

VPFA Update for Executive Council

May 16, 2024

Mary Ahn, MD
Vice Provost for Faculty Affairs
Professor of Psychiatry and Pediatrics



**Provost Terence
Flotte
pledges Salary Equity
for ALL school-
employed faculty at
first hire out of
training**



Pledge to Center for Women in Academic Medicine and Science, cwams.org





Junior Faculty Development Program

2024 Cohort

Graduation- May 16

2025 Cohort

Applications opened May 1

Due 6/17/24

Information Sessions- May 8 (4-5pm) & May 10
(12-1pm)

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School of Medicine





Women's Faculty Committee Awards Ceremony

May 23, 2024

11:00am-1:00pm (Zoom option begins 11:30)

- 1. SARAH STONE EXCELLENCE IN EDUCATION AWARD**
- 2. SCIENCE AND HEALTH ACHIEVEMENTS AWARD**
- 3. EARLY CAREER ACHIEVEMENT IN SCIENCE AND HEALTH AWARD**
- 4. EXCELLENCE IN CLINICAL SERVICE AWARD**
- 5. OUTSTANDING MENTORING AWARD**
- 6. OUTSTANDING COMMUNITY SERVICE AWARD**
- 7. CASSEL FACULTY SCHOLAR AWARD**

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JFDP application cycle opened May 1

Application requires:

- description of project to be undertaken during the program
- leadership statement
- Letter of Support from the Chair or Division Chief



<https://www.umassmed.edu/ofa/development/JFDP>

What is the Junior Faculty Development Program?

Jennifer Reidy, MD, Pranoti Mandrekar, PhD, Emily Green, PhD, MA

An **intensive, longitudinal** professional development program tailored to junior faculty and designed to facilitate their success in academic medicine.

A **foundational** educational experience that will benefit all UMass Chan junior faculty:

- clinician scientists
- basic scientists
- clinician educators
- tenure & non-tenure track faculty

Goals for the JFDP:

- 1 Promote the **development** and **advancement** of junior faculty through a program tailored to their early career needs
- 2 Nurture and cultivate junior faculty to become the next generation of **academic leaders**
- 3 Support the **retention** of our faculty talent through opportunities to build and expand professional skills

JFDP by the numbers:

266 graduates since 2011

2020 comparison of JFDP graduates to non-participants appointed at the same time:

- JFDP graduates **promoted at >twice the rate**
(65% vs. 30%)
- JFDP graduates **retained at higher rate**
(80% vs. 55%)

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ChatGPT in Nursing & Medical Education: What's the Buzz About?

May 21 | 12:00-1:00pm

Presenters: Andrea Delaney & Ricardo Poza



Beyond Kern's 6 Steps: Curricular Design for the Advanced Educator

June 25 | 12:00-1:00pm

Presenter: Guy Carmelli



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