

Dear UVA School of Medicine Alumni,

As you may be aware, some UVA School of Medicine (SOM) faculty members have sent a letter expressing concerns about the leadership of the School of Medicine and UVA Health. We truly believe that healthy organizations thrive on constructive feedback, and we are committed to doing the work to better understand the concerns of these faculty members.

We are also exceptionally proud of what our teams have been able to accomplish over the last several years, as we work to deliver on an ambitious 10-year strategic plan to improve the patient experience, enhance the quality of and access to UVA Health's care, lead scientific discoveries, and advance the education and training of the next generation of clinical and scientific leaders.

We have already made substantial progress. We are serving more patients than ever before and are doing an extraordinary job of it. All our hospitals have a Leapfrog Grade A in patient safety, and third-party evaluators from Vizient to The Joint Commission have recognized that UVA Health's excellence in quality is at an all-time high.

As we expand access to our services across the state, the investment in our clinical mission has been paired with significant growth in research funding and recruitment of world-class leaders, teachers, researchers, and clinicians. We have also maintained economic stability in a time when many academic health systems across the country have not.

In the last two years, we have seen a record number of promotions and tenure in the SOM. And, our graduate medical education (GME) training programs were recently re-accredited with zero citations and zero areas for improvement.

Most importantly, we continue to have the opportunity to educate some of the best and brightest medical and graduate students in the country. Our commitment to our students is unwavering and we are grateful for all the support you continue to provide.

Despite all we've accomplished, we also recognize that living up to the unique challenge and responsibility we have to improve patient experience and access has required change – occasionally difficult change that can be uncomfortable in an organization as large and complex as ours.

To successfully navigate change while delivering on our mission, we need the voice and vision of all of our team members – including our faculty members – to continue driving us forward. Our leaders are committed to creating space for constructive good-faith conversations about how we can do better.

Thank you for your continued commitment to UVA School of Medicine, our students, and all those we serve.

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