



VCU DEPARTMENT OF PM&R

RESIDENCY PROGRAM

AY 2025-2026 PROGRAM GUIDE



ABOUT US

Accredited by the Accreditation Council of Graduate Medical Education, our program accepts six residents each year through the National Residency Matching Program. As a trainee, you can expect the following:

- Extensive clinical exposure
- Bedside teaching
- Formal lectures and other didactics
- Research mentoring from our dedicated faculty

We value diversity of experience, and in addition to balancing inpatient and outpatient training, our program emphasizes community outreach. As a resident you can volunteer with adaptive sports organizations, provide on-field sports coverage, treat underserved populations in the Richmond area and participate in integrative health programming during their time at VCU.

Well-rounded PM&R training requires collaboration with neuropsychologists, orthopaedic surgeons, therapists and numerous other talented health professionals. Our diverse, accomplished faculty members bring a breadth of knowledge and experience to the table in order to provide compassionate care for our patients and extensive learning opportunities for our trainees.

We provide structured workshops, lectures and interactive, experiential training for our residents. We ensure that our residents get protected time each week for faculty lectures, departmental grand rounds and workshops. Weekly presentations, journal club and lecture series also occur at different healthcare facilities.

VISION

Our Vision: "To create world class physicians and thought leaders in Physical Medicine and Rehabilitation."

Upon completion of our fully accredited PM&R residency, VCU graduates should demonstrate the knowledge & skills to be highly competent Physiatrists and leaders in the field of PM&R.



MISSION

To educate and develop highly competent and compassion driven PM&R physicians. We do this through:

01

Providing a comprehensive, real world experience that is steeped and vetted in humanistic and systems-based practice education.

02

Fostering a diverse and inclusive culture through our recruitment of residents & faculty from a multitude of backgrounds.

03

Embracing and leveraging new technology and innovative research to optimize patient outcomes.

MEET THE PROGRAM DIRECTOR

Specialty: Physical Medicine and Rehabilitation
Clinical Interests: Restoring function in patients of all ages and ability levels



DR. JESSICA HUPE, MD

Dr. Hupe currently serves as Residency Program Director and is an Associate Clinical Professor in the Department of Physical Medicine and Rehabilitation at Virginia Commonwealth University Health System. Dr. Hupe is the medical director for the Multispecialty Rehabilitation Unit at Sheltering Arms Institute where her clinical interests focus on striving to restore function in patients of all ages and ability levels. She is experienced in the treatment of polytrauma, amputee care, cardiac rehabilitation, spasticity, concussion, and various joint and muscle injuries. Dr. Hupe has been published on topics including the effects of sleep on athletic performance and presented nationally on the topic of traumatic brain injury and alcohol withdrawal during acute care hospitalization. Dr. Hupe earned her medical degree and completed her residency training at Virginia Commonwealth University School of Medicine and health system. She received her undergraduate degree from Eastern Michigan University (EMU) where she was a NCAA Division I athlete competing in basketball and soccer. She holds four all-time scoring records in soccer and was inducted into the EMU Athletic Hall of Fame in 2017. Dr. Hupe now enjoys tennis, running, hiking, gardening, international travel, and photography.



MEET THE ASSOCIATE PROGRAM DIRECTOR

Specialty: Sports Medicine

Clinical Interests: Running Medicine, Weekend Warriors,
Spine Medicine, Athletes of all ages and types, Pregnancy
and post-partum musculoskeletal and exercise concerns



DR. MARY CALDWELL, DO

Dr. Mary Caldwell received her Doctor of Osteopathy degree (DO) from Philadelphia College of Osteopathic Medicine (2012). Completed her Internal Medicine Preliminary Year at MedStar Franklin Square Medical Center/University of Maryland in Baltimore, MD (2013), followed by her Physical Medicine and Rehabilitation Residency at Northwestern University/Feinberg School of Medicine/Shirley Ryan AbilityLab in Chicago, IL (2013-2016). She completed her Sports and Spine Medicine fellowship at MedStar Georgetown University Hospital/National Rehabilitation Hospital (2017). She has been with VCU PMR and MCV/SOM since 2017. She is currently dual board certified in both Sports Medicine (Certificate of Added Qualifications (CAQ) in Sports Medicine) and PM&R (American Board of PM&R). Dr. Caldwell specializes in Orthopedic Rehabilitation for all sports, spine, and weekend warriors, but especially pregnancy in athletes, Dance medicine and Running Medicine. In addition to her role as Assistant Program Director, she serves as the Richmond Marathon Director, Sportable (RVA adaptive sports) Team Physician, and Team Physician for multiple local Universities. She is also a current USA Extended National Teams Soccer Physician. She enjoys running, soccer of all kinds, and spending time in RVA with her 2 kids, husband, and GSP.



MEET OUR CHIEF RESIDENTS

James Barnes, M.D.



James Barnes is the Administrative Chief Resident of the VCU Physical Medicine & Rehabilitation residency program. He graduated from Brigham Young University with a Bachelor of Science in Public Health and later earned his medical degree from VCU School of Medicine. Prior to medical school, he worked a variety of jobs including construction, statistics TA, youth camp counselor, and high school janitor. After residency, James will be pursuing a fellowship in pediatric rehabilitation medicine. In his free time, he enjoys exploring the outdoors with his wife and kids, watching/playing all sports, coaching Little League, cooking, singing, and reading.

Troy Hamner, M.D.



Troy Hamner is the education chief resident for 2025-2026 academic year. He grew up in Orlando, Florida and completed his undergraduate and medical degrees at the University of Florida before moving to Richmond for residency. His clinical interests include amputee care and musculoskeletal medicine. Outside of work you can usually find Troy on the golf course or at a Richmond Flying Squirrels game.

OUR RESIDENTS

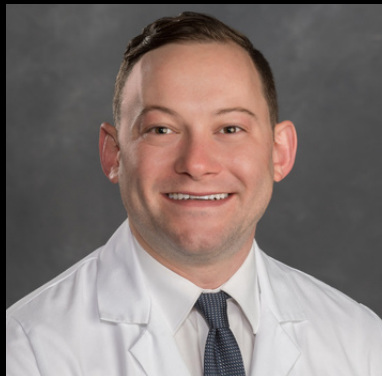


The PGY4s

Class of 2026



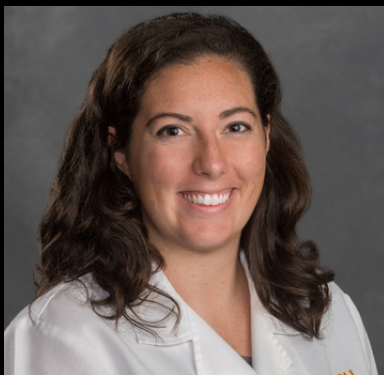
James Barnes, M.D.
Virginia Commonwealth University
School of Medicine



Jacob Blitstein, D.O.
Touro University College of
Osteopathic Medicine - California



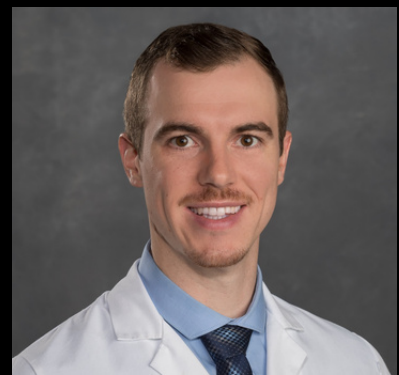
Troy Hamner, M.D.
University of Florida
College of Medicine



Victoria Smith, D.O.
Arizona College of Osteopathic
Medicine of Midwestern University



Eva Zinoviev, M.D.
Wake Forest School
of Medicine

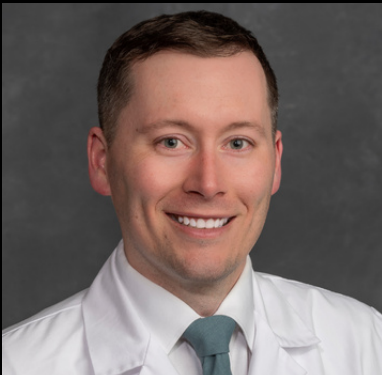


Lucas Zornoza, D.O.
Rocky Vista University College of
Osteopathic Medicine



The PGY3s

Class of 2027



James Carr, D.O.
Edward Via College of
Osteopathic Medicine



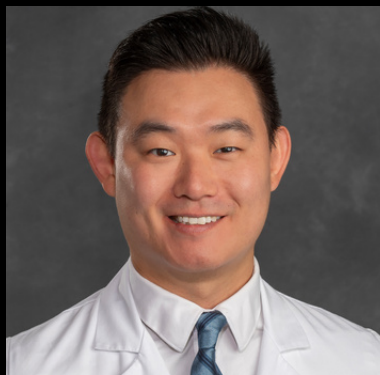
Reed Pierce, D.O.
Edward Via College of
Osteopathic Medicine



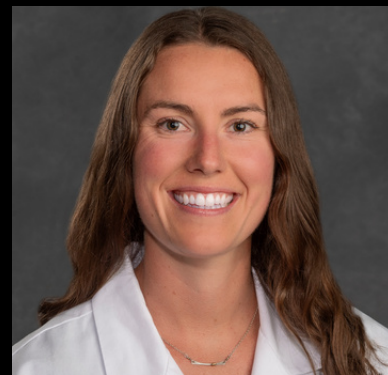
Gurpreet Randhawa, D.O.
Campbell University School of
Osteopathic Medicine



Asim Shafique, D.O.
Rowan University School of
Osteopathic Medicine



Anthony Song, D.O.
Touro College of Osteopathic
Medicine

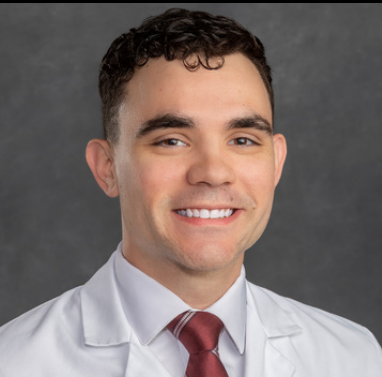


Carly Watson, M.D.
University of Vermont Lerner
College of Medicine



The PGY2s

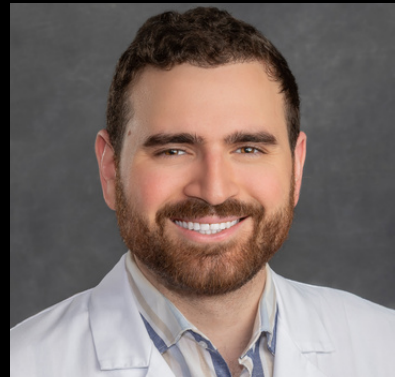
Class of 2028



Michael Bejarano, D.O.
Texas College of Osteopathic
Medicine



Mark Bushaw, M.D.
University of North Dakota School
of Medicine and Health Sciences



Ekrem Cetinkaya, D.O.
Rowan-Virtua School of
Osteopathic Medicine



Gregory Friedberg, M.D.
The Ohio State University
College of Medicine



Harris Leach, D.O.
Kansas City University College of
Osteopathic Medicine



Raquel Orosa, D.O.
Western University of
Health Sciences COMP

COMPTETITIVE AND COMPREHENSIVE CURRICULUM

We are committed to training physiatrists with the knowledge, skills, and professional attributes necessary to lead physiatry into the future. We believe that providing high quality patient care in any setting is essential to being a successful physiatrist and we have tailored our program to allow our residents to hone their knowledge and skills in all areas of this diverse specialty. Our curriculum includes a focus on medical knowledge, evidence-based medicine, diagnostic procedures skills, advanced physical examination skills, diagnostic reasoning skills, inter-disciplinary team based leadership, and best-practice, high value patient care. Our faculty utilize our low faculty to student ratio to help our residents develop these skills in real-time and help integrate them into their everyday clinical practice.



State of the Art Facilities

Comprehensive clinical training takes place at multiple clinical rotations across Richmond including the VCU Medical Center, Hunter Holmes McGuire VA Medical Center (VAMC), Sheltering Arms Institute and the Children's Hospital of Richmond (CHoR).



One-to-one Faculty-to-Student Ratio

Individualized instruction while working with a diverse patient population creates a well-rounded, robust clinical experience, with procedures included in each rotation.



Comprehensive Clinical Training

- Cerebrovascular accident (CVA)
- Musculoskeletal injury (MSK)
- Orthopaedic and multi-trauma injuries
- Prosthetics and orthotics (P&O)
- Traumatic brain injury (TBI)
- Spinal cord injury (SCI)
- Pediatric disorders
- Pain management
- Interventional spine care
- Sports medicine
- Electrodiagnosis
- Integrative health

RESIDENT SCHEDULES AND CLINICAL EXPERIENCES

PGY2

Inpatient: 6 months

Outpatient: 6 months

PGY3

Inpatient: 4 months

Outpatient: 6 months

Consults: 2 months

PGY3

Inpatient: 2 months

Outpatient: 8 months

Elective: 2 months

Inpatient Clinical Experience

- Traumatic and non-traumatic SCI: Long-term outpatient follow-up clinics, Neurological and functional outcomes, Secondary complications, Equipment needs
- CVA, with and without comorbidities: Restoring functional independence, Management skills for long-term functionality
- Multispecialty care for patients with various medical problems and comorbidities related to the following rehabilitations: Medical, Orthopaedic, Cancer, Polytrauma, Amputation, Cardio-pulmonary
- Traumatic and acquired brain injury: Neuromuscular disorders, Parkinson's disease, Brain tumors, Cerebral vascular insults
- Acute and chronic SCI consults and long-term outpatient follow-up care

Outpatient Clinical Experience

- Pediatrics at CHoR: Cerebral palsy, Muscular dystrophy and other neuromuscular disorders, Concussion through TBI, SCI, Spina bifida, Neurodevelopmental delays, Juvenile rheumatoid arthritis (JRA), Spasticity, Burns, Complex orthopaedic and scoliosis issues
- Sports medicine at the Short Pump Pavilion and CHoR: Ultrasound diagnostics, Testing and treatment, Sports coverage, Gait, Dance medicine, Physically challenged athletes exposure in outpatient setting, Compartment testing
- Pain at the VAMC and Short Pump Pavilion: MSK, Neurological Disorders, Cancer, Post- and pre-operative care, Spine procedures
- EMG at VAMC, Short Pump Pavilion and VCU Medical Center
- Prosthetics and orthotics at VAMC and VCU Medical Center

James W. and Frances G. McGlothlin Center

DIDACTICS AND COLLABORATIVE LEARNING

We provide structured workshops, lectures and interactive, experiential training for our residents. We ensure that our residents get protected time each week for faculty lectures, departmental grand rounds and workshops. Weekly presentations, journal club and lecture series also occur at different healthcare facilities.



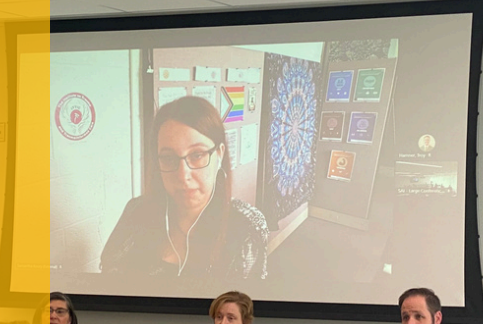
Innovative Didactics Schedule

Dedicated weekly didactics lectures encompass a wide range of psychiatry related topics. In addition to more traditional topics, residents are able to attend lectures dedicated to the business of medicine, academic wellness, DEI topics, professional development lectures and physical wellness (such as ergonomics during bedside care).



Special Lectureships

The Department of PM&R hosts multiple special lectureship events throughout the year that residents are able to attend. These lectureships feature guest speakers on a range of topics from traumatic brain injury, wellness, and professional development.



OUR TRAINING SITES



Sheltering Arms Institute

Opening its doors in the summer of 2020, the Sheltering Arms Institute is a 114-bed, inpatient rehabilitation facility that blends advanced technology, research, and evidence-based clinical care to create superior outcomes for patients. The state-of-the-art facility boasts comprehensive clinical care teams assisting patients on the traumatic brain injury, spinal cord injury, complex care, stroke, and general rehab units. Incorporating a 9,251 sq. ft. main therapy gym and three satellite gyms, VCU PM&R Residents can expect to hold critical roles as members of an inter-disciplinary care team for their patients while rotating at the facility.

Short Pump Pavilion

Located approximately 20 minutes West of downtown Richmond, the Short Pump Pavilion is a unique, innovative outpatient facility housing multiple specialties in one facility. From the patient pharmacy on the second floor to the EMG clinic on the 4th floor all the way up to the ambulatory surgery center on the top floor, the Short Pump Pavilion was designed with a “patient-first” approach in mind.





Children's Hospital of Richmond

The Children's Hospital of Richmond (CHoR) is a Level 1 pediatric trauma center as designated by the American College of Surgeons and VA Department of Health located in the heart of downtown Richmond. Housing the only pediatric emergency room in the region, VCU PM&R residents will be able to gain clinical experience with variety of pediatric patients rotating on with both the pediatric consult and outpatient teams. Residents will also be immersed in inter-disciplinary outpatient teams, as residents work closely with physical therapists, occupational therapists, speech therapists, athletic trainers and social workers in their outpatient clinics.

Richmond VA Medical Center

The Richmond VA Medical Center is a 1.2 million square foot facility that has 349 beds providing exceptional healthcare to the veterans of Central Virginia. VCU PM&R Residents will rotate at the VAMC throughout their training with dedicated faculty in a variety of clinical settings ranging from diagnostic procedures to inpatient care.



LEADERSHIP OPPORTUNITIES

VCU PM&R Residents are able to get involved with their program through various leadership opportunities throughout their training. These leadership positions assist our residents with honing their professional development through additional exposure to higher level administrative tasks, the opportunity to provide real world team-based leadership, communication, and project organization, and the ability to build their CV from experiences that can be tailored to their career goals.

Chief Resident

Collaborates with the Program Director, Program Coordinators, PEC, & fellow residents to coordinate & monitor VCU PM&R clinical & academic residency training along with implementing compliance with all administrative policies.

CVVHCS Lead

Assists VAMC site director with residency issues as needed at the VAMC; Works with QI/Research lead for cases from VA to discuss; assists with coordinating US MSK conferences, SCI grand rounds for the Residents on their SCI rotation, and helps with coordinating the weekly Tuesday noon didactics lecture.

SAI Lead

Assists SAI CMO and site director with innovative didactics/ issues for optimal resident and faculty work at SAI; Works with QI/Research lead for cases from SAI to discuss; Helps with coordinating the weekly Tuesday noon didactics lectures.

Sports Medicine Lead

Collaborate with Orthopedics, Sports Medicine PM&R director, and other identified outreach organizations to obtain sports schedules, coordinate resident coverage of events & opportunities.

Quality Improvement Lead

Assists with QI didactics as needed. Work with CVVHCS lead for potential QI cases from VCU/VAMC/SAI; Coordinates monthly journal club with faculty; Works with chiefs to assure evaluations are completed on time.

Research Lead

Coordinates monthly journal club with faculty; Coordinate with research faculty: semi-annual resident research presentation/submissions for VCUHS resident research day.

Wellness & Community Engagement Lead

Assists program director and chiefs with developing a wellness calendar of events; Leader with social media and community outreach involving the residency program; Work with PM&R SIG group and faculty lead for events proposed for UME.

Resident Recruitment Lead Ambassador

Assists program director, program coordinator and lead resident recruitment ambassador with recruitment activities; Coordinates recruitment ambassador schedules for recruitment meet and greets.

Resident Recruitment Committee Ambassador

Assists program director, program coordinator and lead resident recruitment ambassador with recruitment activities.

MEET OUR RESIDENT LEADERS



James Barnes
Chief Resident



Troy Hamner
Chief Resident



James Carr
SAI Lead



Reed Pierce
Quality Improvement Lead, Resident Recruitment
Committee Ambassador



Gurpreet Sandhu
Wellness Lead



Asim Shafique
CVVHCS Lead



Tony Song
Research Lead, Resident Recruitment
Lead Ambassador



Carly Watson
Sports Lead, Resident Recruitment
Committee Ambassador



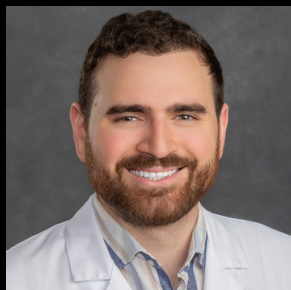
Tori Smith
Resident Recruitment
Committee Ambassador



Lucas Zornoza
Resident Recruitment
Committee Ambassador



Michael Bejarano
Resident Recruitment
Committee Ambassador



Ekrem Cetinkaya
Resident Recruitment
Committee Ambassador



Gregory Friedberg
Resident Recruitment
Committee Ambassador



Harris Leach
Resident Recruitment
Committee Ambassador



Raquel Orosa
Resident Recruitment
Committee Ambassador

OTHER WAYS TO GET INVOLVED

In addition to leadership opportunities within the program, there are a number of additional ways to get involved with our department, health system and local community. There are a number of opportunities that residents are able to volunteer for throughout the year and all PM&R residents are encouraged to pursue initiatives they are passionate about. Below are some of the opportunities available to our residents.



AAPM&R

Residents are able to get involved with AAPM&R as a Physiatrist in Training (PHiT) Council Ambassador. PHiT Ambassadors encourage and facilitate resident participation in AAPM&R resident volunteer opportunities and events.

VCU Committees

Opportunities are available to volunteer for VCUHealth committees to contribute to resident interests on: DEI, Wellness, Professional Development, Learning Environment, GME Policies & more!

Sports Coverage

Volunteer to assist with our local adaptive sports organization, Sportables. We also offer opportunities to cover other local sporting events including local Division I universities and the Richmond Marathon.

BENEFITS AT A GLANCE

The VCU Health System and the VCU PM&R Residency Program offer a variety of benefits to residents throughout their training from date of hire. Housestaff are eligible for medical, dental and vision insurance in addition to various types of leave and educational benefits. A full breakdown of benefits available to all housestaff can be found through the VCU GME website here: <https://assets.som.vcu.edu/pdfs/gme/housestaffbenefits.pdf>. PM&R candidates can find a brief overview of available benefits they can utilize during their time with our program below.

Salary

2025-2026 Housestaff Salary Scale

PGY-1: \$66,747
PGY-2: \$68,808
PGY-3: \$71,079
PGY-4: \$73,858
PGY-5: \$77,971



Leave

- Three weeks paid vacation per year
- Administrative leave for conferences and courses
- Sick leave and caregiver care leave are available to all residents
- Parental leave available for the birth/placement of a child



Additional Benefits

- Annual dues for the American Academy of Physical Medicine and Rehabilitation
- PM&R book allowance and AAPMR question bank purchase
- Travel, registration, and lodging for conferences
- Access to VCU on-site daycare and sports facilities
- Branded VCU Health clothing for your PGY2 year



INTERNAL MEDICINE AND PM&R COMBINED TRACK

VCU Dept of PM&R & VCU Internal Medicine has created a “combined” Internal Medicine Prelim Year – PM&R (IM-PM&R) track. This 4-year combined track “links” Internal Medicine (IM) Preliminary positions with our PM&R Residency program. Note: VCU PM&R has six (6) total positions, but only four (4) will be “combined” (the other 2 are “advanced” 3-year positions beginning at PGY-2 year). Applicants can apply for either or both (ie: combined or advanced).

Core Values

The IM-PM&R Prelim track reflects the values of both PM&R and Internal Medicine. It utilizes a unique co-advising system which offers the guidance and mentorship of both PM&R and Internal Medicine faculty. In addition, the track offers a broad exposure to the areas of Internal Medicine which relate to PM&R. In doing so, it helps augment the education of housestaff in order to prepare them for a future as a physiatrist.



OUR PROGRAM BY THE NUMBERS

18

Residents in the VCU
PM&R Residency
Program

6

Residents per class

1:1

Faculty to Resident
Ratio



50%

of our current residents
completed their Intern Year at
VCU

38%

of all graduating VCU PM&R
Residents went on to match
and train in a VCU Fellowship
over the past 3 years

100%

Part I Board Pass Rate
for First Time VCU
PM&R Candidates the
Past 5 Years

16%

of VCU PM&R
Residents scored in the
top 25% on the National
Self Assessment
Examination (SAE)
during the 2024-2025
academic year

9

Program based
leadership positions
available to residents
during training

7

VCUHS GME
Subcommittees
available
to residents to
volunteer on

50%

of residents have had benefitted from
funded travel through the program
since the Spring of 2021



4

hours per week of
dedicated Didactics time
for all residents

3

Special Lectureships per
year focused on varying
areas of physiatry

27th

Sheltering Arms
Institute
A collaboration with
VCUHealth



Sheltering Arms Institute was named
by the U.S. News & World Report as
one of the Best Hospitals in the
country. Of the >1000 physical
rehabilitation hospitals that were
evaluated, SAI was ranked 27th!

WELCOME TO RICHMOND



We encourage our residents to maintain a healthy, balanced life, and Richmond is a wonderful place to engage in that well-rounded lifestyle. As the capital of Virginia since 1779, Richmond attracts students, faculty and staff from around the globe. The city's location affords easy day trips to destinations like Washington, D.C., Virginia Beach, Colonial Williamsburg and the Blue Ridge Mountains, among others.

As a mid-sized city with a metropolitan population of 1.3 million, Richmond provides stimulating activities while maintaining its intimate feel and unique vibe. Vibrant neighborhoods offer distinct, diverse experiences, with no shortage of art galleries, museums, music venues, restaurants, breweries and parks. For the outdoor enthusiast, you can't beat the offerings in the city's riverfront parks and urban wilderness areas such as white-water rafting, hiking, mountain biking and cultural festivals.

DID YOU KNOW?

Richmond has over 550 acres of shore line and islands in addition to 14,200 acres of park land.



QUICK FACTS ABOUT RVA

DID YOU KNOW?

Richmond is the only city in the United States with Class IV River Rapid.

Top 100

Best Places to Live in the US
in 2025 (Livability, 2025)

#17

Best Foodie City in
America (WalletHub,
2024)

#4

Best U.S. City for Public
Transportation (Consumer
Affairs, 2024)

14%

Housing costs are over 14
percent lower in the
Richmond area than the
national average.

25

minute average commute time



APPLYING TO OUR PROGRAM

The VCU Department of PM&R participates in the National Resident Matching Program (NRMP), and those interested in our program can apply using the Electronic Residency Application Service (ERAS) offered by the Association of American Medical Colleges.

Each year we accept six residents. You may complete your intern year (PGY-1) at any accredited institution before beginning their PM&R residency here, and if you're interested in receiving all your training here at VCU you must apply separately to the Department of Internal Medicine's program.

Application Requirements

- Curriculum vitae (CV) with your e-mail address and phone number
- Personal statement
- Official medical school transcript
- Test scores
 - USMLE
 - COMLEX
 - TOEFL (if applicable – minimum score 600)
 - CSA step 2CS (if applicable)
 - TWE (if applicable)
- Notarized copy of visa (if applicable – VCU can only sponsor J-1 clinical visas)
- Letters of recommendation: A minimum of three, preferably with at least one from a PM&R physician, SLOE optional

Dates and Deadlines

ERAS applications due October 16, 2025

Interview Dates for 2025-2026:

November 11, 18, 2025

December 2, 16 2025

January 6, 2026

APPLYING FOR JOINT TRACK PROGRAM

Candidates interested in applying to the joint track program should do so through ERAS. Detailed instructions on how to apply for both the “combined” VCU IM Prelim- PM&R Track program and the 3-year “advanced” position below.



Candidates interested in the 4-yr “Combined” VCU IM Prelim – PM&R Track

1. Submit ERAS Applications to BOTH the VCU Internal Medicine Preliminary/PMR track (Program # 1405121433) and the VCU PM&R Residency (Program # 3405121069) (separately in ERAS). Note: you will not need to interview for both (as interviews with VCU PM&R serves as your IM prelim med year interview). If interested, an in-person (or virtual) interview can be arranged with Internal Medicine.
2. To rank preliminary medicine programs in the NRMP system, you would 1st rank the Virginia Commonwealth University (VCU) PM&R “Advanced” Program (ID# 1743340A0), then on the “supplemental list” rank the VCU Med-Prelim-PM&R Track (Program ID# 1743140P2). You can also list any other prelim internship program you may be interested in on the supplemental list.

Additional information regarding supplemental IM materials can be found here:
rampages.us/imresidency/

Candidates interested in the 3-yr “Advanced” Position (PM&R Beginning at PGY-2 Year)

1. Submit ERAS application only to the VCU PM&R Residency program (Program # 3405121069) in ERAS.
2. To rank in NRMP system, first rank the VCU PM&R “Advanced” Program (ID# 1743340A0), then on the “supplemental list”, add any preliminary internship program you are interested in, EXCEPT for the VCU Med-Prelim-PM&R Track.