

Neuro News

The latest news from the Department of Neurology

March 2022

Spring is finally here and life seems to be returning to a more normal situation. We were delighted by the results of the recent match which saw every UMass opening filled. In neurology, we were fortunate to match 8 outstanding candidates (please see pictures below) including 2 graduates from UMass. Training the next generation of physicians in neurological care is one of our core missions. Many new subspecialties in neurology are emerging including neurorehabilitation and neuropalliative care. The interest in brain health and function continues to grow and many new exciting discoveries from our scientists are advancing potential therapies. There are ongoing translational studies at UMass spanning rare childhood disorders to neurodegenerative conditions in later life [(e.g. amyotrophic lateral sclerosis (ALS), facioscapulohumeral muscular dystrophy (FSHD), frontotemporal dementia (FTD)]. Our clinical services also continue to grow with the creation of a headache program and a neurorehabilitation program in the near future. Wishing everyone a happy and healthy spring.

Thanks,

Brian

Dr. Brian Silver, MD

Interim Chair, Department of Neurology

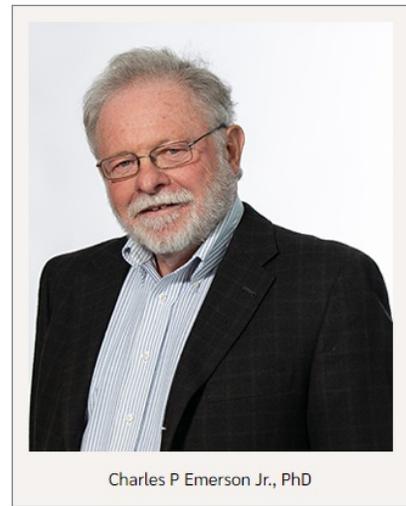
IN THE NEWS

Muscle stem cell technology developed at UMass Chan prelude to new muscular dystrophy therapeutics

Scientists at UMass Chan Medical School have developed a technology to isolate human skeletal muscle stem cells, or progenitor cells, from induced pluripotent stem cells (iPSCs). Christened iMyoblasts in an [eLife](#) paper by corresponding investigator Charles

P Emerson Jr., PhD, these patient-derived muscle stem cells enable researchers to pursue laboratory investigations into the earliest impacts of disease-causing mutations on muscle formation and function.

Patient-derived stem cells, such as iMyoblasts, are a core foundation for preclinical laboratory models for many known human muscular dystrophies. iMyoblast technology has the power to advance gene therapy for human muscular dystrophies—using strategies including RNA silencing, DNA editing and stem cell therapy—for clinical applications.



Charles P Emerson Jr., PhD

Read
More

Motor neuron toxin associated with ALS identified by UMass Chan investigators



Robert H. Brown Jr., DPhil, MD and Brigitte van Zundert, PhD

An international team of investigators has discovered that an inorganic polyphosphate released by nerve cells known as astrocytes in people with amyotrophic lateral sclerosis (ALS) and frontotemporal dementia (FTD) contributes to the motor neuron death that is the signature of these diseases. The research, by Brigitte van Zundert, PhD, adjunct professor of neurology at UMass Chan and professor at the Universidad Andres Bello in Chile; Robert H. Brown Jr., DPhil, MD, professor of neurology, and colleagues [appears this week in *Neuron*](#).

“We are encouraged by these early results,” said Dr. Brown, the Leo P. and Theresa M. LaChance Chair in Medical Research. “These findings provide an entirely new perspective on ALS pathogenesis, raising exciting hypotheses and possibilities both for disease biomarkers and for therapeutic targets.”

[Read More](#)

IN RECOGNITION



Ika Noviawaty, MD
Associate Professor

Dr. Noviawaty promoted

On March 15, 2022, Dr. Noviawaty was promoted to Associate Professor, non-tenure track, in the Department of Neurology in TH Chan School of Medicine.

Promotion is dependent on professional academic achievement and is an honor within our institution. Dr. Noviawaty proved to have an established record of scholarly activity. She has provided outstanding service to the department, TH Chan School of Medicine and the community. She has also contributed considerably to the Medical School's education mission.

Congratulations Dr. Noviawaty!

[Read More](#)

WELCOME TO NEUROLOGY

The New Neurology Residents Class for 2022-2023



Hussein Antar
UMass Chan Medical
School



Crista Carty
University of Connecticut
School of Medicine



Fabiola De Varona-Colon
University of Puerto Rico
School of Medicine



Kajol Doshi
Albany Medical College



Daniel Kushigian
Tufts University
School of Medicine



Nidhi Patel
Drexel University
College of Medicine



Nolan Shen
UMass Chan Medical
School



Kayle Stewart
Jacobs School of Medicine
and Biomedical Sciences
at the University of Buffalo

The following new employees were recently hired in the Neurology Department.

- Linda Addaquay, was hired as a new technician in Neurodiagnostics
- Michelle Tzikas was hired as a new registered technologist in Neurodiagnostics
- Samantha Shurick was hired as a new MS RN navigator in the Multiple Sclerosis Center
- Talia Piver-Duda was hired as a new MS social worker in the Multiple Sclerosis Center
- Chelsey Sundeen was hired as the new ambulatory clinic supervisor
- David DeMarzio was hired as the new Neurology fellowship coordinator

Welcome to the team!

UMASS CHAN UPDATES

Campus Shuttles Returning to Full Capacity

As a result of a sustained downward trend in the COVID positivity rate, the campus shuttles will be returning to full capacity beginning Monday, March 21.

Masks will continue to be required on the shuttles .

Infection Control will continue to monitor COVID positivity rates to determine if changes to shuttle capacity need to be made in the future.

New COVID-19 Masking and Testing Guidance

For two years, we have anticipated a time when we would, based upon the public health and scientific data relative to COVID-19 infections, be able to lift most of the pandemic-related restrictions at UMass Chan. We have now reached the point at which it is reasonable to transition to what state health and education officials deem “near normal” conditions, which allow for us to continue to advance our work and learning while

maintaining a safe, flexible and effective learning and working environment. **Updated guidance** from the CDC last week provides the basis for changes to our campus practices, including changes to masking and testing requirements.

The COVID-19 vaccine requirement will remain in place at UMass Chan. However, our masking and surveillance testing requirements are being discontinued. Specifically:

Masking

Effective March 1, masks are optional indoors in medical school buildings for everyone who is fully vaccinated. Anyone with an approved medical or religious exemption from the COVID-19 vaccine requirement must continue to wear a surgical mask, covering your mouth and nose, at all times while indoors.

Masking is recommended for **people with certain medical conditions** that put them at high risk, and for anyone who lives with others who may be at high risk.

Importantly, the mask mandate at UMass Memorial and other clinical facilities remains in effect and it is imperative that all staff and students continue to obey facility-specific rules. Residents and fellows should seek direction from their program directors.

COVID-19 Surveillance Testing

Effective March 1, surveillance testing for anyone coming to campus one day a week or more is optional. All UMass Chan surveillance testing sites, including the testing center in the Faculty Conference Room, will close after March 11.

If you have COVID-19 symptoms or test positive, do not come to campus and call Employee Health Services (508-793-6400) or Student Health Services (508-334-2818) for further instructions. See the attached document for additional information.

All other COVID-19 restrictions are discontinued, including gathering, visitor, food and travel restrictions detailed in the Feb. 7 memo. Please be advised that visitors and vendors to campus must continue to be registered in the **SV3 visitor management system**

In closing, it is critical that we maintain high standards of courtesy, civility, and respect for others throughout our campus community. This entails understanding that our individual efforts impact the safety of all, and that even if your own risk of COVID-19 infection is low, we cannot tell by looking at someone if they are immunocompromised and perhaps at higher risk of disease or may have suffered personal loss or trauma due to the pandemic.

We will continue to be guided by the science and will review all COVID-19 protocols as needed. The latest information is available at <https://umassmed.edu/coronavirus/>. In addition, everyone is invited to join the upcoming UMass Chan Town Hall, on March 1 at 1 p.m. for more information about COVID-19 guidance and other important campus initiatives.

New ID badges for everyone at UMass Chan Medical School:

UMass Chan is initiating the process of issuing new ID badges to all employees, residents and students. The new badges reflect our new name and will help improve campus security.

Employees in each department will be notified when it is their turn to schedule an appointment to visit the UMass Chan Parking Office, located in the Michaelson Conference Room on the first level of the Lazare Research Building. Walk-ins cannot be accommodated. Each appointment is expected to take 10 minutes or less, and will consist of four steps:

- A new ID photo will be taken;
- Employees will be asked to update their information (address, phone, and their vehicle's make,

- model and license plate number);
- The old ID badge will be surrendered to the Parking Office, deactivated, and recycled; and
- A new ID badge will be issued.

Employees who are working remotely may wait until they return to campus to schedule an appointment for a new badge.

Employees located at South Street have the option of scheduling an appointment at the University campus Parking Office, as detailed above, or they may choose to send an email to parking@umassmed.edu with a new photo and the requested information (address, phone and vehicle information). New badges will then be produced and delivered on a weekly basis to the South Street campus, where employees may turn in their old badges and obtain their new badges by visiting the security desk located in the main lobby. Employees based at South Street should not email the Parking Office until they receive an email prompting them to do so.

We anticipate this project will take several months and appreciate your patience and cooperation.

UMASS MEMORIAL HEALTH UPDATES

Supporting Ukraine and Our Caregivers

As Russian forces continue their brutal attack on Ukraine – forcing millions of Ukrainian refugees to flee their homes for safety in neighboring nations – our UMass Memorial Health caregivers are doing what caregivers do: find ways to help.

At UMass Memorial Medical Center, an effort led by John Broach, MD, MPH, MBA, FACEP, Director, Emergency Medicine, with UMass Chan Medical Student Paramesh Karandikar and the Medical School's chapter of Stop the Bleed and its Crisis and Emergency Preparedness Committee, is underway. Needed medical supplies are being gathered to be shipped next week to Ukraine through Razom for Ukraine, a nonprofit organization dedicated to supporting the people of Ukraine. Supplies include personal protective equipment; wound dressings and suture materials; infusion, hemostatic and anesthetic materials; operating room supplies and medications; lab and diagnostic equipment; generators and more. Similar efforts are being organized at UMass Memorial Health – Harrington with its medical supply company, Claflin, to gather and provide thousands of emergency medical and surgical supplies including bandages and other wound care materials, IV catheters, masks, tourniquets and more. Additionally, last week Gwyn Gable, a Harrington caregiver with Ukrainian family, arranged for two dozen cases of maximum barrier kits to be flown to Poland and driven to the border. That's just the start. We will continue to bring you information about more efforts as they mobilize.

How to Help: Trusted Relief Organizations to Support Ukraine

When there's a need, our caregivers are compelled to step up to help. For the many UMass Memorial Health caregivers who have expressed interest in supporting the people of Ukraine, we have identified the following trusted relief funds and organizations.

- **Save the Children – Ukrainian Crisis Relief Fund** This London-based organization is currently working in refugee camps in Poland and Romania distributing food, water and hygiene kits to refugees arriving at the Romania-Ukraine border and in reception centers. Their Child Protection services include targeted support for unaccompanied and separated children, psychosocial support and access to legal services. Learn more about the **Save the Children – Ukrainian Crisis Relief Fund**
- **International Committee for the Red Cross**: Working closely with the Ukrainian Red Cross Society, this Switzerland-based organization provides: emergency assistance such as food, water and other essential items; support for hospitals and primary health care facilities with medical equipment and emergency preparedness; repair of water stations/damaged homes; and reunification of families separated by the conflict. Learn more about the **International Committee for the Red Cross**.
- **Médecins Sans Frontières/Doctors Without Borders**: Based in Switzerland, Doctors without

Borders is mobilizing to set up emergency response activities with teams in eastern Europe. They are working as emergency response, providing surgical care, emergency medicine and mental health support for displaced people. In addition, they are shipping surgical kits, trauma kits and basic necessities for intensive care units, emergency rooms and surgical operating theaters for use in hospitals in Kyiv and for distribution to other towns further east.

How to Support Our Caregivers

As the heartbreaking news and images of violence and destruction continue to come out of Ukraine, this is a difficult time for many of our caregivers, especially those from Ukraine, Russia or other European nations. Please take this opportunity to care for each other, lean on each other and take advantage of **resources** that are available to help. In addition, our Optum Employee Assistance Program offers the following that may be helpful to you:

- Employee Assistance Program: 866-263-3525
- **[Optum Ukraine Unrest Handout](#)**
- **[Optum Disaster Planning and Recovery Pre-recorded Webinars](#)**
- **[Optum Disaster Planning and Recovery Articles](#)**

We sincerely hope we see an end to this senseless violence soon. Until then, we appreciate all you do to extend a helping hand to those impacted by this crisis abroad and here at home. Stay informed of the latest information on how to help, resources and support services on the new **[Ukraine Support and Resources Hub page](#)**

Relaxation of COVID Safety Protocols and COVID-19 Boosters

Now that the number of COVID-19 cases have declined significantly, I have some good news to share about relaxing some of our COVID safety protocols and policies, based on the latest guidance from the Massachusetts Department of Public Health (DPH).

Masks Optional in Non-Clinical Areas: Any clinical or non-clinical caregiver who has completed their initial COVID vaccination course may remove their masks if they feel comfortable doing so in any non-clinical area that is restricted from patient access. Below are some examples of non-clinical areas in which it is ok to take off your mask and examples of patient-accessible areas where masks are still required. This is great news and another sign that we are resuming almost-normal operations. I do, however, want to emphasize that taking off your mask is optional. If you feel more comfortable (and safe) keeping your mask on, please do so. These masks have become such an important part of our lives these last two years – almost like an article of clothing you put on in the morning – so some may prefer to continue wearing them. Those who choose to go maskless, please respect your colleague's choice to wear a mask. And for any caregiver who is immunocompromised or has family/household members who are, please feel free to continue wearing your mask as there still is some evidence of COVID-19 still circulating in the community.

Unvaccinated Caregivers with Medical or Religious Exemptions: For any caregiver who is exempted from the COVID-19 vaccine requirement and are on accommodations, they must still wear their N95 mask at all times, unless they are alone in a room with the door closed.

Social Distancing: Maintaining six feet of social distancing is no longer required. However, we still encourage all clinical and non-clinical staff to maintain social distancing through the environmental controls we've put in place, such as plexiglass barriers, and wall and floor signage.

Eating: In any non-clinical area that is restricted from patient access, such as an employee break room, or a resident conference room, there is no social distancing requirement when vaccinated caregivers are eating. Unvaccinated caregivers who are on accommodations still must eat alone. Areas that are patient-accessible, like the main hospital cafeterias, still require social distancing.

Eye Protection: Clinical staff no longer need to wear eye protection for all patient care encounters. Only those

who are caring for a COVID-19 positive patient, a Patient Under Investigation or a patient undergoing an aerosol generating procedure must wear eye protection.

Visitors, Vendors and Guests: Each of our system entity hospitals have revised their patient visitor policies, so please continue to abide by these policies for patient visits. All patient visitors must remain masked at all times. Vendors or guests visiting non-clinical areas are required to be vaccinated, so masks are optional for them.

Employee Self-Reporting (ESR) Tool: Even though we are relaxing some of our COVID safety protocols, all caregivers are still required to use the ESR tool daily to report their symptom status. This is still a requirement dictated by DPH.

Non-Clinical Areas Where Vaccinated Staff May Take Off Masks: These are areas that patients/families do not have access to enter

- Break rooms
- Kitchens
- Staff conference rooms
- Administrative areas in which patients/families are restricted from entering
- Buildings or floors that are limited to Administrative/Corporate Services staff

Hospital Areas Where All Staff Must Continue Wearing Masks: These are non-clinical areas in our hospital settings that patients/families still may enter

- Hallways
- Lobbies
- Clinics
- Cafeterias
- Elevators
- Stairwells

Revised Policy: An updated Personal Protective Equipment Policy will be posted on the Hub in the near future.

COVID-19 Booster Vaccinations: While we still encourage all of our caregivers to receive the COVID-19 booster as soon as they are eligible to do so, we are not requiring the booster at this time. However, we may change to the COVID-19 booster being a condition of employment under one of these circumstances:

- If Centers for Medicaid and Medicare Services (CMS) require health care organizations to do so (as they did with the initial vaccine)
- If an updated booster vaccine becomes available
- If another COVID-19 surge is likely to occur in our region

In Closing: I sincerely hope we can keep these COVID-19 safety protocols relaxed as they allow us to have some level of pre-COVID normalcy. But if we see an increase in COVID-19 spreading in our region and DPH changes back to restrictive guidance, we will need to go back to PPE requirements. In the meantime, please enjoy these small glimpses of freedom as we welcome the spring-like weather.

Please Submit Your COVID-19 Booster Status

To better understand the need for more booster clinics and to comply with a federal regulation that requires us to document and report on the booster status of all health care workers, we are asking all caregivers who received a booster shot outside of UMass Memorial Health to submit appropriate documentation. Please submit a picture of your vaccination card to the following inbox, depending on the entity where you work:

Entity	Email

Medical Center, Medical Group, Division 40	employee_health_covid-19_mailbox@umassmemorial.org
Community Healthlink	chlemployeehealth@communityhealthlink.org
HealthAlliance-Clinton Hospital	HA-C_EmployeeHealthServices@umassmemorial.org
Marlborough Hospital	medworks@umassmemorial.org

In the next few days, this message will be translated into Albanian, Portuguese, Spanish and Twi. You will be able to find those translations on [the Hub](#) soon.

Updated Mask Guidance:

The CDC updated its guidance on mask and respirator use ([Types of Masks and Respirators | CDC](#)) on January 14, 2022. Based on this guidance, caregivers may choose to wear an N95 instead of a procedure/surgical mask according to our [PPE policy](#). If a caregiver chooses to wear an N95 voluntarily, **you must read the following guidance from OSHA on voluntary use**. Please note that this does not mean that the use of a surgical mask is unsafe. Please refer to the Hub for advice on how to ensure a **well-fitting mask**. If a caregiver chooses to use an N95, please adhere to the following:

- Caregivers should adhere to extended use of the N95 – this means that they should use one N95 mask per day.
- You should replace your N95 if it becomes damaged or soiled.
- You may use your N95 as extended use across multiple patient encounters. For caregivers caring for multiple PUI or COVID-19 positive patients, we recommended extended use of N95 with or without a surgical mask over the N95. Please note gloves and gown must be exchanged after each patient encounter. For caregivers seeing a single patient on PUI or COVID-19 positive patients, we recommend that you obtain a new respirator after the patient encounter.
- Unless you have been instructed to get fit-tested, you do not need a medical clearance or fit testing prior to using an N95 for general use. If you need further instructions on donning an N95, please see the tip sheet [2010-133.pdf \(cdc.gov\)](#) and video [Respirator Safety - YouTube](#).
- Both medical clearance and fit-testing is required for use of an N95 respirator to provide care to a patient who is on Airborne/Strict Airborne precautions or is having an aerosol generating procedure done. You must obtain a new respirator after each patient encounter.
- Caregivers should obtain an N95 in their work area. If an area does not have N95 respirators, they can be ordered through PMM.

In accordance with DPH guidance, caregivers may NOT use KN95 in the healthcare setting. Regardless of whether a caregiver uses a surgical mask or N95, everyone should remember the following:

- As with all guidance, this is subject to change pending evolving guidance and our internal supply levels.
- Eye protection is still paramount to decreasing the risk of transmission of COVID-19. They should be used for all patient encounters.
- Eating and drinking with others remains one of the highest risk activities for transmitting COVID-19.
- Social distancing is still important and protective.
- Visitors wearing an N95 or KN95 may be directed to wear the UMMH-supplied surgical mask over their own mask.

NOW HIRING

The Neurology Department is hiring. We're offering a \$2,000 sign on bonus for all positions. Click the links below to apply and share.

- [Research Scientist, Sr.](#)
- [Research Associate](#)
- [Research Associate I](#)

We are seeking a highly motivated and goal-oriented individual to join our gene therapy lab in learning and working with cutting edge vector research and development to treat neurodegenerative diseases affecting children and adults. The candidate, under the direction of Dr. Miguel Sena-Esteves, and working as part of the Li Weibo Institute for Rare Diseases Research and the Horae Gene Therapy Center, will be working to develop gene editing methods to inactivate or correct the disease-causing version of the genes at the DNA level. Our lab is currently researching Neurofibromatosis type I, GNAO1, TNNT1 nemaline myopathy, as well as Dravet Syndrome and Diffuse intrinsic pontine gliomas, among others. The Research Associate will work closely and interact with other lab members to design and execute in-vitro and in-vivo experiments testing the toxicity and biodistribution of new vectors. The ideal candidate will have a strong background in molecular biology, including PCR, Western Blots, and tissue culture, as well as have strong record keeping and organizational skills.

DIVERSITY & INCLUSION NEWS

LISTEN: Marlina Duncan on how community can work together on diversity, equity, inclusion



Marlina Duncan, EdD, vice chancellor for diversity and inclusion, explains the ways in which her office is working to put diversity, equity and inclusion into practice across UMass Chan Medical School in a new [Voices of UMass Chan](#) podcast.

“I love to be in positions where I can have the power to allow folks to try, without that fear of failure, or failing forward,” Dr. Duncan said. “I think unfortunately, for so many marginalized communities, that’s the burden that we carry. ‘If I am not excellent at this, if I am not the best at this, I shouldn’t go for it.’”

[Listen Here](#)

Jorge Sanchez, MEd, named inaugural program director of diversity and inclusion at Commonwealth Medicine



Commonwealth Medicine at UMass Chan Medical School is pleased to announce Jorge Sanchez, MEd, has been named the inaugural program director of diversity and inclusion.

In this newly created position, Sanchez will provide vision and leadership to effectively integrate diversity, equity and inclusion (DEI) into the strategic planning process for Commonwealth Medicine and contribute to the efforts that will ensure the organization meets the DEI goals and milestones within UMass Chan's IMPACT 2025 strategic plan.

"Jorge has been a driving force behind our commitment to DEI," said Commonwealth Medicine's Executive Vice Chancellor Lisa M. Colombo,

DNP, MHA, RN. "Over the years, as co-chair of Commonwealth Medicine's Cultural Diversity Committee, he has helped solidify our investment and approach to integrate DEI across the organization. I know his new role will provide the opportunity to engage and educate an even wider audience and impact our UMass Chan community at large."

[Read More](#)

Diversity & Inclusion Events

Foundations workshops at UMass Chan

UMass Chan Medical School is committed to creating an inclusive and equitable learning and work environment. The Diversity and Inclusion Office's training program conducts high-impact diversity, equity and inclusion workshops that utilize innovative instructional design to support DEI professional development and capacity-building efforts across UMass Chan Medical School. The foundations workshops are intended for staff, faculty and learners of all levels to provide a foundation in DEI to support building more advanced skills.

Equitable and Inclusive Search Processes

In this workshop you will learn to identify how unconscious bias and groupthink may impact search processes, describe at least three ways to mitigate bias within the recruitment cycle, and apply standardized interview questions and holistic review to promote inclusion.

March 28, 12:30 p.m.

[Register](#)

Inclusive Communication: The Language of Belonging

In this interactive virtual workshop, we will review common terminology and concepts used in diversity, equity and inclusion efforts and examine how we can promote inclusion and belonging through intentional language and communication.

April 5, noon
[Register](#)

Register for any 2022
workshops



CAMPUS LEARNING

Professional Staff Development: Realize Your Full Potential at UMass Chan

Human Resources is excited to launch new UMass Chan "Professional Development" courses titled **"Preparing for Your Performance Appraisal," "Building Star Power at UMass Chan" and "Kicking Your Work Performance to the Next Level."**

See details below of our upcoming course offerings in the Professional Staff Development series and access course registrations to enroll today!



Preparing for Your Performance Appraisal

In this 60-minute seminar, you will gain a better understanding of the following:

- Ways to have an effective and engaging evaluation;
- Understand key elements that contribute to an effective performance appraisal;
- How to address difficult conversations that may occur during the performance appraisal.



Building Star Power at UMass Chan

In this session, you will develop an understanding of the following:

- Key attributes and qualities required on the road to Stardom
- The positive impact of achieving stardom status
- Strategies to turn your boss into your biggest advocate
- Method to move from a "can do, will do" person
- Way to become a Swiss Army Knife

Audience: UMass Chan employees

Venue: Live Zoom meeting

Instructor:

Jeffrey L. Carson

Assistant Vice Chancellor

Human Resources Administration

Register



Seminar Quiz: We would like to invite you to take a brief quiz. Before you attend the Building Star Power at UMass Chan live Zoom seminar, we would like to know more about you. We will discuss the aggregate data at the live Zoom session. **Click here to access the course quiz.**

Audience: UMass Chan employees

Venue: Live Zoom meeting

Instructor:

Brenda Jack, LL.M., Ph.D.

HR Training Manager / Instructor

HR Learning & Development

Register

Kicking Your Work Performance to the Next Level

In this session, you will :

- Explore practical approaches to analyze problem areas, develop creative solutions, and create change to propel your performance up to the next level;
- Participate in case studies and real-life examples to transform from good to great;
- Gain a better understanding of the inhibitors to effective work performance, the change model for improving work performance, and the benefits of being a top-notch performer.

Audience: UMass Chan employees

Venue: Live Zoom meeting

Instructor:

Brenda Jack, LL.M., Ph.D.

HR Training Manager / Instructor

HR Learning & Development

Register

Professional Staff Development Program



The Professional Staff Development Program launched in January as an instructor-led comprehensive professional development experience is designed specifically for UMass Chan staff.

The series is part of the investment in a staff member's future at UMass Chan by providing opportunities for professional development in and beyond their current role and job description. The courses and activities offered can improve specific skills, enrich the work experience, increase job satisfaction and/or stimulate individual career progress.

The new professional development courses below were rolled out in January with new ones to be added each month:

- Building Star Power at UMass Chan
- Effective Self-Management

New professional development courses for February and March are:

- Competency Model: Application of the UMass Chan Core Competencies
- Emotional Intelligence
- Kicking your Work Performance to the Next Level
- Preparing for Your Annual Performance Review
- Replacing Conflict with Collaboration

Learn More

See the "Professional Staff" buttons below to access the program website and calendar to begin today!

Click here to access the "Professional Staff"
website

Click here to access the "Professional Staff"
calendar

For Managers

Manage and Lead at UMass Chan Program

The person most influential in the motivation and engagement of the members of each UMass Chan department is its Team

Leader/Manager. “Manage and Lead at UMass Chan” is an intensive multi-tiered training program with four training modules that are taught by UMass Chan subject matter experts:



- **HIRE** - Creating Functional Competency Based Job Descriptions, The UMass Chan Full Cycle Recruiting & Hiring Process, Diversity in Hiring, Behavioral & Competency Based Interviewing, The Key to Effective Departmental Onboarding and Retaining New Staff, Compensation Philosophy & Practice
- **COMPLY** - Legal and Compliance Issues, Understanding FMLA, PFMLA, ADA, etc., Overview of Visa Categories and Working with Immigration Services, Labor Relations for Managers
- **MANAGE** - Managing Your Team's Stress, Managing the Team to Goals, Understand Employee Turnover and Talent Retention, Review the Succession Planning Process, Change Management, Staff Professional Development, Conflict Management, Diversity, Equity and Inclusion, Employee Relations, Office of Well-Being
- **DEVELOP** - Coaching, Developing, Motivating, Communicating and Leading Employees, Emotional Intelligence, Inspirational Leadership

Courses

There are 17 core courses that are offered on a monthly and quarterly basis.

- Change Management
- Coaching for Problem Solving Using the A3 Methodology
- Compensation Structure and Practice (Offered Quarterly)
- Crucial Conversation
- Employee Relations (Offered Quarterly)
- Employee Turnover and Talent Retention
- Fair, Square and Legal Interview (Offered Quarterly)
- Flex the Mindset
- Fully Cycle Recruitment and Hiring
- Immigration Services (Offered Quarterly)
- Innovation Stations: Empowering Employee Innovation Through an Idea Sharing System

System

- Labor Relations (Offered Quarterly)
- Office of Well-Being / Wellness Program & Employee Assistance Program
- Staff Professional Development
- Strategic Alignment: Enabling your Employees to Impact the Organization's Strategic Priorities

Strategic Priorities

- Succession Planning
- Visualizing Data: Transforming Information into Insight

Program Enrollment

Since November 2021, enrollment in the Manage and Lead program is as follows:

- 187 managers have participated in the program
- 75 managers in the pipeline to attend sessions in the coming weeks

Learn More

Learn more and access the Manage and Lead program website below!

[Click here to access the Manage and Lead Website](#)



New Manager Onboarding Program

The relationship with an employee's direct manager is one of the most critical factors in motivation, success, and engagement. To assist our UMass Chan leaders and managers in providing inspirational leadership; promoting equity, diversity, and inclusion; and empowering and growing their employees, the HR L&D Team launched a new competency-based learning experience. Launch on

October 4, 2021; the learning experience is primarily for first-time and newly hired UMass Chan leaders and managers aligned with the People Strategy.

Key UMass Chan subject matter experts from HR, Payroll and Budget, Diversity Equity and Inclusion, IT and the Office of Well-Being worked to develop the program for new managers that focuses on:

- the required skills, competencies and knowledge necessary to be an inspirational leader
- an overview of UMass Chan policies and practices to ensure a smooth transition into their new role
- an understanding of our workplace and organizational culture
- the expectation that they will assist us in driving diversity and fostering an inclusive environment
- their role in promoting civility, respect, justice and equity and empowering and developing their staff

Individuals in the role of manager for the first time in their career will also take the 3-part "First Time Manager Essentials" course. This course focuses on topics such as "Buddy to Boss," communication skills, delegation, setting expectations, emotional intelligence, and others. All sessions are offered live monthly via zoom and will also be in person at a date to be announced.

Sixteen (16) courses are offered monthly. Click on the "New Manager Onboarding course descriptions" button below to see a course topic list, course descriptions, and instructors. Click on the "New Manager Onboarding website" button below to learn more about the program structure.

Program Enrollment

Since October 2021, enrollment in the New Manager Onboarding program is as follows:

- 55 managers have participated in the program
- 27 managers in the pipeline to attend sessions in the coming weeks

Learn More

Learn more and access the New Manager Onboarding program website below!

[Click here to access the "New Manager Onboarding" website](#)

[Click here to access the "New Manager Onboarding" course descriptions](#)

Faculty Quality Collaboration Session - Open Opportunity

Please contact Mitchell Gitkind at mitchell.gitkind@umassmemorial.org if you are looking for yellow belt level training and are interested in joining the Faculty Quality Collaborative Session on April 1, 2022.

LET'S GET SOCIAL

The UMass Chan Neurology Department is getting social. Take a moment and like our page on Facebook and follow us on Twitter and Instagram. Stay on top of the latest neurology news and click the links below.



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UMass Medical School - Department of Neurology

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