

faculty administration

News of the UMass Medical School Office of Faculty Administration

Message from the Interim Vice Chancellor for Faculty Administration

The mission of the Office of Faculty Administration (OFA) is to support the faculty of UMass Medical School by implementing and managing the appointments, promotions and tenure process; offering an array of faculty development programs intended to build and sustain faculty vitality, and advance the academic missions of teaching, research and service; meeting with faculty groups to discuss opportunities, challenges and solutions; and sponsoring social events designed to encourage faculty interaction. Additionally, through the Mentoring Program, OFA creates opportunities for junior faculty to receive support from experienced and successful faculty members.

When I took on the role of Interim Vice Chancellor for Faculty Administration last October, I looked forward to working with each of you to identify the challenges and opportunities you face individually and that we face as an institution, and to work with you in addressing them through faculty bodies such as the Faculty Council, Scientific Council, Educational Policy Committee and the Women's Faculty Committee. The best opportunities for faculty to share ideas and discuss concerns are to attend these meetings (minutes from which are posted on the intranet) or to speak with department representatives who are on the committees.

I have created additional venues for

faculty to provide advice about how best to respond to challenges and opportunities by holding two luncheons a month to meet with small groups of faculty. These luncheons have been very valuable. Faculty have recommended, among other things, strategies and incentives to recruit women into positions at all levels, including leadership. They have requested an analysis comparing average salaries across different ranks of scientists and clinicians and among men and women at UMMS and at comparable institutions. Faculty also are interested in retention and recruitment statistics for men and women and how we compare to other institutions. These analyses will be presented at meetings

in June and July, including those of the Faculty Council and the Scientific Council.

This is an exciting time to be a member of the faculty at UMMS! The arrival of School of Medicine Dean and Executive Deputy Chancellor Terry Flotte, MD, and interim Chancellor Michael Collins, MD, provides us with a fresh perspective on how to build on our many strengths and accomplishments. The challenge for us as faculty is to make the most of our opportunities and strengths as we work together as a supportive and caring community.

Please visit www.umassmed.edu/facultyadmin for information and a schedule of upcoming events. I hope to see you soon! ■



Judith K. Ockene, PhD, MEd

Faculty committee links at inside.umass.edu

Scientific Council: inside.umassmed.edu/committees/scientificcouncil

Faculty Council: inside.umassmed.edu/facultycouncil

Women's Faculty Committee: inside.umassmed.edu/deoo/wfc

Educational Policy Committee: inside.umassmed.edu/EPC

Faculty Administration committed to committees

Women's Faculty Awards luncheon exemplifies such support

The Office of Faculty Administration (OFA) sponsors a number of committees that facilitate collaboration and foster support among UMass Medical School (UMMS) faculty, such as the Faculty and Executive Councils, the Personnel Action and Tenure Committees, and the Women's Faculty Committee (WFC).

On May 10, this collaboration and support were evident as Faculty Administration and the WFC celebrated the distinguished women faculty of UMMS at the seventh annual Women's Faculty Awards Luncheon. The awards honor the outstanding achievements of women faculty in education, community service, scientific achievement, patient care and mentoring.

Following opening remarks by School of Medicine Dean and Executive

Deputy Chancellor Terry Flotte, MD, and keynote speaker Vice Dean for Undergraduate Medical Education Michele Pugnaire, MD, associate professor of family medicine & community health, award winners were announced by WFC Co-chairs Patricia Franklin, MD, associate professor of orthopedics & physical rehabilitation and family medicine & community health, and Rosemary Theroux, PhD, assistant professor of nursing. ■



Pictured left to right: Lori Pbert, PhD; Rosemary Theroux, PhD; Linda Pape, MD; Judith Ockene, PhD, MEd; Mary Costanza, MD; Suzanne Cashman, ScD; Patricia Franklin, MD; Michele Pugnaire, MD (not pictured: Sarah Cheeseman, MD)

2006 Outstanding Achievements Award Recipients

Sarah Stone Excellence in Education Award

Carole C. Upshur, EdD, professor of family medicine & community health

Outstanding Community Service Award

Deborah C. Field, MD, assistant professor of psychiatry

Women in Science and Health Achievements Award

Jeanne B. Lawrence, PhD professor of cell biology

Excellence in Clinical Services Award

Abigail Adams, MD, clinical associate professor of medicine

Outstanding Mentoring Award

Daniel H. Lasser, MD, MPH professor and chair of family medicine & community health

2007 Outstanding Achievements Award Recipients

Sarah Stone Excellence in Education Award

Linda A. Pape, MD, professor of medicine

Outstanding Community Service Award

Suzanne Cashman, ScD, associate professor of family medicine & community health

Women in Science and Health Achievements Award

Lori Pbert, PhD, associate professor of medicine

Excellence in Clinical Services Award

Sarah Cheeseman, MD, professor of medicine

Outstanding Mentoring Award

Judith K. Ockene, PhD, MEd, professor of medicine

Enhancing and strengthening faculty success

The 2006-2007 academic year has been one of continued collaboration for the Office of Faculty Administration's (OFA) Faculty Development Program, as we moved forward with new initiatives that focus on topics vital to comprehensive academic career development. We're grateful for the contributions of the many presenters who shared their expertise and experiences in workshops designed to help faculty progress in their academic careers, advance their competencies, grow personally and sustain their vitality throughout the academic lifecycle—without their willingness to volunteer, many of these programs would not have happened.

Toward supporting faculty's personal and professional vitality and growth, we made a deliberate effort to offer programs for early-career, mid-career and seasoned faculty. A panel presentation by seasoned faculty who remain active in their respective fields provided an opportunity for early- and mid-career faculty to gain insight into how to successfully maintain academic vitality throughout their careers and navigate through the faculty lifecycle.

This year the OFA also provided more individual consultations with faculty and departments across the three UMMS schools on issues related to teaching, learning, research, faculty and curriculum development, portfolio development for promotion, medical simulation, Web-based teaching and teaching scholarship. These consultations are designed to meet the specific needs of faculty—basic science and clinical—across the health care spectrum and were offered for various teaching venues,

including simulation, face-to-face, online and clinical.

Programs related to teaching this past year covered a variety of topics and included sessions to assist faculty in developing their instruction skills in medical simulation; creating scholarship in their educator roles; and developing their academic portfolio for promotion. Some of these sessions were offered in collaboration with the UMMS Simulation Center.

Offerings to enhance faculty capacity for research also were expanded. In response to faculty requests, we added workshops to cover topics such as designing studies, developing research questions, community-based research and qualitative research.

Collaborative workshops with Information Services (IS) for WebCT Training/Blackboard have continued. This partnership has created opportunities for faculty and staff to develop a working knowledge of the learning management system, adopted by UMMS via UMass Online, which



Panelists for the session "Maintaining Academic Vitality Throughout Faculty Career Stages: A Lifecycle Model for Faculty," are, from left to right, **Liberto Pechet, MD**; **H. Maurice Goodman, PhD**; **Nilima Patwardhan, MD**; and, from behind, **Arthur Pappas, MD**. The co-moderators for this session were **Michele Pugnaire, MD**, and **Anne Larkin, MD**.

allows faculty to efficiently adapt their coursework to an online curriculum. Highlighting the importance of using technology innovatively to support teaching and learning, workshop topics included WebCT introduction and best practices for online teaching and various WebCT course tools such as group manager and assignments. Another new initiative with IS was the creation of the Teaching with Technology Program, linked with the Office of Medical Education's Scholarship of Teaching and Learning Advancement Program

and the UMMSimulation in Medical Education Program. Details are on the OFA intranet site.

Finally, the OFA Faculty Development Program and UMMS faculty members continued to collaborate with the Lamar Soutter Library personnel, who work to help keep faculty aware of the latest in search and research-related resources.

We look forward to continuing to draw upon the expertise of faculty across schools and departments as we incorporate new program features in the coming academic year. ■

Learning and connecting

"... mentoring combines the impact of learning with the compelling human need for connection..."

(Zachary, L. J. *Creating a Mentoring Culture, The Organization's Guide*, Jossey-Bass, 2005).

This statement highlights two fundamental characteristics of a mentoring relationship: the opportunity to learn from someone else's experience and expertise and to form important connections as new faculty move forward in their careers.

Sponsored by the Office of Faculty Administration (OFA), the UMMS

mentoring program was initiated because new faculty can benefit from a formal relationship with a more senior faculty member who can guide them as they navigate a complex academic environment; support them in their efforts; and challenge them to keep reaching in their career while balancing personal needs with clinical, research, teaching and service obligations, an admittedly difficult task. A good mentoring relationship is the responsibility of both the mentee and mentor and can help foster a culture of community at UMMS. New faculty may say, "I already have a mentor in

my division/department and don't need another mentor." But, mentors in the OFA Mentoring Program are usually outside of new faculty's division/department and are able to provide an objective view of their career and its direction. This unbiased view is often helpful.

Since the program began in 1998, every junior faculty member who has sought a mentor has been matched with an experienced faculty role model. The program has matched more than 100 pairs. Currently the program matches 42 mentees with 30 mentors. Several accomplished and

enthusiastic mentors are currently waiting for a mentee.

In addition to one-on-one mentoring, the program has been experimenting with peer mentoring in groups formed according to faculty track and rank. These groups will meet periodically to help each other at different career stages. Updates will be forthcoming from the OFA.

*Faculty interested in learning more about the OFA Mentoring Program or in tips for mentors and mentees, visit umassmed.edu/facultyadmin/mentoring or contact **Judith Ockene, PhD, MEd**, via *global e-mail*. ■*



Charlene Paradise; Susan Pasquale, PhD; John Congdon; Judith Ockene, PhD, MEd; and Nancy Boisvert

focus Office of Faculty Administration

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