



HISTORY OF COGMET/SCS, 1989-2009

PART 11 OF A 12 PART SERIES

SCS STAFF THROUGH THE YEARS 1989-2009



The SCS, formerly COGMET, started with a small staff and increased in size and complexity over time.

The OPTI currently has 15 full-time staff and 1 part-time work/study student. Early leadership roles were provided by physicians who founded the organization and guided its initial direction. The first non-physician hires included an academic specialist (Karen Bush), an administrative support person (Janet Young) and a coordinator for educational conferences (Laura Torres). When the consortium decided to undertake an aggressive market initiative, Katy Bazylewicz was added to the staff. Opportunities to add four more academic specialists occurred when COGMET was successful, during the 1990s, in landing federal grants for family and internal medicine. While these specialists worked almost exclusively on “soft money” generated by the grants, educational activities associated with specialty groups continued to grow as they became more active. It was also the time when the consortium became an AOA-accredited entity known as an Osteopathic Postdoctoral Training Institution (OPTI) and with a new name, Statewide Campus System. Personnel changes started in the late 1990s when federal funding began to dry up and SCS had to orient itself to comply with newly instituted AOA accreditation standards.

Staff associated with the early years of the consortium began to move on and were replaced by the many current long-serving staff members in key SCS roles: Martha Ribbens joined SCS in 1996, Julie Richards in 1997, Pat Drury and Debbie Beard in 1999. Collectively, these individuals have been the SCS administrative anchors for more than a decade. In the early 2000s, the decision was made to enhance SCS’s technology resources that resulted in the hiring of Luke Sandel, Carolyn Pfeifer, and Robert Crawley. Rose Laban has been a valued staffer who performs various functions and is the voice you first hear when calling SCS.

The job of SCS academic specialist is unique. Unlike many professions, there is no single career track to prepare a person for this role. While founded in education, it places high demands on organizational and communication skills with the ability to work in a team environment. SCS academic specialists have come from a variety of different backgrounds. The longest serving academic specialist (1996) is Jon Rohrer who serves as a typical example. While Jon earned his Ph.D. in Education as an SCS employee, he was originally hired based on Doctor of Divinity degree (D.Min.).

In the selection of academic specialists, emphasis is placed on hiring Renaissance people who are versatile, bright, and who can perform a variety of tasks successfully. Local

individuals involved in medical education who have, at one time, served as academic specialists include: Susan Zonia, Ph.D., Judy Kunkle, Ph.D., Kathy Dobbs, C-PA, Norma Baptista, Ph.D., and Judi Lyles, Ph.D. Former academic specialists have gone to jobs at Duke University, Eastern Michigan University, the University of Minnesota, and the University of Michigan, Dearborn, among others. In acquiring the services of talented people, the SCS has served as an incubator for the training of medical educators who are in high demand both locally and throughout the country. Eric Zemper Ph.D. and Lea Martinez, MBA, along with Jon Rohrer, Ph.D., round out the current staff of academic specialists with two new candidates to be hired by December 1st 2009. The decision was made in 1999 to hire a non-physician to lead the SCS. Mark Cummings, Ph.D. was selected as the Associate Dean of the SCS. As defined, he oversees postdoctoral education for MSU-COM while, at the same time, manages the OPTI on behalf of consortium members. With nearly 200 AOA-approved programs serving 1,460 postdoctoral trainees, and new hospitals joining the OPTI on a regular basis, the SCS staff continues its efforts to accommodate growth and improve the quality of its services.

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SCS STAFFING TRANSITIONS

Like all organizations, the SCS encounters transition issues that are part of the ebb and flow of life. Based on personal options, staff makes decisions in their own best interests and these choices generate an impact on our organization. Everyone who works at SCS performs an important function yet each person does something different in contributing to make the consortium successful. Staff transitions are both joyful and painful events. On the one hand, we are individually happy for the SCS member but we are also left with the challenge to find replacements that can function at the same high level without any disruptions.



PATRICIA DRURY retired effective October 30, 2009 after 25 years of service to MSU. Pat began her career at MSU on September 26, 1984 working

with the Department of Human and Industrial Relations. She remained there for 15 years working with several individuals, including Terry Curry, the current Associate Provost and Assistant Vice-President for Academic Human Resources. Pat came to the SCS on September 22, 1999 and initially worked with faculty development grants. Following a staff reorganization in 2001, she became responsible for SCS Conference Services where she remained until her retirement. As someone who was routinely at her desk at 7:00 am each day, Pat will begin a new lifestyle and quickly learn in retirement that every day is Saturday and you can stay in bed as long as you like. We

thank her for her ten years of service and the many contributions she has made.



NORMA BAPTISTA, PH.D. resigned her position as an SCS academic specialist to become an Assistant Dean in student affairs for the MSU Col-

lege of Veterinary Medicine. Much of her earlier career was spent working in student affairs with the College of Osteopathic Medicine. Norma came to the SCS on October 1, 2007 and quickly blended in with the team. It is understandable that when opportunity comes knocking offering a promotion, highly motivated and talented people will answer the call. Although Norma was here for a relatively short period, we will continue the work she started in areas of diversity and faculty development.



ROBERT BRADY, M.A. began working with the SCS as a part-time staffer in 2002 while working on completion of his Ph.D. degree in communica-

tions. Robert joined the SCS full-time as an academic specialist on January 5, 2004 and served in this capacity until his departure on September 30th. In addition to working with his Physician Advisory Committees (PACs), Robert also contrib-

uted in areas of marketing SCS to colleges of osteopathic medicine outside of Michigan and in learning and assessment activities. Robert left in order to devote full-time energies towards completion of his Ph.D. degree and to explore other career opportunities.

To fill these vacancies, the SCS is currently interviewing candidates for the academic specialist positions with the expectation of having the final choices on board by December 1, 2009. A staff realignment has occurred and a current employee, Cammie Cantrell, has temporarily filled the position formerly held by Pat Drury. Normally the SCS experiences a brief lull in activity around the end of year holidays. This year the SCS will be busy mentoring new staff members in their respective roles. For those who have left us, our thanks and appreciation goes out to them for their many contributions. For those who join us, welcome to your new challenges.

*SCS wishes
Patricia,
Norma, and
Robert a
heartfelt
"Thank-you"
for your
efforts.*

CORE COMPETENCY ED-DAY SCHEDULE

No Core Competency courses are scheduled at this time.

CALENDAR OF EVENTS FOR NOVEMBER

Family Medicine Program

November 4-5, 2009: Basic & Advanced Colposcopy
(registered residents only)

Location: Okemos Conference Center, Okemos, MI

Orthopedic Surgery Program

November 11, 2009: Pediatric & Pediatric Trauma

Location: MSU Management Center, Troy, MI

Emergency Medicine Program

November 12, 2009: EM Basic Ultrasound

Location: Genesys Athletic Club, Grand Blanc, MI

November 18, 2009: Acute Pulmonary Embolism

Location: MSU Management Center, Troy, MI with 2 ITV sites

Internal Medicine Program

November 19, 2009: Gastroenterology

Location: Genoa Woods Conference Center, Brighton, MI

Obstetrics/Gynecology Program

November 19, 2009: Prenatal Diagnosis & Genetics

Location: Henry Center for Executive Development,
Lansing, MI



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