

Baylor
College of
Medicine

CENTER FOR
PROFESSIONALISM

ANNUAL REPORT

2025-2026



Who We Are

Created in 2013, the Baylor College of Medicine Center for Professionalism extends professionalism programming throughout the BCM community, with innovations, collaborations and remediations to support and enhance a positive learning and working environment.

What We Do

The Center strives to create a culture of civility, compassion and connection by engaging each of BCM's schools and affiliate campuses.

How We Define Professionalism

A set of attitudes and behaviors that cultivate competence and connection through positive, respectful and trustworthy relationships.

Sustainability Factors

All Baylor schools, affiliates and satellites have utilized the center for educational programs, validation of professionalism and remediation interventions.

The Center maintains a national reputation, including:

- Recognition through the 2025 Inaugural Thomas J. Nasca Professionalism Award from the Accreditation Council for Graduate Education
- Leadership as part of the executive board of the Academy for Professionalism in Health Care.
- Participation in a national coalition with the Alpha Omega Alpha honor society.
- Serving as a role model for other schools seeking to emulate the Center's structure and programs.



5 REASONS WHY PROFESSIONALISM MATTERS

- 1 ► Improves patient safety and quality of care.
- 2 ► Optimizes effectiveness of both research and clinical teams.
- 3 ► Heightens staff morale, which helps with productivity, retention and engagement.
- 4 ► Professionalism competencies are part of expectations across health sciences and medical education.
- 5 ► Fosters trust and respect both within the organization and in the broader community.

Academic Year '25-'26 Highlights

Professionalism Month March 2026

WEEK 1 March 3

Muffins with Mentors

Dr. Joslyn Fisher
(see page 7 for details.)

WEEK 4 March 24

Becoming and Belonging: A Guided Journaling Experience for Faculty

Led by journaling coach, Dr. Ruchi Gaba, in collaboration with the Humanities Expression and Arts Lab (HEAL), this workshop engaged faculty in guided reflection and writing, focusing on enhancing one's professional identity and meaning in work.

WEEK 2 March 13

Profiles in Professionalism

Dr. Marco Carvalho Filho
Professor of Research
in Health Professions
Education University
Medical Center Groningen
*In collaboration with Huffington
Department of Education,
Innovation & Technology.*

WEEK 5 March 31

TEN-talks on Professionalism

*Ten scientists shared their
perspectives on the importance
of professionalism.*

*Following the presentation,
attendees celebrated all
Power of Professionalism
(POP) award winners
and the retirement of Dr.
Ellen Friedman, founding
director of the Center for
Professionalism.*



Speakers included

Top Row: Denver Niles, M.D., Assistant Professor, TCH Pathology; James Versalovic, Ph.D., Professor, TCH Pathology; Robia Pautler, Ph.D., Professor, Integrative Physiology; Indira Mysorekar, Ph.D., Professor, Medicine; Carolyn Smith, Ph.D., Dean of the Graduate School of Biomedical Sciences, Vice President of Education, Affairs, SVP and Dean of Research; Stacey R. Rose, M.D., Director, Center for Professionalism.

Bottom Row: Audrea Burns, Ph.D., Associate Professor, Pediatrics; Lynn Zechiedrich, Ph.D., Professor, Molecular Virology & Microbiology; Carolina Jorgez, Ph.D., Assistant Professor, Urology; Ellen M. Friedman, M.D., former Director, Center for Professionalism; Nandan Mondal, Ph.D., Assistant Professor, Surgery; Pedro Piedra, M.D., Professor, Molecular Virology & Microbiology.

WEEK 3 March 18

146
PARTICIPANTS

Professionalism, It's Complicated

A panel discussion hosted by the Professionalism Partners and BCM Well-Being that sought to engage all members of the Baylor community in exploring how the institution can best support a positive professional culture.

ADDITIONAL 2025-2026 ACTIVITIES



**EDUCATION
& TRAINING**



**INTERPROFESSIONAL
TEAMWORK**



**CREATION OF
COMMUNITY**



SCHOLARSHIP



**VALIDATION OF
PROFESSIONALISM**



ACCOUNTABILITY

Education & Training



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/education-and-training



"Professionalism: It's Complicated"

Panel Discussion

Part of Professionalism Month, this interactive, virtual session was hosted by the Professionalism Partners to explore what professionalism really means in today's diverse clinical, scientific and educational settings. The session was open to the entire Baylor community, and panelists from scientific and clinical roles across the organization discussed their experiences with professionalism — both negative and positive. The session was offered in partnership with BCM Well-Being.

Panel Speakers

Antonie Howard Rice, Ph.D., M.S. Assistant Professor, Pediatrics – Tropical Medicine

Shannon Elizabeth Ronca, Ph.D., M.P.H. Assistant Professor, Pediatrics – Tropical Medicine

Nancy P. Moreno, Ph.D., M.S. Chair, Huffington Department of Education, Innovation & Technology

LeChauncy Woodard, M.D., M.P.H. Professor, Office of Community Engagement

Maame Aba Coleman, M.D., Ed.M., A.B. Associate Professor, Obstetrics & Gynecology

Ronald Timothy Cotton, M.D. Associate Professor, Surgery – Abdominal Transplant Center

Vandana Gadbia Shah, M.D. Assistant Professor, General Internal Medicine

Isabel Valdez, M.S., B.A. Associate Professor – Physician Assistant, General Internal Medicine

Amandi Jendayi Rbett Assistant Professor, School of Health Professions, Assistant Dean of Community Health, Orthotics & Prosthetics

Mark White, R.N. Menninger Clinic

Rita Cobb-Roach Senior Patient Support Associate, Ambulatory Operations

Kayleen Paola Marquez, M.D. Emergency Medicine Residency (PGY-3)

Adebowale Abiodun Alade Graduate Student, Biochemistry & Molecular Pharmacology

Julia Marie Morales Medical Student

Facilitators

Bani Ratan, M.D., Ed.D., Associate Professor, Obstetrics & Gynecology; Director of Educational Initiatives, Office of Graduate Medical Education

Marenda Wilson-Pham, Ph.D., Associate Professor, Associate Dean, Graduate School of Biomedical Science

Peggy H. Yang, Ph.D., B.A., Assistant Professor, Psychiatry & Behavioral Sciences

Steve George Caloudas, Ph.D., Assistant Professor, Director of Integrated Student Support (DISCO)

Profiles in Professionalism

Quarterly Continuing Professional Development series with invited speakers

March 12, 2026 Marco Antonio de Carvalho Filho, Ph.D, Professor of Health Professions Education Research and Program Leader, Lifelong Learning Education Assessment and Research Network (LEARN), Wenckebach Institute, University Medical Center Groningen, University of Groningen. "Democracy, Dialogue, and Love: Reclaiming Education as a Transformative Journey." Offered in collaboration with the Huffington Department of Education, Innovation & Technology.

Feb. 26, 2006 Sean Fitzpatrick, Ph.D., LPC Executive Director, the Jung Center, Houston. "The (Many) Problems with Self-Care."

Oct. 9, 2025 Elena Marks J.D., M.P.H., Senior Fellow in Health Policy at Rice University's Baker Institute for Public Policy, Houston. "The Impact of Health Policy on Health Care Delivery and Health Outcomes." Offered in collaboration with the Center for Medical Ethics & Health Policy.

Aug. 7, 2025 Gurpreet Dhaliwal, M.D., Professor, Department of Medicine, University of California, San Francisco, San Francisco Veterans Affairs Medical Center. "This Time Is Different: Physician Knowledge in the Age of Artificial Intelligence."

School of Medicine Elective: MEPED 588

“Facilitating the Journey, From Medical Student to Physician.”
Eight sessions offered July–September 2025; nine students from Houston and Temple campuses, with contributions from course faculty: Drs. Oluwatosin Fatusin, Ellen M. Friedman, Alicia Kowalski, Stacey Rose, Geeta Singhal and Imelda Tjia.



This should be required for every student!

COMMENT FROM A PARTICIPATING STUDENT

APEX Session: Case-based Workshop

“Residency Reality Check: Support and Strategies for Navigating Professionalism Challenges”

The session — developed with Dr. Uma Ayyala as part of the APEX course for fourth-year medical students — involves interactive, small-group discussions on real-world professionalism dilemmas with the goal of helping rising interns become more prepared for professionalism expectations during residency.

Career Advancement Series

Dr. Stacey Rose collaborated with Drs. LeChauncy Woodard, Susan Raine and Sarah Keyes to offer a series of workshops (five sessions per year) with the goal of facilitating participants’ professional development and advancement towards promotion. The sessions incorporated self-reflection and small-group activities, founded in self-determination theory. Offered in partnership with the Office of Community Engagement and Office of Faculty Development.

Professionalism in Practice (PiP)

Features five-minute presentations at the beginning of Grand Rounds to share realistic vignettes on challenging professionalism themes.

While the initiative was launched in collaboration with the Department of Medicine, PiP has expanded to multiple medical and surgical departments and sections, including—

- **Department of Medicine:** faculty champions Dr. Andrew Caruso, Dr. Allison Taylor and Dr. Alec Rezig
- **Family & Community Medicine:** faculty champion Dr. Malavika Juneja
- **Obstetrics & Gynecology:** faculty champion Dr. Kelli Barbour
- **Pediatric Hospital Medicine:** faculty champion Dr. Stephen Edwards
- **Surgery:** faculty champion Dr. Eric Silberfein

New this year, the Center partnered with faculty champion Dr. Robia Pautler in the **Department of Integrative Physiology** to adapt PiP for a basic science audience.

The initiative also is expanding to—

- **CHRISTUS Children’s** in partnership with faculty champions Drs. Lissa Melvin and Sebrina Perkins.

Other highlights include the addition of—

- **New Resident Champion:** Sameer Sidiq
- **New Student Champions:** Hector Alvarez, Aamilah Chowdhury, Kenneth Dang, Nabeeha Engineer, Nikhita Pathapati and Isabelle Russo

Professionalism Matters

This interactive session is offered by the Center for Professionalism to all clinical and scientific departments to establish a shared understanding of the “why, what and how” of professionalism at Baylor.



Email ProfessionalismMatters@bcm.edu to schedule a Professionalism Matters session or a refresher!

TO DATE, THE CENTER HAS PRESENTED THIS SESSION TO

~90%

OF DEPARTMENTS

Autonomy Supportive Teaching sessions

“The ABCs of Clinical Education: Strategies to Promote Learner Autonomy, Belonging and Competence,” is a one-hour faculty development session (created and led by Drs. Alison Robins, Sarah Keyes and Stacey Rose) designed to teach faculty to promote a positive learning environment using principles from self-determination theory. Participating faculty reflect on their own learning and teaching experiences and practice strategies to optimize trainee engagement, using realistic cases that are customized for the department / section to ensure relevance. Feedback from participants has been overwhelmingly positive, with faculty reporting successful implementation of learned strategies.

7

SESSIONS

130

FACULTY REACHED

22

TALKS GIVEN TO
BAYLOR AND OUR
EXTENDED
COMMUNITY

13 Baylor College of Medicine

1 Baylor St. Luke's Medical Center

1 Houston Health Department

1 MD Anderson Cancer Center

6 Texas Children's Hospital

The Center is available to provide a broad range of educational activities

- Creating a positive professional culture
- Giving and Receiving Meaningful Feedback
- Growth Mindset: Fostering Learning and Resilience
- How Professionalism Advances a Culture of Patient Safety
- Interprofessional Collaboration: Why, What and How
- IQ got you here, but EQ will get you there:
The Role of Emotional Intelligence at Work
- Optimizing Communication and Conflict Resolution
- Professionalism in Clinical Research
- Professionalism in the Digital Age: The Rise
of Medical Influencers
- Professionalism Matters: The Why, What
and How of Professionalism
- Promoting a Positive Learning and Working Environment
- Psychological Safety in the Clinical Learning Environment
- Social Connection and Contagion: Possibilities and Pitfalls
for Medical Professionals
- Successful Mentorship: A Two-Way Street
- The Threads Among Us
- Thriving During Times of Uncertainty



Contact ProfessionalismMatters@bcm.edu or
acroft@bcm.edu for more information or to request
a customized presentation



[bcm.edu/education/academic-faculty-affairs/center-
for-professionalism/education-and-training/profiles-
in-professionalism-speaker-series](https://bcm.edu/education/academic-faculty-affairs/center-for-professionalism/education-and-training/profiles-in-professionalism-speaker-series)

“

*Thank you again for presenting
The Threads Among Us to
our staff during our May staff
meeting. I've heard nothing
but great things about the
presentation!*

*I want to thank you so much
for sharing your wisdom
with us and other BCM staff
and leaders yesterday. The
presentation, 'IQ Got You
Here, EQ Will Get You There,'
was amazing – just what
we envisioned for this week,
and we have already received
such positive feedback from
attendees.*

Creation of Community



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/creation-of-community



Community Connections

This new initiative, co-sponsored by the Center for Professionalism and the Office of Community Engagement, aims to foster collaboration and belonging for groups across BCM. Sessions include team-building activities and opportunities to express appreciation for the group's contributions to the Baylor mission(s). Three events were offered in partnership with the following groups:

- 1 ▶ Graduate Medical Education Leaders (program directors, core faculty)
- 2 ▶ Baylor Medicine Advance Practice Providers
- 3 ▶ Graduate School of Biomedical Sciences Postdoctoral Fellows

Professionalism Partners

The Professionalism Partners are a group of individuals (nominated by their respective schools or affiliate leaders) who enhance the activities of the Center across the College. They contribute to programming suggestions, professionalism awareness and scholarly activities. This year the center added eight new partners.



Current Professionalism Partners (from left to right) *Antonie Rice (NSTM), Sara Andrabi (GME), Uma Ayyala (VAMC), Stacey Rose, Oluwatosin Fatusin (TCH), Marenda Wilson-Pham (GSBS), Jeffrey Khan (Menninger), Bani Ratan (GME), Eric Rasch (SHP)*

Not pictured: Kelley Arredondo, Kelli Barbour (SOM), Ryan Coleman (TCH), Paige Farinholt (BSLMC), Holland Kaplan (Harris Health/Center for Ethics), Lindsey Pershern (Menninger), Stephanie Richardson (SOM-Temple), Shannon Ronca (NSTM), Vandana Shah (Harris Health), Erika Trent (SHP).

9

FACULTY
AMBASSADORS

Faculty Ambassadors

The Faculty Ambassador Program was created to develop a network of BCM faculty with a demonstrated and sustained interest in Professionalism. Ambassadors regularly participate in Center activities and help to support a culture of professionalism across the College.

Current Professionalism Ambassadors include: *Carolina Jorgez, Allyssa Aguila Abacan, Tamara Ortiz-Perez, Nandan Kumar Mondal, Roger Nicome, Ruchi Gaba, Fabrizia Faustinella, Isabel Valdez, Jill Ann Jarrell, Geeta Singhal and Kim-Lan Czelusta.*

Information about the application process and requirements may be found here:



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/creation-of-community

Muffins with Mentors Sessions

A collaboration with the Office of Community Engagement, the Muffins with Mentors series provides opportunities for learners and junior faculty to engage with leaders across the College and learn about their professional journeys, including how they have navigated challenges along the way.

9

SESSIONS

May 12, 2026	▶ <i>Ronald T. Cotton, M.D., F.A.C.S., Associate Professor and Vice-Chair for Education, Charles H. McCollum, M.D., Endowed Chair in Surgery, Michael E. DeBakey Department of Surgery</i>
April 14, 2026	▶ <i>Achilia Morrow, M.D., Assistant Dean, Student Affairs, School of Medicine, Associate Professor, General Internal Medicine</i>
March 3, 2026	▶ <i>Joslyn Fisher M.D., Professor and Section Chief, General Internal Medicine</i>
Feb. 10, 2026	▶ <i>Kirk Jackson, M.D., Assistant Dean of Admissions, Associate Professor, Anesthesiology</i>
Jan. 13, 2026	▶ <i>Todd A. Reinhart, SSc.D., Dean and Professor, School of Health Professions</i>
Nov. 11, 2025	▶ <i>Gordon Schutze, M.D., Professor of Pediatrics & Interim Senior Dean, School of Medicine and School of Health Professions</i>
Oct. 14, 2025	▶ <i>Marc Robinson, M.D., Assistant Professor, General Internal Medicine</i>
Sept. 9, 2025	▶ <i>Carolyn Smith, Ph.D., Dean, Graduate School of Biomedical Sciences, Vice President, Education Affairs, Senior VP and Dean of Research</i>
Aug. 12, 2025	▶ <i>Tamara Ortiz-Perez, M.D., M.B.A., Associate Professor, Breast Imaging, Inclusion and Excellence Council – Faculty Inclusion Ambassador, Faculty Ambassador, Center for Professionalism</i>



Muffins with Mentors
with featured speaker Marc Robinson, M.D.,
Assistant Professor, General Internal Medicine

Collaborators

As part of efforts to enhance a sense of community, the Center engages with collaborators across BCM and its affiliates. We look forward to continued and expanded partnerships in the year ahead!

- Baylor College of Medicine at CHRISTUS Children's Hospital
- Baylor Medicine
- Baylor St. Luke's Medical Center
- BCM Temple Campus
- Center for Medical Ethics & Health Policy
- Department of Family & Community Medicine
- Department of Integrative Physiology
- Department of Medicine
- Department of Obstetrics & Gynecology
- Department of Pediatrics, Pediatric Hospital Medicine section
- Department of Surgery
- DISCO (Discovery, Integration, Success, Community, Outreach)
- Harris Health
- Huffington Department of Education, Innovation & Technology (HDEIT)
- Humanities Expression and Arts Lab (HEAL)
- Michael E. DeBakey Veterans Affairs Medical Center
- Office of Community Engagement
- Office of Faculty Development
- Ombuds Office
- Texas Children's Hospital

Validation of Professionalism



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/validation-of-professionalism

98

GIVEN

PEAR Awards (Professional Educator Appreciation and Recognition)

The PEAR Awards were created by students to recognize mentors who have had a significant impact on students during their medical training. The award seeks to highlight and reinforce positive examples of professionalism, teaching and mentorship.



POP Award Nominations

Awards are given to many different individuals across BCM and affiliates, including students, residents, fellows, postdocs faculty, as well as members of our support staff and administration.

56

GIVEN



What an honor and a surprise! I am grateful. I hope we continue to promote professionalism and positive thinking in medicine and medical education.

Interprofessional Teamwork



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/interprofessional-teamwork

NEW

Perspectives in Professionalism

Launched October 2025

These monthly sessions — innovated and directed by Robert Webster, R.N., B.S.N., PA-C, MPAS, DMsc, Advanced Clinical Practice Supervisor, Critical Care and APP Critical Care Fellowship Program Director, in partnership with Dr. Friedman and Dr. Rose from the Center for Professionalism — focus on promoting interprofessional collaboration. Participants include advance practice providers and other health care professionals engaged in the care of critically ill patients at Baylor St. Luke's Medical Center. Each session includes education on a professionalism competency, with guided reflection of a real-life scenario that illustrates that competency. The initiative was highlighted at a symposium at the Academy for Professionalism in Health Care international conference in June 2026.

The Threads Among Us: Improving Interprofessional Civility and Empathy in Health Care Teams

The Center was awarded a Josiah Macy Presidential Grant to create this video and accompanying one-hour workshop, emphasizing the importance of demonstrating empathy — not only to our patients but also toward each other. The Center continues to offer this workshop by request; six sessions were given this year.



6

SESSIONS GIVEN



Please contact ProfessionalismMatters@bcm.edu to book a workshop for your group!

Scholarly Activity



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/scholarship



Active Scholarship Examples

Conference Presentations

7

LOCAL

Ayyala U., **Arredondo K.**, Harbott M., **Friedman E.M.**, **Rose S.R.** Transition to Residency Reality Check: Support and Strategies for Navigating Professionalism Challenges. BCM Huffington Department of Education, Innovation and Technology Education Showcase (selected as one of the top 5 abstracts). In person, Oct. 30, 2025, Houston. (Oral presentation)

NATIONAL

Friedman, Ellen M. and Rose, S.R. Promoting Positive Professionalism. Alpha Omega Alpha symposium on professionalism in medicine, Sept. 14-15, 2025, Denver, Colo. (oral presentation)

Rose, S., Arredondo, K., Heinen-Taylor, A., **Friedman, E.** (2025). Enhancing interdisciplinary professionalism: a step-wise approach to identify and address barriers to civility and collaboration. American Board of Medical Specialties Conference. Pittsburgh, Pa. Sept. 17-19, 2025. (workshop)

Robins, A.; Keyes, S.A.; **Rose, S.R.**: Advancing Autonomy-Supportive Education in Infectious Disease Fellowship: Insights from a Faculty Development Pilot, ID Week, Oct. 19-22, 2025 (Oral presentation)

INTERNATIONAL

Ayyala, U., **Arredondo, K.**, **Friedman, E.M.**, **Rose, S.R.** How to Create a Case-Based Workshop for Navigating Challenges during Professional Transitions. Academy for Professionalism in Health Care (APHC) Virtual Conference, Nov. 12, 2025. (workshop)

Rose, S.R.; Ratan B.; Andrabi S.; Barbour K.; **Arredondo, K.** Professionalism, It's Complicated: A Panel Discussion to Advocate for Institutional Professionalism. Academy for Professionalism in Health Care Conference, June 4, 2026, in Camden, N.J. (workshop)

Webster R., Beecher A., **Arredondo K.**, **Ellen M. Friedman**, **Rose S.R.** Advocating for Interprofessional Perspectives: An Educational Series to Enhance Professionalism Competencies through Guided Reflection. Academy for Professionalism in Health Care Conference, June 4, 2026, in Camden, N.J. (selected for symposium presentation)

Scholarly Publications

2

Taylor A.H., Caruso A., **Arredondo K.**, **Friedman E.M.**, **Rose S.R.**

Professionalism in Practice: A Novel Approach to Integrating Small Doses of Case-Based Professionalism Education Into Monthly Grand Rounds. J Med Educ Curric Dev. 2026 May 7;13:23821205261449384. doi: 10.1177/23821205261449384.

Ellen M. Friedman and **Stacey R. Rose**, "Creating a Campus Wide Vision of Positive Professionalism," Accepted for publication: Alpha Omega Alpha Monograph.

Dosani, K., Bright, A.T., Caloudas, S.G., **Arredondo, K.**, (2026). Professionalism Lapses as a Symptom, Not a Diagnosis: A Panel on Holistic Approaches to Supporting Medical Learners. Academy for Professionalism in Health Care Conference, June 3-5, 2026, Camden, N.J. (Panel Discussion)

Scholarly Activities with Mentorship

4

SOAR student

- Aubrey Cui, Inquiry Project: Evaluating Professionalism Matters: An Educational Initiative to Promote Professionalism in Academic Medicine. Presented at 2026 BCM Quality Improvement Patient Safety conference, May 14, 2026.

Center's Mini Grant Recipients

- Mabel Perez-Oquendo, Ph.D., Resource Kit for Research and Scholarship: A Faculty-Informed Guide for Medical Student Research Mentors. Presented the development of the Resource Kit at the HDEIT Scholarship Day in November 2025
- Drs. Steve Caloudas and Andrea Stolar: Professionalism: The Next Frontier in DISCO (Discovery-Integration-Success-Community-Outreach)
- Soham Datar, Medical Student: Academic Medicine Collaboration Student Teaching Competition

Accountability



bcm.edu/education/academic-faculty-affairs/center-for-professionalism/accountability



Cup of Coffee Sessions

The Center is committed to enhancing a culture of professionalism; this requires activities that promote positive professionalism, as well as interventions to address perceived lapses in professionalism. The Center is available for consultations to help navigate professionalism challenges, and individuals with observed lapses in professionalism can be referred to the Center for a Cup of Coffee: a remediation process designed to be respectful, consistent and fair.

- In AY '25-'26, 31 individuals met with a member of Center leadership for a Cup of Coffee remediation intervention.
- Referrals came from a variety of departments across Baylor, Harris Health, Texas Children's Hospital, Baylor St. Luke's Medical Center, Michael E. DeBakey Veterans Affairs Medical Center, as well as Baylor's Integrity Hotline and Employee Relations.



31
SESSIONS

Alignment of Professionalism Remediation Efforts

Throughout Baylor Campuses and Affiliates

The Center is helping to establish a community of practice among parties involved in professionalism remediation efforts at Baylor, Baylor Medicine, Baylor St. Luke's Medical Center, Harris Health, Michael E. DeBakey Veterans Affairs Medical Center and Texas Children's Hospital to share best practices. In support of this effort, the Center led a training session on the Cup of Coffee process in June 2026.

Consults 2025-2026

In addition to Cup of Coffee sessions for professionalism remediation, the Center offers consultation

services to help members of the Baylor community in navigating professionalism challenges. In AY 25-26, 53 consultations were provided to Baylor faculty and staff across a variety of departments, affiliates and campuses.

53
CONSULTATIONS

Change in Leadership

On March 1, 2026, Dr. Ellen M. Friedman, the Center's founding director, retired from her role, though she remains connected to the Center's mission as the inaugural director. Dr. Friedman's immense contributions to the Center will be acknowledged through an annual Profiles in Professionalism session in her honor.

Dr. Stacey R. Rose, who was the Center's associate director for several years, now serves as director for the Center for Professionalism and associate dean of professionalism for Baylor College of Medicine.

Dr. Kelley Arredondo continues in her role as assistant director of the Center for Professionalism. Her experience as an industrial/organizational psychologist has been paramount in enhancing the Center's processes and programmatic evaluations.

In July 2026, the Center welcomed Dr. Bani Ratan as assistant director of the Center, and Dr. Sarah Risen as center liaison with Texas Children's. Each brings a wealth of experience in promoting professionalism in education and practice.

The Center looks forward to continuing our tradition of excellence, working with faculty, learners and staff across the Baylor community to advance a culture of positive professionalism.



Stacey R. Rose, M.D.

*Director & Associate Professor Medicine – Infectious Diseases and
Huffington Department of Education, Innovation & Technology*



Ellen Friedman, M.D.

Founding Director



Kelley Arredondo, Ph.D.

*Assistant Director & Assistant Professor
Medicine – Health Services Research*



Bani Ratan, M.D.

*Assistant Director & Associate Professor, Obstetrics & Gynecology
and Huffington Department of Education, Innovation &
Technology, Director, Graduate Medical Education Office*



Sarah Risen, M.D.

*Center Liaison & Associate Professor
Pediatrics – Neurology*



Andrea Croft

Senior Coordinator



LinkedIn Showcase

The Center has established a showcase LinkedIn profile as a means of enhancing connections across Baylor and with the broader community.



Visit the link or scan the QR code to follow us and stay up to date with center events and accomplishments!



[linkedin.com/showcase/bcmhouston-center-for-professionalism](https://www.linkedin.com/showcase/bcmhouston-center-for-professionalism)





CENTER FOR PROFESSIONALISM

The Center for Professionalism appreciates the support of BCM leadership and the participation of the Baylor community in facilitating our shared goal of creating a culture of civility, compassion and connection.

We would especially like to acknowledge Dr. Biykem Bozkurt and the faculty and staff under her inspiring leadership, including the Offices of Faculty Affairs & Faculty Development and Community Engagement.

 [BCM.EDU/PROFESSIONALISM](https://bcm.edu/professionalism)