

UC Irvine School of Medicine

Train New Trainers Primary Care Fellowships

Expanding Access. Advancing Care.



2025 ANNUAL REPORT

July 2024 - June 2025

Train New Trainers Primary Care Fellowships

Expanding Access. Advancing Care.

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Overview



Left: Jane Gagliardi, MD, MHS, Associate Director, TNT Fellowships and Robert McCarron, DO, Founding Director, TNT Fellowships
Center: Sarah H. Arshad, MD and Melissa Wagner, MD, PhD, Co-Associate Directors, PC-CAP Fellowship
Right: Stephen Delisi, MD and Justine Welsh, MD, Co-Associate Directors, PC-TEAM Fellowship

Message from the Directors

As Train New Trainers (TNT) Fellowships celebrates its 10th anniversary, we reflect on a decade of growth, innovation, and impact. What began as a bold vision to integrate behavioral health into primary care has evolved into an internationally-recognized program equipping clinicians with the skills to deliver high-quality, compassionate care to patients across all age groups.

In 2024-25, we marked several key milestones:

- Record enrollment in the Primary Care Training and Education in Addiction Medicine (PC-TEAM) Fellowship
- Expansion of the Child and Adolescent Psychiatry (CAP) track into a standalone program
- Continued success and demand for the Primary Care Psychiatry (PCP) Fellowship

Each Fellowship offers more than 60 hours of training and combines in-person intensives, interactive webinars, small group mentorship, and topic-specific learning sessions. TNT also provides career-long learning opportunities through continuing medical education and ongoing mentorship.

For over a decade, TNT has provided evidence-informed training that equips clinicians to prevent, diagnose, and effectively treat psychiatric and addiction-related conditions within primary and general medical settings. Graduates' certificates from the UC Irvine School of Medicine unlock career-long access to mentorship, free CME / MOC, and membership in a dynamic network dedicated to transforming primary care. Through a decade of evolution and continuous programmatic improvement our mission has remained consistent: we aim to expand access and strengthen the workforce to meet the growing need for integrated behavioral health services.



Program Highlights

PC-CAP Fellowship

In 2025, after three years of success within the TNT framework, the Primary Care -Child and Adolescent Psychiatry (PC-CAP) Fellowship was launched as an independent program. Under the leadership of Co-associate Directors Drs. Sarah H. Arshad and Melissa Wagner, both triple-boarded physicians in pediatrics, psychiatry, and child/adolescent psychiatry, PC-CAP expanded its faculty, curriculum, and reach, strengthening connections with community-based mental health providers and academic institutions.

PC-CAP's enhanced curriculum includes advanced topics such as neurodevelopmental disorders, trauma-informed care, and integrative behavioral health approaches. The dedicated CAP curriculum has been extended from 6 months to 12 months to allow deeper, hands-on learning. Fellows benefit from interdisciplinary workshops and expanded case-based learning that emphasize collaborative care.

PC-CAP continues to prepare pediatricians and other primary care providers to support the mental health needs of children and adolescents. Graduates have gained competency in addressing complex behavioral health challenges, leading system-level improvements, and advancing equitable access to care for children, adolescents, and their families. As with all TNT alumni, PC-CAP graduates emerge from the Fellowship additionally prepared to teach their colleagues and are included in lifelong learning through CME and mentorship.



PC-CAP Faculty (Left to Right): Bruce Leewiwatanakul, DO, Melissa Wagner, MD, PhD, Samuel Vaughn, MD, PhD, Sarah H. Arshad, MD, Elizabeth Wassenaar, MD, MS, Lin Lu, MD, PhD, Carolyn Cookson, MD, Katharine Simon, PhD



PC-CAP Fellows at the 2025 Essentials of Primary Care - Child and Adolescent Conference

Outcomes

Demographics by Track	PCP (n=188 Fellows)	CAP (n=81 Fellows)	TEAM (n=144 Fellows)
Sex	Frequency (%)	Frequency (%)	Frequency (%)
Female (F)	126 (67.02%)	67 (82.72%)	88 (61.11%)
Male (M)	59 (31.38%)	14 (18.67%)	53 (36.81%)
Non-Binary/Other	3 (1.60%)	0	0
Declined	0	0	3 (2.08%)

Race-Ethnicity	Frequency (%)	Frequency (%)	Frequency (%)
White Caucasian	59 (31.38%)	27 (33.33%)	41 (28.47%)
Asian	49 (26.06%)	28 (34.57%)	40 (27.78%)
Black/African-American	15 (7.98%)	6 (7.41%)	14 (9.72%)
American Indian or Alaskan Native	0	0	2 (1.39%)
Hawaiian or Other Pacific Islander	0	0	1 (0.69%)
Hispanic (any race)	44 (23.40%)	9 (11.11%)	29 (20.14%)
More Than One Race	8 (4.26%)	3 (3.70%)	6 (4.17%)
Declined/Not Enough Info	13 (6.91%)	8 (9.88%)	11 (7.64%)

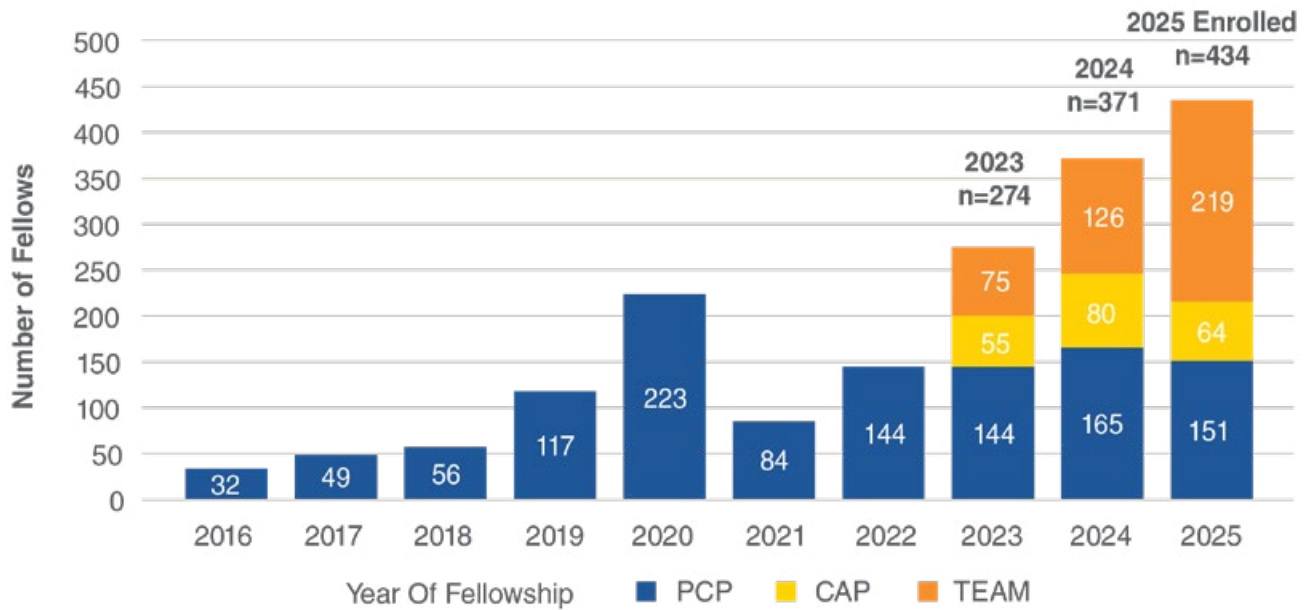
Years Since Degree			
Mean (SD)	10.24 (9.9)	12.04 (9.7)	9.90 (8.8)
Range	1–43	1–38	1–46

Discipline	Frequency (%)	Frequency (%)	Frequency (%)
MD	79 (42.02%)	41 (50.62%)	66 (44.90%)
DO	16 (8.51%)	7 (8.64%)	12 (8.16%)
NP/RN	56 (29.79%)	27 (33.33%)	47 (31.97%)
PA	31 (16.49%)	4 (4.94%)	14 (9.52%)
Other	5 (2.66%)	2 (2.47%)	5 (3.40%)
Missing	1 (0.53%)	0	0

Specialty (Multiple Selections Allowed)	Frequency (%)	Frequency (%)	Frequency (%)
Family Medicine / PCP	141 (75.00%)	41 (50.62%)	106 (73.61%)
Internal Medicine	29 (15.43%)	1 (1.23%)	24 (16.67%)
Pediatrics	4 (2.13%)	40 (49.38%)	4 (2.78%)
OB/GYN	7 (3.72%)	1 (1.23%)	2 (1.39%)
Emergency / Urgent Care	7 (3.72%)	0 (0.00%)	4 (2.78%)
Psychiatry / Psychiatric MH	0	0	5 (3.47%)
Pharmacy	0	0	5 (3.47%)
Other	12 (6.38%)	4 (4.94%)	9 (6.25%)

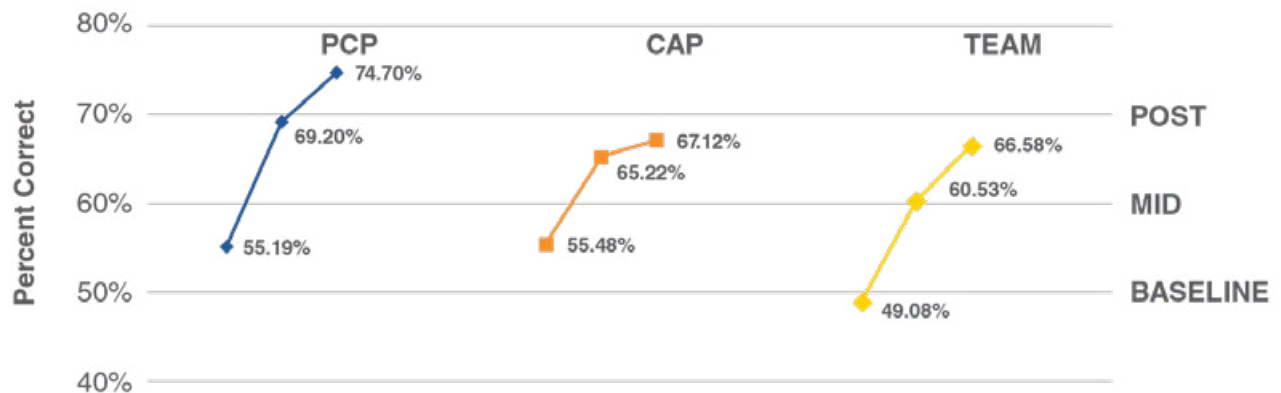
2024-25 Figures

UC Irvine Train New Trainers Program Outcomes



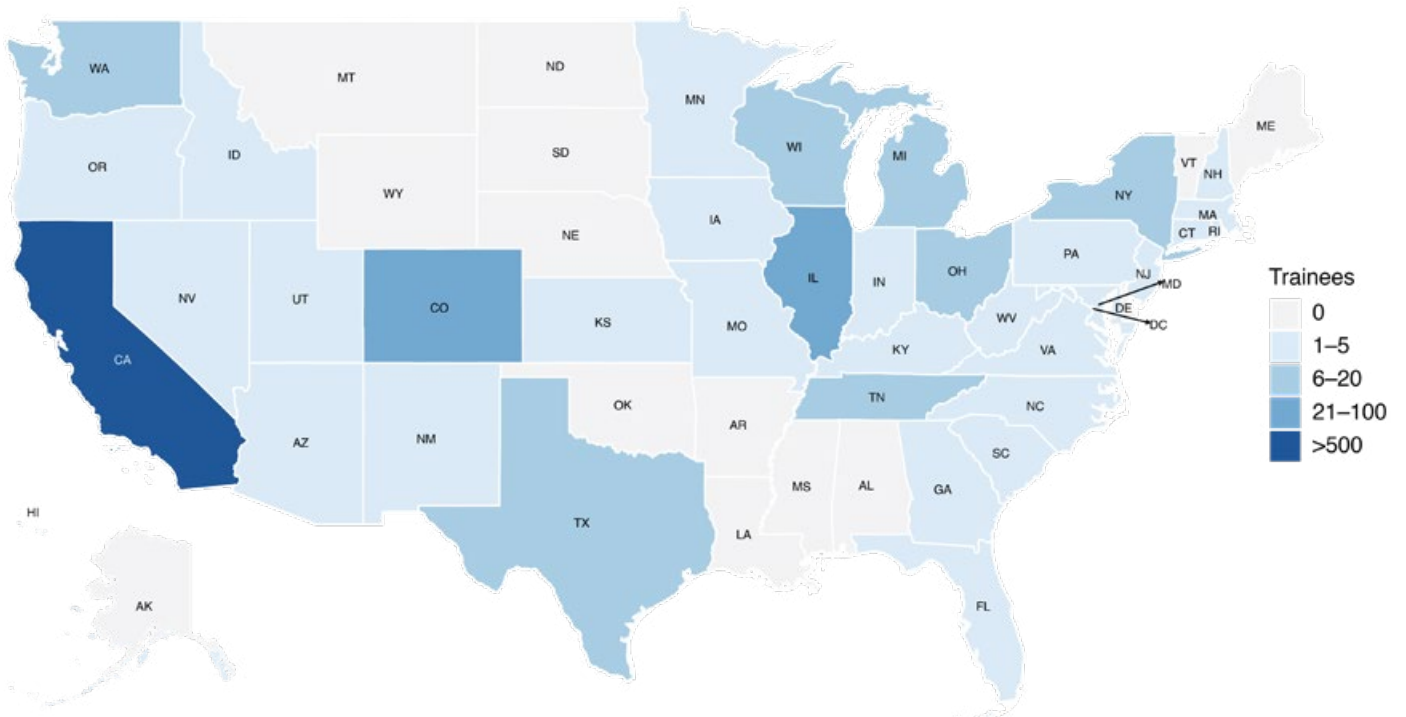
TNT Fellows completed a timed exam at three points during the fellowship year: pre-, mid-, and post-fellowship to assess their knowledge of the curriculum.

2024 Knowledge Exam

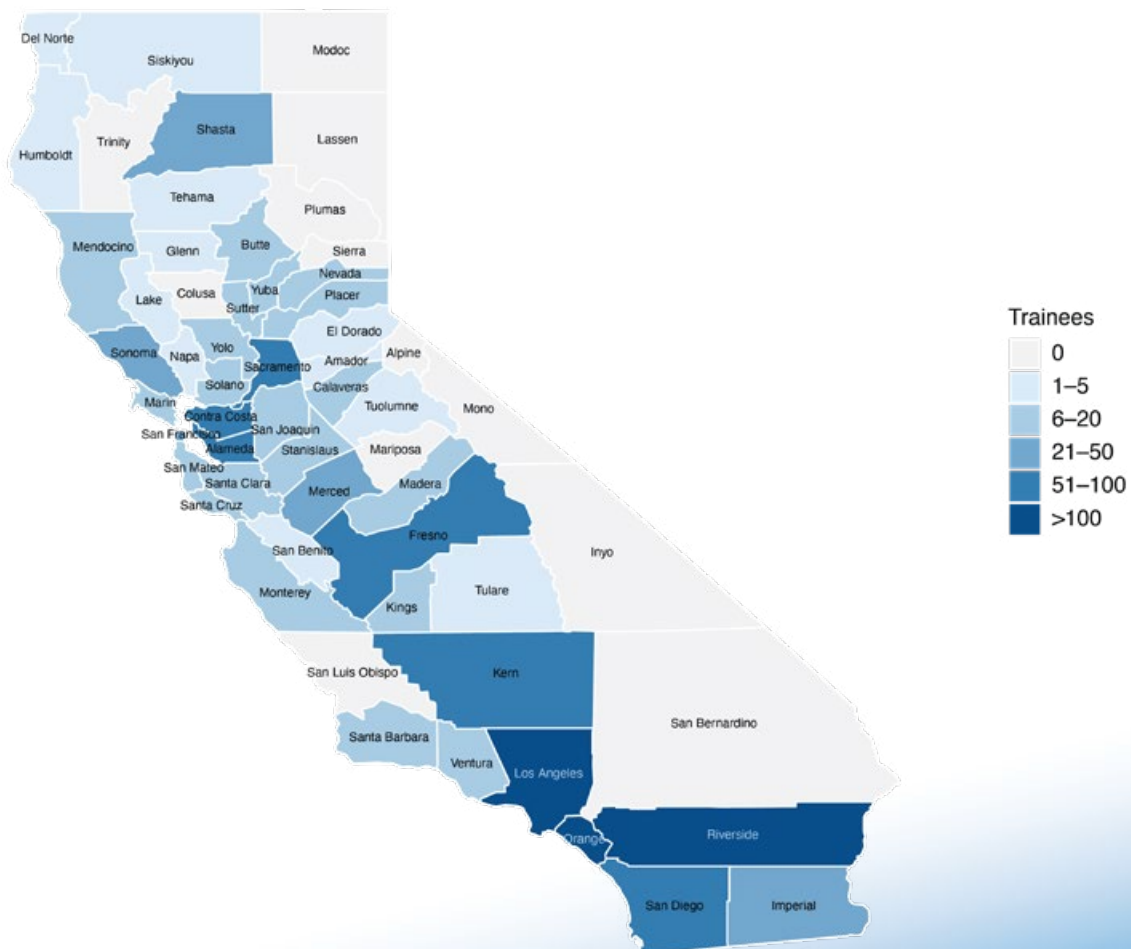


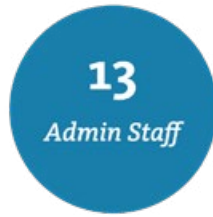
Maps of Fellows

U.S. Map: Number of Graduates by State, 2016 to 2024



California Counties by Number of Graduates, 2016 to 2024





Publications and Scholarly Work

Arshad, S. H., Fleming, N., Wagner-Schuman, M. TNT Child and Adolescent Psychiatry Fellowship: A mental health certificate program for primary care providers [Poster presentation]. American Academy of Pediatrics (AAP) National Conference 2024, Orlando, FL.

Nguyen, E. S., Barry, D. R., Stehli, A., Chen, I. Y., Cho, S. S., Masoumirad, M., Ho, S., Garcia, C., Cant, W., Gagliardi, J. P., Xiong, G. L., McCarron, R. M., Neikrug, A. B. Mental health stigma in primary care: Impact of specialized behavioral health training [Poster presentation]. Undergraduate Research Opportunity Program (UROP) Symposium 2025, UC Irvine Bren Events Center, Irvine, CA.

Chen, I. Y., Simon, K. C., McGuire, K. R., Stehli, A., Gagliardi, J. P., McCarron, R. M., Neikrug, A. B. Enhancing primary care providers' competence in identifying and managing behavioral sleep disorders [Poster presentation]. SLEEP Conference 2025, Seattle, WA.

Neikrug, A. B. (2025, June). Train New Trainers (TNT): Integrating BSM content into large educational programs. In K. Simon (Chair), Enhancing allied health providers' competence in behavioral sleep medicine. [Symposium]. SLEEP Conference 2025, Seattle, WA.

Simon, K. C., Chen, I. Y., Stehli, A., Garcia, C., Cant, W., McGuire, K., Masoumirad, M., Huo, S., Xiong, G. L., Gagliardi, J. P., McCarron, R. M., Neikrug, A. B. (under review). (2025). Enhancing primary care providers' competence in identification and consideration of sleep disorders: An evaluation of the UC Irvine TNT Primary Care Psychiatry Fellowship. Journal of Behavioral Sleep Medicine.

Welsh, J. W., Masoumirad, M., Delisi, S., Garcia, C., Rivera, J., McCord, E., Stehli, A., Neikrug, A. B., Maruti, S., Marcovitz, D. E., Salisbury-Afshar, E., DeMoss, D., Gagliardi, J. P., McCarron, R. (2025). Primary Care Training and Education in Addiction Medicine Fellowship: Expanding the addiction medicine workforce. BMC Medical Education.

Recognition

2024 George E. Thibault Nexus Award

The TNT Primary Care Fellowships received the prestigious George E. Thibault, MD Nexus Award from the National Center for Interprofessional Practice and Education. The Nexus Award recognizes partnerships that unite education, health systems, and communities to advance interprofessional learning and healthcare transformation. As a Nexus awardee, TNT is recognized for bringing training opportunities to clinicians with a goal of improving health outcomes for patients, families and communities within and beyond the scope of UC Irvine's One Health initiative.



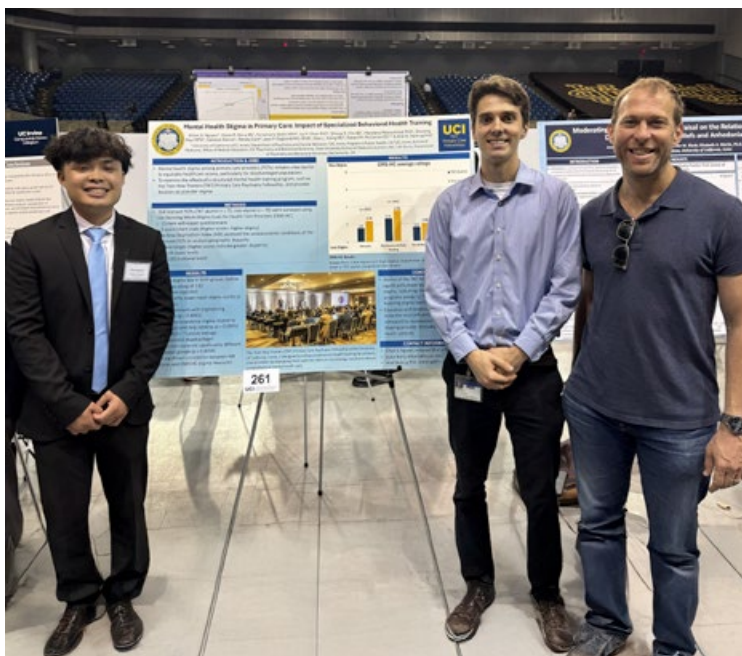
Presentations

Improving Diagnostic Accuracy in Sleep Disorders

Co-Authors: Katharine C. Simon, PhD, Ivy Y. Chen, PhD, Annamarie Stehli, MPH, Dylan R. Barry, Careesa Garcia, Wendy Cant, MBA, Kamilah McGuire, MHA, Mandana Masoumirad, PhD, Shutong Huo, MPH, Glen L. Xiong, MD, Jane P. Gagliardi, MD, MHS, Robert M. McCarron, DO, Ariel B. Neikrug, PhD.

A recent study of TNT Fellowships participants evaluated the impact of targeted training on behavioral sleep disorders. Fellows received specialized instruction during the midpoint conference, with sessions focused on diagnosing and managing insomnia and circadian rhythm disorders, including the use of Cognitive Behavioral Therapy for Insomnia (CBT-I).

Following the training, Fellows' diagnostic accuracy improved significantly. PCP Fellows increased correct recognition of insomnia disorder from 56% to 85%, while the PC-CAP Fellows improved in identifying circadian rhythm disorders from 17% to 35%. Despite increased comfort in sleep assessment, Fellows continued to report underutilization of insomnia-specific tools compared to those for depression or anxiety. Our team strives for expanded integration of sleep-focused practices and providing continued direction for continued educational intervention through TNT to improve care and outcomes in primary care settings.



Addressing Mental Health Stigma in PCPs Study

Primary care clinicians are often the first point of contact for patients with behavioral health concerns, yet many lack formal training and may hold stigmatizing attitudes. TNT PCP Fellowships are designed to equip clinicians with the skills and empathy to deliver comprehensive, evidence-informed, compassionate care. Using the validated Opening Minds Stigma Scale for Health Care Providers, a recent study compared stigma levels among TNT alumni and non-TNT clinicians recruited at national conferences. Results showed that TNT alumni scored significantly lower on stigma—especially in their attitudes toward patients and their willingness to seek help—providing evidence for the critical role of behavioral health training in reducing clinician stigma and improving care.

Presentation at the Undergraduate Research Opportunity Symposium (UROP) in May 2025. Ethan Nguyen, Dylan R. Barry, and Ariel Neikrug, PhD

Training Impact



TNT Invited to Present at ACP Pre-course April 2025 New Orleans

In April 2025, five TNT faculty members were invited to the American College of Physicians (ACP) Annual Meeting in New Orleans to deliver a one-day pre-course: "Primary Care Psychiatry: Practical Skills for Internists." Over 80 internal medicine physicians participated in sessions covering motivational interviewing, CBT techniques, psychopharmacology, and the diagnosis of common psychiatric conditions.

Post-course surveys reflected overwhelmingly positive feedback, with attendees praising the relevance, clarity, and immediate applicability of the training. This annual training continues to meet a critical need for behavioral health integration in internal medicine.

TNT Focus Group Findings

In partnership with UC Irvine's Postsecondary Education Research and Implementation (PERI²) Institute, TNT conducted a comprehensive program evaluation in Fall 2024. Findings confirmed that TNT Fellowships improve confidence and clinical skills in managing behavioral health conditions while reducing reliance on specialist referrals.

TNT's hybrid, multi-faceted curricular format was well-received, though participants expressed a desire for more flexible, interactive, and on-demand content. Fellows also emphasized the importance of mentorship and alumni connections, feedback that is already guiding enhancements to the program.



Left: Rimal Bera, MD at Focus Groups Alumni Networking Dinner. Right: Jessica Rivera and Eva Bianchi-Martinez



Staff running the Focus Groups: Careesa Garcia, Jessica Rivera, Wendy Cant, MBA, Miki Kitamura

Innovative Storytelling



Doctor



Leader



Parent



Advocate



Open Mind Insights

In March 2025, in collaboration with Ethical Narratives, TNT launched "Open Mind Insights," a video and social media series featuring candid conversations with thought leaders and clinicians in the behavioral health field. The conversations are intended to highlight lived experience and inform clinical practice by sharing personal stories and practical insights from the field.

Episodes feature storytelling about immigrant doctors caring for unhoused populations, family members advocating for loved ones, and psychiatrists reflecting on recovery alongside their patients. These high-impact stories underscore the humanity at the heart of behavioral healthcare and the passion that drives innovation and change.

We invite you to join us on our transformative journey as we explore the intersection of lived experiences and groundbreaking solutions in behavioral health care. tntopenmind.org

Strategic Partnerships

We are deeply grateful for the continued support of our 2024–25 partners:

- Department of Health Care Access and Information (HCAI)
- Rocky Mountain Health Plan
- Otsuka Precision Health, Inc
- Tennessee Primary Care Association
- Emirates Health Services in United Arab Emirates

These collaborations have been instrumental in sustaining and expanding all three TNT Fellowships.

Testimonials

2024 PC-TEAM Track Testimonials

"The UC Irvine School of Medicine's TNT Primary Care - Training and Education in Addiction Medicine (PC-TEAM) Fellowship program has been instrumental in deepening my understanding of substance use disorders and equipping me to address complex cases, including those involving pain management and social determinants of health. This Fellowship not only enhanced my medical knowledge but also stood out as a valuable talking point during my interviews for addiction medicine Fellowships. I am profoundly grateful to the UC Irvine TNT PC-TEAM for providing this transformative learning opportunity, which has significantly shaped my journey as I prepare to join Harvard/Boston Children's Hospital as an Addiction Medicine Fellow."

—Mutahir Farhan, MD, 2024 Cohort

"I thoroughly enjoyed the enhancement to my knowledge of addiction medicine. I am motivated to train my colleagues. I am also motivated to continue learning more and obtain the national certification."

—Joanne P. Goode, NP, 2024 Cohort

"I would like to sincerely thank the Primary Care Psychiatry and Addiction Medicine Fellowship Programs at the University of California, Irvine for providing me with comprehensive and invaluable training. The experience and knowledge I gained during my 2-year time in the two Fellowships have greatly enhanced my confidence and competence in integrating the practice of General Psychiatry as well as Addition Medicine into my daily practice as an OBGYN. The training has truly empowered me to offer more holistic and compassionate care to my patients"

—Mark S. Fan, MD, PhD, FACOG, 2024 Cohort

"Participating in the PC-TEAM Fellowship as a pharmacist deepened my knowledge of addiction medicine and emphasized the importance of interprofessional collaboration in delivering quality patient care. The program provided valuable opportunities to learn from experts and discuss real cases with peers. By the end, I was amazed at how much I had grown in both passion and understanding of the field."

—Paul Gaura, PharmD, BCACP, APh, 2024 Cohort

"I never imagined that I would have the opportunity to learn from such dedicated and genuine psychiatrists. Your expertise and insights have profoundly impacted my understanding of mental health navigation. I am thrilled to share that my skills have improved significantly, and my confidence has grown."

—Genny Alvarez, NP, 2024 Cohort

2024 PCP Track Testimonials

"I found the experience to exceed my expectations in every way. There was something quite magical about being able to come together with primary care physicians who similarly shared a passion for improving our behavioral health expertise and looking to improve our skills to show up in better ways for the patients and families we care for everyday. The leadership, teachers and mentors truly understood the challenges facing a primary care physician grappling so many competing priorities and made sure the curriculum was practical and achievable for brief clinic visits. I now feel more confident in my ability to hold patients in my practice that I may have previously referred out, with lengthy delays in care, and with improved psychoeducation, brief therapy skills and medication management."

—William B. Burrough, MD, MPH, 2024 Cohort

2024 PC-CAP Track Testimonials

"The TNT CAP Fellowship equipped me to care for complex psychiatric presentations in my pediatric panel without referring to psychiatry. The ready availability of mentors and experts in various aspects of psychiatric care was the most treasured aspect of this training course! Would recommend to anyone who cares for people who have or might have psychiatric illness."

—Pedro Alberto Orta, MD, MPH, 2024 Cohort

"I appreciate the culture of learning generated by everyone associated with the program. The admin team, lecturers, leaders of the January and August conferences and mentors were all devoted to our understanding the material and applying it actively in our practices."

- Mitch Besser, MD, 2024 Cohort

"This Fellowship offered me the chance to become a better physician and to start helping more of my patients regarding their mental health, I'm more confident and more capable to find answers and resources for my patient than before the Fellowship."

—Carlos Díaz, MD, 2024 Cohort

Transforming Primary Care

Breaking the Cycle of Addiction

Nurse Practitioner Ana Perdomo joined the PC-TEAM Fellowship after witnessing a child mimic their mother's substance use. The experience motivated her to seek tools not only to treat addiction, but to approach it with dignity and compassion.

Through the Fellowship, Ana developed the expertise and perspective needed to support families in crisis and help restore the relationships fractured by addiction. Her story is a powerful reminder of the human impact behind every clinical decision—and why programs like TNT are vital to transforming care.



tinyurl.com/anaperdomo



Watch her full story to see how TNT is preparing providers to save lives and strengthen communities.

Scan to Watch Nurse Practitioner
Ana Perdomo's Story



Faculty Development and Culture

Building Community

In December 2024, the TNT and Continuing Medical Education teams partnered with the Orange County Food Bank to pack 12 pallets of food for more than 480 seniors, reinforcing our shared commitment to service.



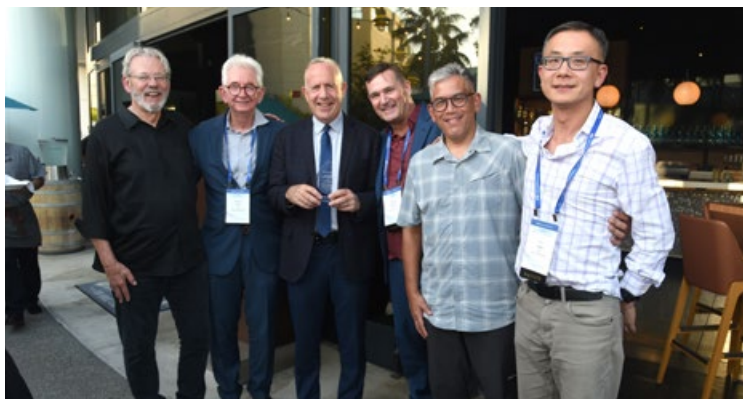
Top row to bottom row, left to right: Jen Reino, CHCP; Wendy Cant, MBA; Tim Bruckner, PhD; Conrad Colindres; Kamilah McGuire, MHA; Annamarie Stehli, MPH; Alyssa Doughty, MA; Eva Bianchi-Martinez, MHSA; Shutong Huo, MPH; Mandana Masoumirad, PhD, MA; Jessica Rivera; Miki Kitamura

In August 2024, 69 faculty, staff, and guests gathered in San Diego for a leadership retreat focused on mentorship and professional growth.



Left: Mandana Masoumirad, PhD, MA; Rimal Bera, MD; Craig Keenan, MD; Adrian Preda, MD.

Right: Richard Pitts, DO, PhD; Veronica Kelley, DSW, MSW, LCSW; Jan Hirsch, BS Pharm, PhD, FNAP; Cameron Carter, MD



Left: Randall Hagar, Cameron Carter, MD, Cameron Quanbeck, MD, John Onate, MD, and Glen Xiong, MD, gathered to celebrate the TNT Service Award recipient, Darrell Steinberg. Right: Elizabeth McCord, MD, Jeremy DeMartini, MD, and Sarah H. Arshad, MD, shared their best practices for leading effective mentorship sessions

Faculty Highlight

Empowering Growth: Faculty Leadership and Cultural Excellence at TNT



Craig Keenan, MD

Dr. Keenan brings over 30 years of experience in primary care, inpatient medicine, and academic leadership to his role as TNT's Director of Faculty Development. Dr. Keenan directs continuing medical education and faculty development at UC Davis and is nationally recognized for his work in interprofessional education. At TNT, he designs curriculum, leads workshops, and mentors fellows.



Ursula Worsham, EdD

Dr. Worsham serves as TNT's Cultural Proficiency Advisor. In this role, she helps TNT Fellows build the cultural awareness and communication skills necessary to deliver equitable, patient-centered care. As the Assistant Dean of Diversity, Equity, and Inclusion at UC Irvine School of Medicine, Dr. Worsham leads systemwide efforts to advance belonging and equity, skills and vision she brings to TNT. Through her ongoing mentorship and C.A.R.E. (Campus Assault Resources and Education) office hours, she provides fellows with a welcoming environment in which they can connect, reflect, and grow, fostering collaboration, advocacy, resource sharing, and empowerment.

Mentorship Highlight

The Power of Mentorship

Mentorship is foundational in training, education, and ongoing participation in the TNT Fellowships. Each fellow is supported by experienced mentors who practice in psychiatry, addiction medicine, pediatrics, internal medicine, and/or family medicine. Intentional mentorship relationships foster clinical growth, build confidence, and often extend into lasting professional partnerships. TNT's emphasis on mentorship facilitates preparation and ongoing support of compassionate, connected, and skilled primary care clinicians who are ready to meet the behavioral health needs of patients and communities everywhere.



Associate Director of PC-CAP, Melissa Wagner, MD, PhD, PMHC, during Mentorship Corner



Luther Philaya, MD & PC-TEAM Fellow at the Mentorship Corner during the Essentials of Primary Care Addiction Medicine Conference 2025

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Scan with phone.



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tinyurl.com/tntfellowships



TNT LinkedIn



TNT Instagram

