable faculty advancement, career satisfaction and well-being. You are encouraged to revisit these pages regularly for new listings and program updates. [Learn more about more the Office of Faculty Development.](#)

CV/EP Drop-in Sessions



Next Session:
Monday, November 17 | noon -
3 p.m. (AUD 210)

Learn more at

bit.ly/OHSU-CV-EP

Education Scholars Program

Learn more at

bit.ly/EducationScholars



Early Career Advancement Program



Learn more and apply at
bit.ly/OHSUecap

Paths to Leadership



Learn more at bit.ly/OHSUptl



Mid-Career Clinical Leadership Development Program



Learn more at

bit.ly/OHSUmccldp

P&T Peer Mentorship Program



Learn more at

bit.ly/OHSUPeerl

Point of Care Ultrasound Champion Program

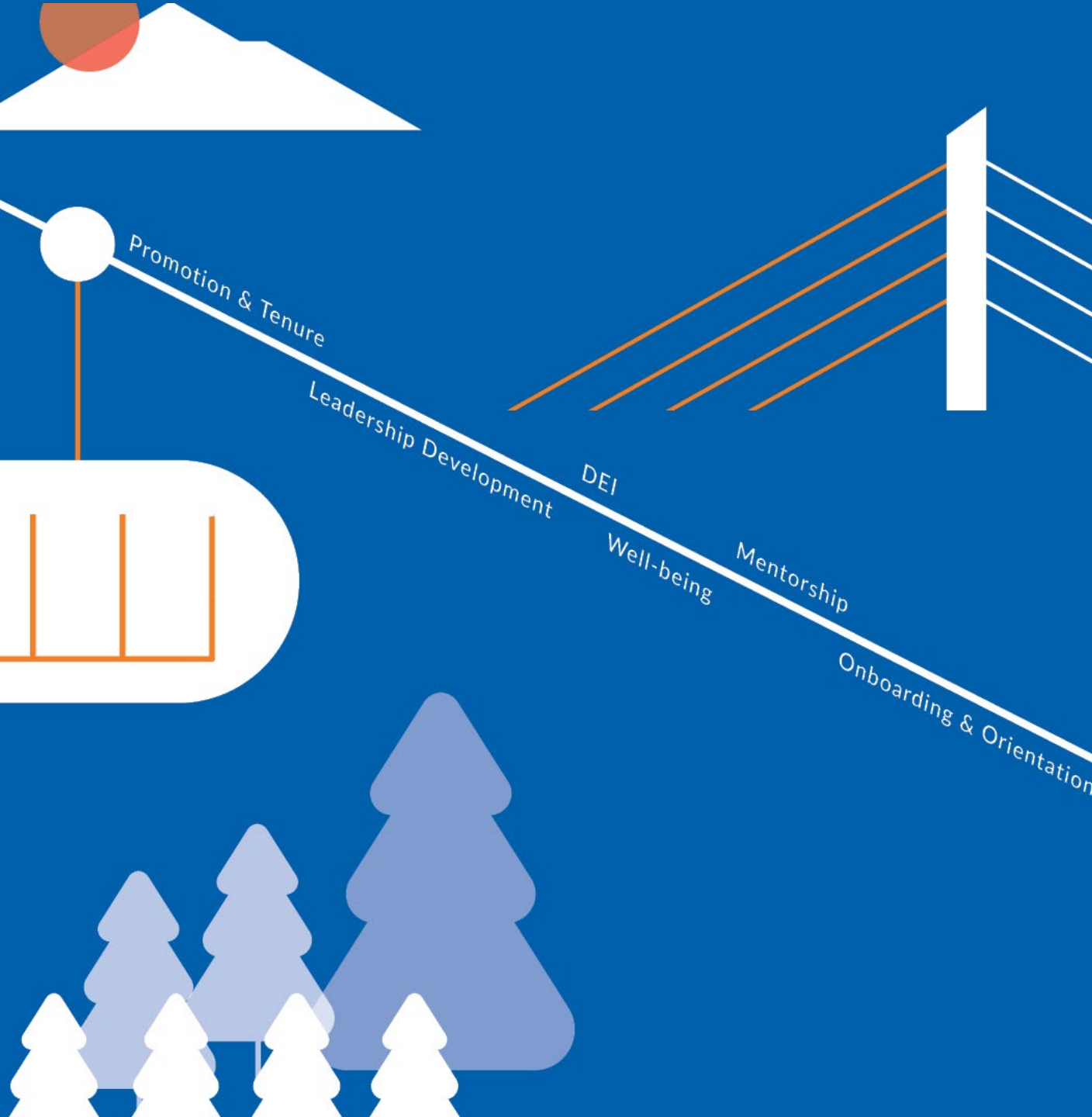


Learn more at
bit.ly/POCUSFD

Faculty Development Fridays

Learn more and register for upcoming sessions at
bit.ly/OHSUfdf





Faculty Development Summit





School of Medicine Faculty Affairs

Introduction to SoM Office of Faculty Affairs

DATE: SEPTEMBER 08, 2025 PRESENTED BY: JANET ITAMI, ASSOCIATE DIRECTOR, SOM FACULTY AFFAIRS

SoM Faculty Affairs Team



Elaine King, M.B.A.,
Senior Associate Dean,
Clinical Practice



Janet Itami
Associate Director
SoM Faculty Affairs

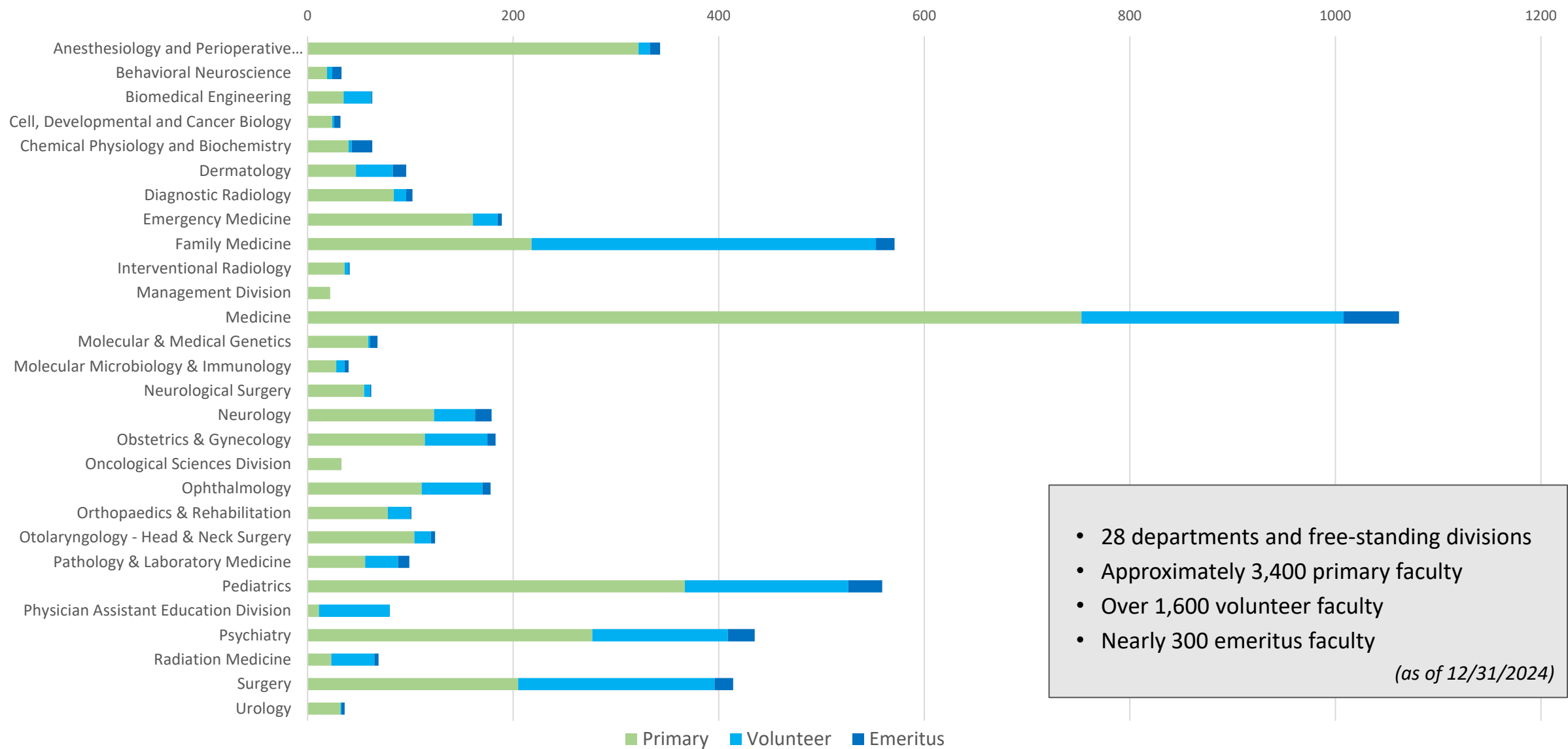


Tom Langmesser
Senior Program Specialist
Faculty Appointments
and Records



Urte O'Donnell
Senior Program Specialist
Faculty Advancement

School of Medicine Faculty Distribution



Faculty Appointment and Rank

All OHSU academic paid appointments receive a [Notice of Appointment \(NOA\)](#).

Faculty Appointment Structure

OHSU **PRIMARY appointment** (*required*)

Academic appointment held in the school, academic unit or free-standing research center or institute at OHSU.

School of Medicine **MAIN appointment** (*required*)

Academic appointment held in a School of Medicine department. The SoM MAIN department is on point for the faculty member's appointment and academic development.

School of Medicine **JOINT appointment** (*optional*)

An additional academic appointment held within the School of Medicine other than their main department.

OHSU **SECONDARY appointment** (*optional*)

An additional academic appointment held in a different school, academic unit or free-standing research center or institute.

Faculty Series and Ranks

Instructional Series

Instructor

Professorial Series

Assistant Professor

Associate Professor

Professor

Research Series

Research Assistant Professor

Research Associate Professor

Research Professor

Clinical Series (unpaid/volunteer)

Clinical Instructor

Clinical Assistant Professor

Clinical Associate Professor

Clinical Professor

SoM Faculty Advancement

SoM Promotion and Tenure Committee

Promotion and tenure review for professorial and research series faculty

Co-chair: Liana Tsikitis, M.D., Professor, Surgery – Gastrointestinal and General Surgery

Co-chair: Elena Korngold, M.D., Professor, Diagnostic Radiology

- Annual submission schedule
- Packets due second Monday in January
- All approved promotions and tenure are effective July 1st

SoM Instructor Advancement Subcommittee

Review for appointment to professorial series for non-doctoral instructors demonstrating a high likelihood for advancing their academic career.

Chair: James McCormick, Ph.D., Professor, Medicine – Nephrology and Hypertension

- Quarterly submission schedule

SoM Promotion and Tenure Subcommittee

Review provisional and reciprocity appointments.

Co-chair: Liana Tsikitis, M.D., Professor, Surgery – Gastrointestinal and General Surgery

Co-chair: Elena Korngold, M.D., Professor, Diagnostic Radiology

- Quarterly submission schedule

School of Medicine Office of Faculty Affairs

Resources and Information

School of Medicine (SoM)

[SoM Office of Faculty Affairs](#)

[Annual Evaluations](#)

[Committees](#)

[Faculty Advancement](#)

[Instructor Advancement](#)

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OHSU

[Faculty Institutional Policies](#)

SoM Office of Faculty Affairs

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Thank You

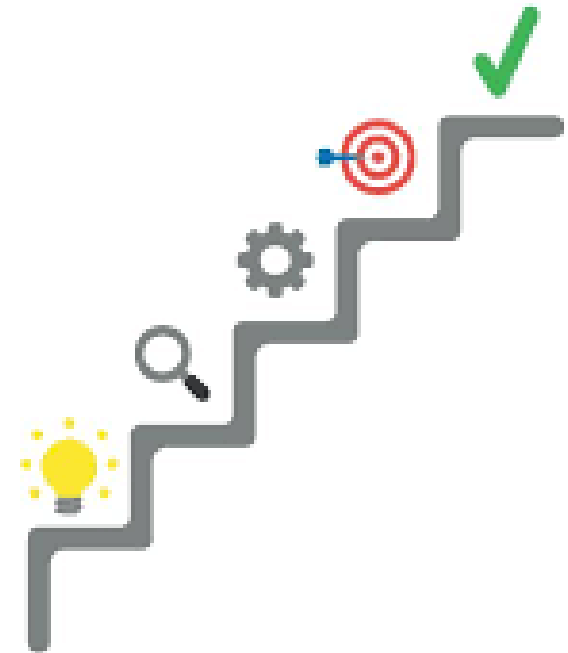
Next steps

- Continue the orientation journey
 - Reach out to someone you met today
 - Research a faculty development program you might be interested in joining
 - Meet with a leader in faculty development in your department
 - Contact us with questions or requests

facdev@ohsu.edu

AND WE'LL SEE YOU:

- October 20, 7:30 – 9 a.m. | *OHSU Well-Being and Faculty Panels: “Wish I Knew Then What I Know Now...”*



Session Evaluation

