Office of Faculty Affairs

Annual Report AY23
Message from the Vice Provost for Faculty Affairs

Dear Colleagues,

Greetings from the Office of Faculty Affairs (OFA)! Our team is pleased to present to you our annual report for 2022-2023, highlighting the amazing people that make up our UMass Chan faculty community.

When I assumed the role of Vice Provost for Faculty Affairs in May 2021 in the midst of the COVID pandemic, the OFA was down to primarily essential functions. With the support of Provost Flotte and Chancellor Collins, I saw the potential for OFA to be revitalized into the high functioning office it is today, and to create a unified strategy and ecosystem around how we support our faculty. As a faculty member since 2009, I have been the recipient of wonderful resources not only from OFA sponsored programs, but also from other faculty-facing offices within UMass Chan, my department (Psychiatry), our major clinical partner, UMass Memorial Health and other external resources. This takes time and effort to inventory the multiple pools of resources available to faculty here. For a busy faculty member, it is important that resources are presented in an integrated and informed way. Therefore, OFA strives to be the major HUB to evaluate and drive resources that support our diverse faculty. Only by creating strong partnerships with the Diversity and Inclusion Office, Human Resources, Office of Health Equity, the Clinician Experience Office, our departments and beyond can we achieve this aim to serve our faculty.

In this report, you will see highlights from the past year:

1. Faculty recruitment
2. Gender equity data
3. Faculty recognition and honors
4. Faculty consultations offered by OFA
5. Faculty professional development offered by OFA

UMass Chan is a special place due to collaborative and talented people like YOU. I look forward to seeing our faculty continue to grow professionally AND personally, and to be an integral part of fostering support for each and every member of our diverse community.

OFA is here for YOU. Please let us know how we’re doing as we strive towards Advancing Together! In the next academic year, Dr. Green and I plan to meet with your departmental faculty groups to continue to hear ideas and feedback. Don’t hesitate to reach out to us at any time.

Best wishes,

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

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

Emily Green, PhD, MA
Associate Vice Provost for Faculty Development
Associate Professor of Psychiatry

Jennifer Reidy, MD, MS, FAAHPM
Director, Junior Faculty Development Program
Associate Professor of Family Medicine & Community Health and Medicine

Pranoti Mandrekar, PhD, FAASLD
Co-Director, Junior Faculty Development Program
Professor of Medicine

Eileen O’Brien, MA, CAGS, LSW
Academic Administrative Manager III

Gennette Ludovico
Senior Academic Personnel Specialist

Margie Rodriguez
Executive Assistant to the Vice Provost

Carrie Wambach
Academic Personnel Specialist
The Office of Faculty Affairs has oversight of the records of all of our UMass Chan faculty.

OFA also oversees faculty governance which includes support of the Faculty and Executive Councils, and implementation of the Academic Personnel Policy and Annual Performance Review process. Each year the OFA facilitates other types of review processes and reports as well.

**Department Reviews**

The Academic Quality Assessment and Development (AQAD) is an external review process for assessing the core academic functions of each department or program at the university, including teaching and learning; research, professional, and creative activity; and public service and academic outreach. The AQAD review provides a rigorous quality assessment, identifying strengths and targeting areas for growth and development.

The Office of Faculty Affairs facilitates the review of each UMass Chan department every 5-7 years. In AY23, the reviews included the Program in Bioinformatics and Integrative Biology, the department of Microbiology and Physiological Systems, and the Morningside Graduate School Biomedical Sciences.

**Chancellor’s Medals**

The OFA provides administrative support and organization for the annual awarding of the Chancellor’s Medals.

The **Chancellor's Medal for Distinguished Teaching** was awarded to Susan Zweizig, MD, Professor of Obstetrics & Gynecology.

The **Chancellor's Medal for Distinguished Scholarship** was awarded to Douglas Golenbock, MD, the Neil and Margery Blacklow Chair in Infectious Diseases and Immunology, Professor of Medicine, Chief of the Division of Infectious Diseases and Immunology, and Co-Director of the Program in Innate Immunity.

The **Chancellor's Medal for Distinguished Clinical Excellence** was presented to Kathryn Edmiston, MD, Associate Professor of Medicine.

The **Chancellor's Medal for Distinguished Service** was awarded to Jill Terrien, PhD, Associate Professor of Nursing.
Faculty Fast Facts

3,549 Faculty

1,833 Employed

107 Tan Chingfen Graduate School of Nursing

3,442 TH Chan School of Medicine

1,716 Affiliate

703 Medical School only

229 UMass Chan only

901 Medical School & UMMMG

593 UMass Chan Baystate

Community & hospital practices

16% Instructor

17% Assistant Professor

16% Associate Professor

51% Professor

Tan Chingfen Graduate School of Nursing
Personnel Actions in AY23

Welcome to all our new faculty.

297 Appointments

- 14 Tan Chingfen Graduate School of Nursing
- 66 UMass Chan Baystate
- 217 T. H. Chan School of Medicine

- 47% Male
- 53% Female
- 7% Tenure Track
- 93% Non-Tenure Track

Appointments by Areas of Distinction:

- Health Care Delivery: 67%
- Education: 21%
- Investigation: 10%
- Population Health & Public Policy: 2%
Congratulations to all faculty promoted during this academic year.

8 to Assistant Professor
  4 Medicine, 1 Pathology, 2 Program in Molecular Medicine, 1 Radiology

33 to Associate Professor
  1 Emergency Medicine, 3 Family Medicine & Community Health, 3 Tan Chingfen Graduate School of Nursing, 1 Microbiology & Physiological Systems, 2 Molecular, Cell & Cancer Biology, 6 Medicine, 3 Neurology, 3 Obstetrics & Gynecology, 1 Otolaryngology, 1 Pathology, 2 Pediatrics, 2 Population & Quantitative Health Sciences, 3 Psychiatry, 2 Radiology

14 to Professor
  2 Emergency Medicine, 1 Family Medicine & Community Health, 1 Tan Chingfen Graduate School of Nursing, 3 Medicine, 1 Population & Quantitative Health Sciences, 1 Psychiatry, 3 Radiology, 1 RNA Therapeutics, 1 Surgery

Promotions by Areas of Distinction

- 64% Health Care Delivery
- 24% Education
- 22% Investigation
- 5% Population Health & Public Policy
Congratulations to our newly tenured faculty.

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<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
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<tbody>
<tr>
<td>Stefania Gallucci, MD</td>
<td>Medicine</td>
<td>Professor</td>
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<tr>
<td>Gilles Martin, PhD</td>
<td>Neurobiology</td>
<td>Associate Professor</td>
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<tr>
<td>James Munro, PhD</td>
<td>MaPS</td>
<td>Associate Professor</td>
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<tr>
<td>Jonathan Watts, MD</td>
<td>RNA Therapeutics</td>
<td>Professor</td>
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<tr>
<td>Guido Musch, MD, MBA</td>
<td>Anesthesiology</td>
<td>Professor</td>
</tr>
<tr>
<td>Read Pukkila-Worley, MD</td>
<td>Medicine</td>
<td>Associate Professor</td>
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<tr>
<td>Amy Walker, PhD</td>
<td>PMM</td>
<td>Associate Professor</td>
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Congratulations to our new Emeriti faculty.

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<tr>
<th>Name</th>
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<tr>
<td>Suzanne Cashman, DSc</td>
<td>FMCH</td>
<td>Emergency Medicine at UMass Chan- Baystate</td>
</tr>
<tr>
<td>John Stock, MD</td>
<td>Medicine</td>
<td>Dermatology</td>
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<tr>
<td>Susan Sullivan Bolyai, DNSc, MN, RN, CNS, FAAN</td>
<td>GSN</td>
<td>Medicine at UMass Chan- Baystate</td>
</tr>
<tr>
<td>Shan Lu, MD</td>
<td>Medicine</td>
<td>FMCH</td>
</tr>
<tr>
<td>Wilson Mertens, MD</td>
<td>Medicine</td>
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<tr>
<td>Timothy Mader, MD</td>
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<tr>
<td>Mary Maloney, MD</td>
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<td>Richard Brown, MD</td>
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<td>Warren Ferguson, MD</td>
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Thank you to our Personnel Action Committee members!

TH Chan School of Medicine
Romolo Gaspari, MD, PhD  
Jonathan Gerber, MD  
Madelyn Hicks, MD, FRCPsych  
Paulo Martins, MD, PhD  
Kristen Matteson, MD  
James Munro, PhD  
Lori Pbert, PhD  
Sean Ryder, PhD (Co-Chair)  
Susan Zweizig, MD (Chair)

Emergency Medicine  
Medicine  
Psychiatry  
Surgery  
Obstetrics & Gynecology  
Microbiology & Physiological Systems  
Population & Quantitative Health Sciences  
Biochemistry & Molecular Biotechnology  
Obstetrics & Gynecology

Tan Chingfen Graduate School of Nursing
Terese Aronowitz, PhD  
James Fain, PhD  
Jill Terrien, PhD

Thank you to our Tenure Committee members!

Neil Aronin, MD  
Alexei Bogdanov, PhD  
Silvia Corvera, MD  
Charles Emerson, PhD  
Patrick Emery, MD  
Rachel Gerstein, PhD  
Michelle Kelliher, PhD  
Andrei Korostolev, PhD  
Francesca Massi, PhD  
Oliver Rando, PhD  
Milagros Rosal, PhD  
Anthony Rothschild, MD  
Jeffrey Stoff, MD  
Susan Swain, PhD  
Medicine  
Radiology  
Program in Molecular Medicine  
Neurology  
Neurobiology  
Microbiology & Physiological Systems  
Molecular, Cell & Cancer Biology  
RNA Therapeutics  
Biochemistry & Molecular Biotechnology  
Biochemistry & Molecular Biotechnology  
Population & Quantitative Health Sciences  
Psychiatry  
Medicine  
Pathology
## Women Leadership

### Vice/Associate/Assistant Chancellors – 11 of 24 = 46%

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<thead>
<tr>
<th>Name</th>
<th>Title and Department</th>
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<tr>
<td>Lisa Colombo, DNP, MHA, RN</td>
<td>Executive Vice Chancellor, ForHealth Consulting</td>
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<tr>
<td>Marcy Culverwell</td>
<td>Associate Vice Chancellor, Administration &amp; Finance</td>
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<tr>
<td>Mireli Fino, MBA</td>
<td>Executive Vice Chancellor, MassBiologics</td>
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<tr>
<td>Jennifer Berryman</td>
<td>Vice Chancellor, Communications</td>
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<tr>
<td>Marline Duncan, EdD</td>
<td>Vice Chancellor, Diversity and Inclusion</td>
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<tr>
<td>Carolyn Brownawell, MBA</td>
<td>Deputy Executive Vice Chancellor, Human Resources</td>
</tr>
<tr>
<td>Lynn Hernández, PhD</td>
<td>Assistant Vice Chancellor for Diversity and Inclusion</td>
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<tr>
<td>Lisa Larson</td>
<td>Assistant Vice Chancellor for Content</td>
</tr>
<tr>
<td>Amy Mirecki</td>
<td>Assistant Vice Chancellor, Grants &amp; Contracts Administration</td>
</tr>
<tr>
<td>Patti Onorato, RN, MS, APN</td>
<td>Deputy Executive Vice Chancellor for Operations, ForHealth Consulting</td>
</tr>
<tr>
<td>Jennifer Robinson</td>
<td>Assistant Vice Chancellor for Admin/Finance/Control</td>
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### Vice Provosts – 4 of 5 = 80%

<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Department</th>
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<tbody>
<tr>
<td>Mary Ahn, MD</td>
<td>Vice Provost for Faculty Affairs</td>
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<tr>
<td>Anne Larkin, MD</td>
<td>Vice Provost of Educational Affairs</td>
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<tr>
<td>Katherine Luzuriaga, MD</td>
<td>Vice Provost for Research</td>
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<tr>
<td>Milagros Rosal, PhD</td>
<td>Vice Provost for Health Equity</td>
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### Associate and Assistant Vice Provosts – 5 of 8 = 63%

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<th>Name</th>
<th>Title and Department</th>
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<tr>
<td>Katherine Fitzgerald, PhD</td>
<td>Associate Vice Provost for Basic Science Research</td>
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<tr>
<td>Emily Green, PhD, MA</td>
<td>Associate Vice Provost for Faculty Development</td>
</tr>
<tr>
<td>Melissa A. Fischer, MD, MEd</td>
<td>Assistant Vice Provost for Interprofessional and Instructional Innovation</td>
</tr>
<tr>
<td>Mary Munson, PhD</td>
<td>Assistant Vice Provost for Health Equity</td>
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<tr>
<td>Maria Garcia, MD</td>
<td>Assistant Vice Provost for Student Diversity</td>
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### Deans of Schools – 2 of 3 = 67%

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<tr>
<th>Name</th>
<th>Title and Department</th>
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<tr>
<td>Mary Ellen Lane, PhD</td>
<td>Dean of the Morningside Graduate School of Biomedical Sciences</td>
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<tr>
<td>Joan Vitello, PhD, RN</td>
<td>Dean of Tan Chingfen Graduate School of Nursing</td>
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### Centers/Programs/Institute Directors – 5 of 8 = 62%

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<tr>
<th>Name</th>
<th>Title and Department</th>
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<tbody>
<tr>
<td>Jean Frazier, MD</td>
<td>Director of the Eunice K. Shriver Center</td>
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<tr>
<td>Zhiping Weng, PhD</td>
<td>Director of Bioinformatics &amp; Integrative Biology</td>
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<tr>
<td>Beth McCormick, PhD</td>
<td>Director of Program in Microbiome Dynamics</td>
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<tr>
<td>Celia Schiffer, PhD</td>
<td>Director of Institute for Drug Resistance</td>
</tr>
<tr>
<td>Katherine Luzuriaga, MD</td>
<td>Director of the Center for Clinical and Translational Science</td>
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</table>
Current Endowed Chairs/ Professorships – 21 of 63 = 33%

Vivian Budnik, PhD
Worcester Foundation Biomed Research Chair I

Sharon Cantor, PhD *
Gladys Smith Martin Chair in Oncology

Silvia Corvera, MD
Chair in Diabetes Research

Katherine Fitzgerald, PhD
Worcester Foundation Biomed Research Chair III

Jean Frazier, MD
Robert M. & Shirley S. Siff Chair in Autism

Michelle Kelliher, PhD *
Our Danny Cancer Fund Chair in Biomedical Research

Anastasia Khvorova, PhD
Remondi Family Chair in Biomedical Research

Catarina Kiefe, MD, PhD
Cutler Chair in Biomedical Research

Mary Ellen Lane, PhD *
Manning Chair in Biomedical Sciences

Jeanne Lawrence, PhD *
LaChance Chair in Medical Research

Katherine Luzuriaga, MD
UMMH Chair in Biomedical Research

Beth McCormick, PhD
Worcester Foundation Biomed Research Chair II

Tiffany Moore Simas, MD, MPH *
Manning Chair in Obstetrics & Gynecology

Judith Ockene, PhD, MEd, MA
Smith Chair in Preventive & Behavioral Medicine

Jennifer Reidy, MD
Joy McCann Professorship for Women in Medicine

Milagros Rosal, MS, PhD
Imoigele P. Aisiku Chair in Health Equity and Diversity

Celia Schiffer, PhD *
Kosinkas Professor of Biochemistry and Molecular Biotechnology

Joan Vitello, PhD *
Manning Chair in Nursing

Marian Walhout, PhD
Maroun Semaan Chair in Biomedical Research

Zhiping Weng, PhD
Li Weibo Chair in Biomedical Research

Kimberly Yonkers, MD
Katz Family Chair in Psychiatry

Department Chairs
UMass Chan – 9 of 26 = 34%

AM Barrett, MD; Chair of Neurology *

Vivian Budnik, PhD; Chair of Neurobiology

Michelle Kelliher, PhD; Chair of Molecular, Cell & Cancer Biology (interim)

Diane McKee, MS, MS; Chair of Family Medicine & Community Health

Tiffany Moore Simas, MD, MPH, MEd; Chair of OB-GYN

Johanna Seddon, MD, ScM; Chair of Ophthalmology & Visual Sciences (interim)

Celia Schiffer, PhD; Chair of Biochemistry & Molecular Biotechnology

Marian Walhout, PhD; Chair of Systems Biology

Kimberly Yonkers, MD; Chair of Psychiatry

UMass Chan- Baystate – 3 of 12 = 25%

Charlotte Boney, MD; Chair of Pediatrics - UMass Chan-Baystate

Sarah Haessler, MD, MS; * Chair of Medicine - UMass Chan Baystate

Heather Sankey, MD, MEd; Chair of Ob/Gyn - UMass Chan-Baystate

* Congratulations to our new Endowed and Department Chairs.
The path to gender equity in tenure/tenure track is gaining traction

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<tr>
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<th>Tenured</th>
<th>Tenure Track</th>
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<tr>
<td>New Hires on TTR</td>
<td>29%</td>
<td>42%</td>
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<td>7/1/22 – 4/1/23</td>
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<tr>
<td>Total Women</td>
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<tr>
<td>Total Men</td>
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<tr>
<td>Transfer to the TTR</td>
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<tr>
<td>7/1/22 – 4/1/23</td>
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<tr>
<td>Total Women</td>
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<tr>
<td>Total Men</td>
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Non-Tenure Track

- Women: 53%
- Men: 47%

- New Hires on TTR
  - Total Women: 7
  - Total Men: 9

- Transfer to the TTR
  - Total Women: 0
  - Total Men: 1
Consultations

Faculty Affairs leadership engage in 1:1 consultations with faculty across the schools and campuses. In AY23 Faculty Affairs leadership facilitated:

1:1 consultations with **Mary Ahn, MD**
- Safe space to talk
- Opportunity for informal mediation
- Follows the core values of the International Ombuds Association
- Transparent disclosure of Confidentiality
- Collaboration with HR, EAP, DIO, CMO (UMMH), etc.
- De-identified themes may be presented to the Provost

1:1 consultations with **Emily Green, PhD, MA**
- Advising on promotion process and promotion basic file
- Consultations on educational and curriculum development
- Talk Review and Feedback sessions on presentation content, organization, and delivery

89 Direct Faculty sessions
137 Supervisor consultations re: Faculty
25 Collaboration meetings re: Faculty

Professional and Leadership Development Across the Academic Career Lifespan

"Faculty professional development stretches along an academic career lifespan. OFA resources are developed using this model to be inclusive of all faculty wherever they are in this journey." - Mary Ahn, MD
Welcome new Associate Vice Provost for Faculty Development

In 2022 we were pleased to welcome Emily Green, PhD, MA as our new Associate Vice Provost for Faculty Development. An educator by training, Dr. Green joined us after fifteen years at The Warren Alpert Medical School of Brown University where she served most recently as the Assistant Dean for Faculty Development.

In her new role, Dr. Green will be responsible for our professional development offerings including program implementation, 1:1 consultations with faculty, and the development of resources to support faculty growth and success.

The Office of Faculty Affairs strives to support UMass Chan faculty and to facilitate their academic growth and advancement. We want every faculty member to have access to the resources and opportunities they need to meet their professional development goals across their career. Dr. Green will continue to grow and expand our offerings in the coming years.

109 hours of programming facilitated

58 hours of CME issued

Congratulations to Anne Larkin, MD, Associate Professor of Surgery and Vice Provost and Senior Associate Dean for Educational Affairs at UMass Chan Medical School, who was selected for the 2022 Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) program at Drexel University College of Medicine.

One component of the ELAM program is for each fellow to complete an institutional action project. Dr. Larkin is planning to develop an academy of teachers and educators that will serve as a central hub or a learning and information repository for UMass Chan.
Programs for New & Junior Faculty

- **New Faculty Orientation** offered 3x per year as a 3-hour virtual program
- **New Faculty Reception** offered annually as an in-person event
- **Junior Faculty Development Program** a weekly cohort-based longitudinal career development program
- **Peers for Promotion** a 6-session program designed to support and prepare Assistant Professors for promotion
- **Investigator Career Advancement Program (iCAP)** a career development program for early career tenure-track faculty *sponsored by the Office of Health Equity*

Programs for Women Faculty

- **EMPOWER Summit** a one-day leadership summit for women faculty
- **Equip** a 6-session communications skills program for women faculty
- **Women's Health Talk** sponsored by the Women's Faculty Committee
- **Women's History Month Talk** sponsored by the Women's Faculty Committee
- **Joy McCann Professorship** a 3-year funded professorship to enhance the professional experience of women faculty

Programs for All Faculty

- **Advance** a monthly virtual program addressing areas in which faculty are evaluated as part of the promotions process including educational effectiveness, scholarship and academic reputation
- **Mentorship Skill Building** various sessions intended for faculty mentors based on the CIMER curriculum

Programs By Request

- **Promotions Process Presentations** by request for departments or groups
- **Presentation Skills Workshops** by request for groups interested in honing their ability to design and deliver professional talks
- **Education Workshops** on topics such as feedback, positive learning environments, active learning, and presentation skills by request for departments and groups
There was a lot of information packed into a 1 hour talk, and yet we still had time to practice the skills and break down the feedback...so helpful.

Faculty participant in Advance session

This was fantastic and I'm learning about all the incredible resources at UMass Chan!

Faculty participant in Advance session

Wonderful presentation. I wish that I had this when I first started teaching.

Faculty participant in Advance session

Great topic choice, broadly applicable to all audiences...Just what I needed.

Faculty participants in Advance session
Congratulations to Jennifer Reidy, MD, MS, FAAHPM on the completion of her three-year Joy McCann Professorship. As part of her professorship, Dr. Reidy developed and implemented the Equip program, a communication skills curriculum for mid-career women.

Dr. Reidy is also now the Director of the Junior Faculty Development Program with Co-Director Pranoti Mandrekar, PhD, FAASLD.

Congratulations to Jeannette Wolf, MD the recipient of the 2022 Joy McCann Professorship. Dr. Wolfe is a Professor of Emergency Medicine, UMass Chan- Baystate. As part of her professorship, Dr. Wolfe will develop and implement a networking “pods” program for women faculty with a novel professional development curriculum.