

faculty affairs

News of the UMass Medical School Office of Faculty Affairs

Message from the Interim Vice Provost for Faculty Affairs

Strengthening and enhancing faculty success

The role of Interim Vice Provost for Faculty Affairs provides opportunities to work with many talented people committed to enhancing and strengthening faculty success and, thus, institutional success. My knowledge and background in education, scientific inquiry and counseling help me to obtain a broad perspective of faculty needs and values. It is gratifying that each of us at UMMS/UMass Memorial is intensely committed to our work and to the people with whom we work. It is truly a gift to be passionate about the work that we do every day.

This has been a remarkable year for our institution and for the Office of Faculty Affairs (OFA) (formerly known as the Office of Faculty Administration). The achievements of the OFA are filled with special projects, initiatives, expansions and work as usual, all focused on fulfilling its mission *to enhance and strengthen faculty success*. This mission is consistent with the joint mission of UMMS and UMass Memorial and with two of its strategic vision elements: to develop educators, clinicians and scientists equipped to become the next generation of outstanding leaders in health care; and to recruit, nurture and retain outstanding scientists and clinicians who will make breakthrough discoveries

that advance the practice of health care.

Some of the special projects the OFA has worked on include those highlighted in this issue of *Focus on the Office of Faculty Affairs*. We also have put great effort into a number of other initiatives: tightening processes to implement, monitor and support school and faculty policies; meeting with faculty and chair groups to discuss opportunities, challenges and solutions; and creating opportunities to support and increase a diverse faculty. Our monthly faculty lunches have been a great success, with more than 160 attendees each month.

Over the next few months, a major project for the OFA, The Women's

Equity Project, is being conducted collaboratively by UMMS and UMass Memorial, both Human Resources departments and the Office of Diversity and Equal Opportunity. This project will further explore gender equity in salaries and opportunities for women. Previous analyses of faculty salaries, including the fall 2007 *Analysis of Gender Equity in Rank and Salary*, and several faculty focus groups have provided a preliminary review of equity that is encouraging and has led to salary adjustments in the past year. We now plan to complete a deeper analysis of faculty and staff, identifying and analyzing the multiple factors that could explain potential inequities. Faculty and staff oversight workgroups will provide regular input on the project.

If there is an initiative or project that you think should be implemented to help enhance and strengthen faculty success, please let us know. We are always interested in hearing from you. ■



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Expanding faculty diversity

In 2007, the Faculty Diversity Recruitment Incentive Program was renamed the Faculty Diversity Scholars Program (FDSP), a name that rightly puts the emphasis on scholarly achievement. Dean of the School of Medicine and Executive Deputy Chancellor and Provost Terence R. Flotte is extremely supportive of continued funding of the program and is focused on institutional and departmental goals to recruit and retain under-represented minority faculty to enrich the academic, educational and social environment of the Medical School, a goal he shares with the FDSP. Join us in welcoming our two new Diversity Scholars.

Benjamin U. Nwosu, MD, assistant professor of pediatrics, joined UMMS in 2003 after completing a pediatric fellowship in endocrinology at the National Institutes of Health, during which he focused his research on short stature, growth mechanisms, growth hormones and chondrogenesis. Since coming to UMMS, Dr. Nwosu has pursued clinical research while fulfilling his clinical responsibilities. As an FDSP Diversity Scholar, Nwosu will continue his current project to explore the utility of measuring intact and proteolytic fragments of insulin-like growth factor binding protein³ as a measure of growth hormone responsiveness, a project that is funded by Genentech Foundation. In addition to publishing several peer-reviewed journal articles, Nwosu continues his appointment as adjunct scientist to the NIH. He is currently studying the relationship between childhood obesity and low vitamin D levels and its effects on adult bone mass and strength.

Nwosu graduated from the College of Medicine of the University of Nigeria and completed an internship at the University of Nigeria Teaching Hospital before undertaking a pediatric residency at Howard University Hospital. In addition to his research, Nwosu will continue to teach and mentor students, residents and fellows.

Sonia Ortiz-Miranda, PhD, instructor in physiology, received both her bachelor's and master's degrees from the University of Puerto Rico, where she was also a general biology instructor and research assistant. She joined UMMS as a postdoctoral research fellow in 1997, after receiving her PhD from the University of California-Davis, where her research focused on using patch-clamp techniques. As a senior research associate at UMMS, and more recently as an instructor, Dr. Ortiz has developed expertise in electrophysiological and pharmacological techniques and uses these techniques, among others, to determine how

alcohol, opioid and toxins regulate calcium entry and neurotransmitter release at the nerve terminal in an isolated central nervous system preparation. The FDSP will help support Ortiz's efforts in research and obtaining her own grant funding toward her goal of becoming an independent researcher with her own lab. She has been active in training and mentoring graduate students and these mentoring activities will continue. ■

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FACULTY at a glance

Faculty by School (as of 1/1/2008)

School of Medicine	2340
Basic Sciences	266
Clinical Sciences	2074
Graduate School of Biomedical Sciences	322
Graduate School of Nursing	178
New Appointments and Promotions by School (AY08 to date)	
School of Medicine	254
Appointments	208
Promotions	46
Graduate School of Biomedical Sciences*	24
Graduate School of Nursing	32
Appointments	29
Promotions	3

*Faculty receive promotion through the School of Medicine and the Graduate School of Nursing

New initiatives and collaborations in Faculty Development

During the past academic year, four initiatives in the Office of Faculty Affairs (OFA) Faculty Development Program were advanced. This year the program also presented 103 workshops, attended by more than 400 faculty representing 22 departments and programs. Twelve networking luncheons were attended by more than 1,100 faculty.

The UMMS Scholarship of Teaching and Learning (SoTL) Program supports faculty who are interested in developing scholarly publications related to their teaching. SoTL refers to any material, product or resource developed to fulfill a specific educational purpose that has been successfully peer-reviewed and subsequently made public through appropriate dissemination for use by others. SoTL is also a valuable tool in the promotion process. Through this program, faculty identify, map and discuss their teaching activities and products; assess the extent to which they are publishable and their readiness for publication; and explore venues for publication. By the end of the program, faculty begin preparing for publication submission and peer review. They leave the program

either with work completed or a plan for next steps.

The Innovations in Teaching and Technology User Group, an interprofessional collaboration between the OFA, Academic Computing in Information Services and the Library, evolved from faculty and staff seeking to enrich teaching in collaboration with colleagues. In its second year, it represents the only collaborative campus forum of designers, educators, technologists, librarians and faculty coming together to enhance teaching with technology. Designed around participant requests, sessions provide ongoing assessment of needs and opportunities for continuing innovation. They have heightened awareness of the intricacies of teaching with technology and established a



James Chesebro, MD, and Ted Peskin, MD, participate in one of the faculty luncheons held at UMass Memorial Medical Center Memorial Campus in May.

process to move participants' work toward the scholarship of teaching and learning as described above.

The OFA has increased its programming for faculty on the **Memorial Campus**, which was initiated in 2003. This spring, OFA offered nine workshops and two luncheons for faculty and looks forward to continuing these offerings during the coming academic year.

A **Faculty Development Advisory Council**, established at the start

of this academic year, works with the OFA's director of Faculty Development Program in an advisory capacity to develop and enhance programs. Council members represent the SOM, GSBS, GSN, undergraduate and graduate medical education, instructional technology and the Library. A list of members can be found here: www.umassmed.edu/facultyadmin/developmentprograms.aspx. ■

Women in leadership and senior faculty positions

For more than a year and a half, a group of 13 women leaders representing UMass Medical School, UMass Memorial Health Care and Commonwealth Medicine have met regularly to review the numbers of women in leadership and senior faculty positions on campus. Faculty and administrative employee data were analyzed, with the support of the Office of Faculty Affairs (OFA) and Human Resources departments of all three organizations.

The group found that women fill 16 percent of senior leadership positions and 34 percent of mid-level management roles (i.e. division chiefs, program directors) and are principal investigators for 24 percent of ROI awards. The group also reviewed the literature on the recruitment, retention and advancement of women in science, academic medicine and broad professional careers. Since the late 1990s, women have earned more than 50 percent of PhDs in science and MDs awarded, both at UMMS and nationally.

Despite these numbers, a gender salary and equity report developed by the OFA revealed that only 33 percent of current UMMS faculty positions and 22 percent of tenure/tenure track positions are held by women. The data are similar to the national trend in medical

schools, as reflected in the Association of American Medical Colleges (AAMC) data: women are under-represented in academic medicine in general, and, in particular, in senior positions.

The group's analysis and findings were presented to senior leadership, who charged the Women's Faculty Leadership Group with developing recommendations for recruitment and advancement of women at UMMS and UMass Memorial. These three recommendations were endorsed by the organization's leaders:

- Commitment by senior leadership at UMMS/UMass Memorial to advancing women in leadership positions;
- Development of a diverse community of faculty leaders at all levels to serve the institution; and



Judy Ockene, PhD, MEd, and Celia Schiffer, PhD, of the Women's Faculty Leadership Group

- Creation of an administrative and financial mechanism for discrete periods of flexible employment.

The analysis and subsequent recommendations also informed the strategic planning efforts and will guide specific initiatives during the coming year. In particular, the final report will include advancing faculty diversity as a goal for all campus leaders. Both UMMS and UMass Memorial have committed funds to developing a program to support faculty for interim periods when family and personal commitments conflict with professional roles. A broader group will develop guidelines for this program in the next six months. ■

2008 Women's Faculty Awards

Outstanding Community Service Award

Jean King, PhD, professor of psychiatry

Sarah Stone Excellence in Education Award

Judith Savageau, MPH, assistant professor of family medicine & community health

Women in Science and Health Achievement Award

Jane Lian, PhD, professor of cell biology
Janet Stein, PhD, professor of cell biology

Excellence in Clinical Services Award

Gertrude Manchester, MD, clinical associate professor of medicine
Paulette Seymour Route, PhD, dean of the Graduate School of Nursing

Outstanding Mentor Award

C. Robert Matthews, PhD, the *Arthur F. and Helen P. Koskinas Professor* and chair of biochemistry & molecular pharmacology

focus Office of Faculty Affairs

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