



2011–12 ANNUAL REPORT

Office of Faculty Affairs



University of Massachusetts Medical School



Building Partnerships for Faculty Success

Welcome to the Office of Faculty Affairs!

The faculty are the “heart and soul” of the University of Massachusetts Medical School (UMMS). The Office of Faculty Affairs (OFA) is committed to enhancing the development and advancement of our faculty. We provide support and resources to faculty to pursue their goals within the missions of research, teaching and clinical service, and to facilitate career advancement and leadership.



Luanne Thorndyke, MD
Vice Provost for
Faculty Affairs

The OFA is actively engaged in efforts to nurture and develop faculty talent, enhance organizational vitality, and promote work-life satisfaction. Our work is closely aligned with the Academic Health Sciences Center Strategic Plan—building the workforce of the future and designing an ideal learning environment. As outlined within, our efforts include:

- faculty/leadership development workshops offered throughout the year
- scholarships for faculty to attend national faculty development conferences
- tailored programs to support faculty with specific needs
- initiatives to support faculty satisfaction and career flexibility across the lifespan.

“The OFA provides support and resources to faculty.”

The Vice Provost for Faculty Affairs and the OFA address vital needs for all faculty: orientation & networking, development & mentoring, performance evaluation and salary equity, and promotion and tenure. New initiatives for the upcoming academic year include an expansion of mentoring opportunities, individualized career consultation and coaching, and an enhanced faculty recruitment process. Importantly, we provide both individual consultation and workshops for faculty regarding promotion processes and preparation.

The OFA provides opportunities for orientation, networking, professional development and leadership. OFA staff and the Vice Provost for Faculty Affairs also provide consultation to individual faculty across the three schools of UMass Worcester.

The bottom line: the OFA is here to help YOU, the faculty, be successful in your career. We can help you navigate the complex academic environment to pursue academic excellence while maintaining a degree of work-life balance. Check out our newest offerings; browse our website; come out and meet your colleagues at a networking luncheon!

“The OFA is here to help YOU be successful in your career”



Office of Faculty Affairs

Building Partnerships for Faculty Success

Orientation & Networking

The OFA sponsors programs designed to educate faculty about UMMS, to encourage networking and collaboration, and to ensure that faculty receive important information and announcements.

New Faculty Orientation

Over 60 faculty attended the 2011 New Faculty Orientation. Held annually at the start of the academic year, topics include an overview of the organization, advice for new faculty, and information about the promotion and tenure process. Visit the OFA website for detailed information on how to get started at UMMS.



Faculty Luncheons

Faculty Luncheons are an opportunity for faculty to meet informally, network and exchange ideas. Brief programs during the luncheons provide updates on important initiatives, celebrate recent promotion and tenure decisions, and honor award recipients.



Seven luncheons were held on the University Campus in 2011–12. Total attendance was over 700, averaging 100 faculty per luncheon. Highlights included a celebration of UMMS faculty involved in the Massachusetts and Worcester Medical Societies and a networking event with faculty from Worcester Polytechnic Institute.

Communication: Announcements and Events

Faculty NewsWire *Get Plugged In*

Are you plugged in? The UMMS Faculty NewsWire keeps faculty up-to-date through weekly email notices of workshops, seminars, and professional development programs, awards and funding opportunities administered by the OFA, and events of interest to faculty. Announcements also are posted on four OFA bulletin boards at strategic locations on the University campus.

Faculty Meetings

General meetings of the faculty and the monthly meetings of the Faculty Council and the Executive Council keep faculty informed and provide a mechanism for faculty input on important issues.

Office of Faculty Affairs Website



The OFA website is a “one-stop” for useful information and tools for faculty. Visit the website to learn more about the programs and initiatives described in this report.

Development & Mentoring

There are many paths to success as a faculty member, but career goals are difficult to accomplish alone—we all need support to be successful. The OFA sponsors professional development programs, coupled with effective mentoring, to provide support for faculty to gain new skills and knowledge.

Junior Faculty Development Program (JFDP)

The JFDP is an intensive professional development experience for junior faculty designed to facilitate their success in academic medicine. The program combines a curriculum in research, education, and career development, with a project conducted under the guidance of a senior faculty mentor. In 2012, 20 junior faculty completed the program, representing nine departments and the Graduate School of Nursing.



Graduation Ceremony for the 2011–12 JFDP Class

Preparing for Promotion Series

These workshops educate faculty on the processes of promotion and tenure at UMMS. Topics include promotion criteria, CVs and reference letters. In 2012–13, half-day sessions are scheduled in September, January and May.



Leadership Series



Seminars and workshops by national speakers and UMMS experts address the development and application of leadership competencies. In 2011–12, 7 seminars and 6 workshops were offered with an average attendance of 28 faculty.

Mentoring at UMass Worcester

The UMass Worcester Mentoring Advisory Board was established in 2012 with broad representation from leaders across the campus. A goal of the Board is to provide recommendations and advice on the mentoring needs of the institution and to share best practices. A Mentoring Survey to assess the status of mentoring and the needs of mentors and mentees at UMMS will be distributed to approximately 5000 students, trainees and faculty in late summer 2012. The results will be used to enhance the availability of mentoring across the campus.

In 2012–13, we plan to provide new mentoring opportunities, as well as education to enhance the mentoring skills of faculty.

Faculty Talent Management

This new initiative will enable faculty to assess their needs for professional success, and to match those needs with resources available through mentoring and faculty development programs. Individual career consultations will be offered through the OFA and departmental career coaches.

Equity & Diversity

The OFA supports programs and initiatives to foster equity and diversity in the availability of resources and opportunities for advancement, particularly for minority and women faculty.

Women's Faculty Committee



2012 Women's Faculty Awards Luncheon

The mission of the Women's Faculty Committee is to address the needs of women faculty and promote the status of women at UMMS and in the UMass Memorial Health Care system.

Joy McCann Professorship

Julia Andrieni, MD, is the 2011-2014 Joy McCann Professor. A major goal of her professorship is to create an institution-wide continuum of academic mentors. This three-year Professorship identifies and rewards female faculty leaders in medical education, research, patient care and community service



UMMS Faculty Scholars Award

This competitive award provides up to \$30,000 to assist a faculty member during a period of increased family care responsibilities for professional assistance to continue research and/or scholarly effort while family obligations are addressed. Four awards were made in 2011-12.

Faculty Diversity Scholars Program (FDSP)

The goal of the FDSP is to encourage recruitment and career advancement of faculty from backgrounds that are underrepresented in the health sciences. Three scholars were supported by this program in 2011-12.

Executive Leadership in Academic Medicine (ELAM)

The OFA supports the application of faculty to ELAM, a competitive and highly selective program to prepare senior women faculty to move into positions of institutional leadership where they can effect positive change.



Jean King, PhD (left), graduated from ELAM this year and Ellen Gravalles, MD (right), was accepted into the 2012-2013 class.

Conference Support

The OFA provides registration funding for a limited number of faculty to attend the AAMC Early, and AAMC Mid-Career Women Faculty Professional Development Seminars, and the AAMC Minority Faculty Career Development Seminar. In 2011-12, the OFA sponsored seven faculty members to attend these conferences.

Micro-Inequities Research

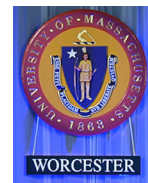
In 2011, an application was submitted to the National Science Foundation to fund the development of a tool to measure subtle gender biases or micro-inequities that can potentially affect the advancement of women faculty. This project is a collaboration between UMMS and UMass Lowell. Notice of funding is pending.

Academic Affairs

The OFA supports the academic affairs of faculty at UMMS. The Vice Provost for Faculty Affairs and OFA staff are available for individual consultation with faculty on career planning, promotion and tenure, and any concerns about faculty life, policies or procedures.

Governance & Policy

The OFA provides administrative support for the Executive and Faculty Councils, the two governing bodies of UMMS, and other standing faculty committees. The OFA led the revision of the UMass Worcester Governance Document with extensive input from faculty and administration, due to be completed in 2012.



Appointment, Promotion & Tenure

The OFA administers the process for faculty appointments, promotion and tenure decisions, and supports the Personnel Action and Tenure Committees. In 2011-12,

- 273 faculty were appointed
- 81 were promoted in rank (37 women, 45 men)
- 10 received the award of tenure (5 women, 5 men)

The OFA maintains a database of all faculty who hold academic appointments at UMMS. This database is used to create reports (see UMMS Faculty Fast Facts on back), including information required for the LCME and NEASC accreditations.

Faculty Recruitment

The OFA led the revision and improvement of the process to recruit faculty to UMMS. Implementation of the new procedures will include education of chairs, faculty and administrators.

Faculty Advancement and Development Liaisons (FADL)

Each department has identified a faculty member to help individual faculty navigate the promotion process in their department. FADL representatives are important links between the OFA, the department chair, the departmental personnel action committee, and faculty considering promotion.

Annual Faculty Review

The performance of a faculty member is evaluated annually through a formal process that involves a review of progress for the year, a meeting with the chair or division chief, and setting goals for the next year. The OFA oversees this process and receives over 1500 annual faculty reviews.

Department Review

Each academic department is reviewed every 5-7 years in a process that includes an internal self-study and a site visit by external evaluators. The OFA administers these reviews in collaboration with departments. The departments of Pediatrics and Psychiatry were reviewed in 2011-12.

Poster Project

Elegant and informative individual posters are displayed in the medical school lobby to recognize UMMS faculty who were recently promoted to professor, tenured or awarded emeritus status.

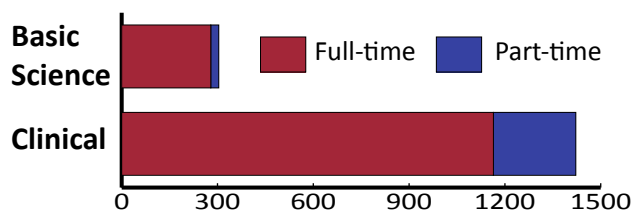


UMMS Faculty Fast Facts

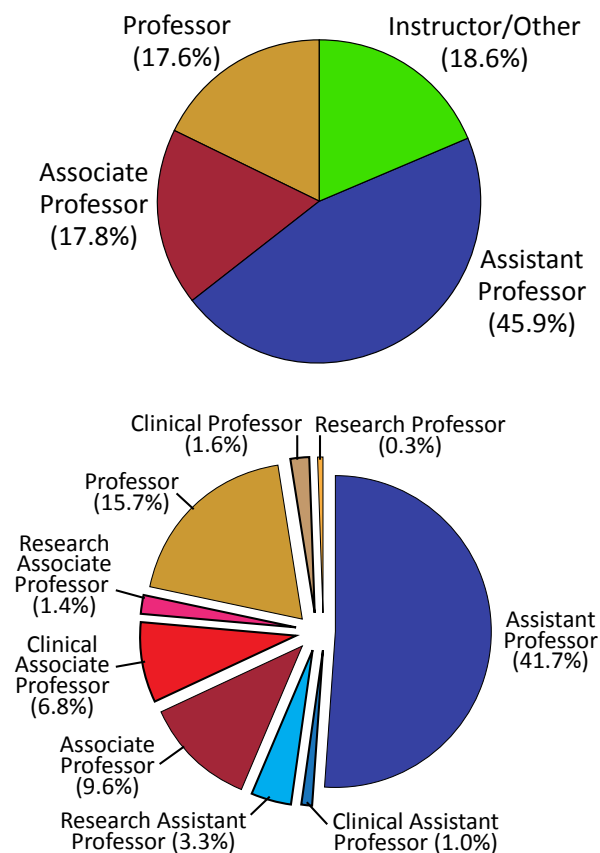
UMMS had 3,088 faculty on June 30, 2012. The majority (89%) are appointed in the clinical departments. Our faculty includes:

- 1805 employed (full and part-time)
- 153 tenured (8.5%) and 96 on the tenure track (5.2%)
- 1283 volunteer
- 2900 in the School of Medicine (SoM)
- 188 in the Graduate School of Nursing (GSN)
- 368 in the Graduate School of Biomedical Sciences (GSBS)

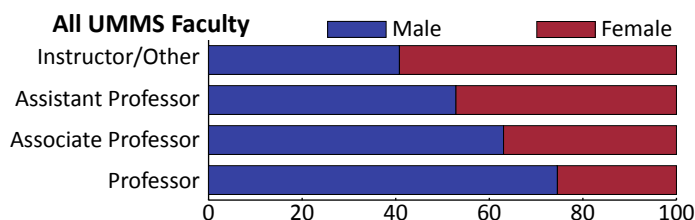
Employed Faculty (total = 1805)



Distribution of Faculty by Rank and Pathway



Distribution of Faculty by Gender



Contact Us!

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Office of Faculty Affairs (August 2012)



From left:

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Robert Milner, Associate Vice Provost for Professional Development
Joanna Cain, Director of Talent Management
Julia Andrieni, Co-Director, Junior Faculty Development

OFA Website: <http://www.umassmed.edu/ofa>

Please visit our website for more information about the activities of the OFA, detailed guidance on promotion and tenure, and schedules for faculty development programs.

