

# UMass Chan Medical School

## Perks and Resources for Affiliate Faculty



**UMass Chan**  
MEDICAL SCHOOL

# Welcome from the Vice Provost of Faculty Affairs



Welcome to UMass Chan Medical School! As the Vice Provost for Faculty Affairs, I am pleased to welcome you to the growing ranks of over 2100 affiliate faculty who contribute to our academic mission across the Commonwealth of Massachusetts.

Baystate Regional Campus- ~661

Lahey Regional Campus- ~496

Other Affiliate faculty- ~ 1028

You are playing a crucial role in developing the careers of our future clinicians, researchers, educators and leaders.

When I joined UMass Chan's Office of Faculty Affairs in May 2021, I heard from many of our affiliate faculty who volunteer countless hours to the training and education of our learners that they are eager to learn more about the benefits of an academic career. "How do my contributions to the medical school add value for me?" These sentiments parallel our entire faculty community, as a career in academic medicine can be very different from one in private practice or industry, with different challenges and rewards. My vision for the Office of Faculty Affairs is to mentor and coach faculty across their career development lifespan in achieving their scholarly and creative pursuits in an everchanging landscape of competing demands and opportunities, whether at home or at work. As part of this vision, we have prioritized creating inclusive and integrated programs for our diverse faculty across the three schools in collaboration with colleagues at the Medical School, the Clinician Experience Office and UMass Memorial Health.

We are pleased to share some of our perks and resources for our UMass Chan faculty. This brochure is designed to give you a broad overview. Please visit the webpage links provided for more information.

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

Office of Faculty Affairs website:  
<https://www.umassmed.edu/ofa/>



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Office of  
Faculty Affairs

# UMass Chan Committees

Affiliate faculty are able to serve on several of our campus-wide standing committees. Calls for nominations to serve on the committees are sent annually via e-mail.

**Standing Committees:**

- Committee on Equal Opportunity & Diversity
- Information Technology Committee
- Intellectual Property Committee
- Library and Learning Resources Committee
- Women's Faculty Committee

In addition to these standing committees, there may be departmental committees you can serve on. Contact your department administrator for more information.

Committee participation is considered Academic Service, which is core to our academic mission, and a required component of the promotions and tenure process.



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# *Faculty Development*



Dear Colleagues,

An academic faculty affiliation comes with expectations for excellence, for scholarly productivity, and for an ever-widening professional impact. Our faculty development offerings can help clarify these expectations and hone your ability to advance in your professional field!

We want every UMass Chan faculty member to feel supported in their professional development. We provide resources, services and programs to help you reach your professional goals as a health care provider, educator, and investigator.

Communication is key to our relationship with UMass Chan faculty. We want to let you know about exciting events and opportunities, and we want to hear from you about the kinds of support that you would find most impactful. Please be on the lookout for our monthly newsletter, and feel free to contact our office at any time.

Welcome to UMass Chan Medical School!

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



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## **Tangible and Intangible Benefits of a UMass Chan Faculty Appointment**

*In their own words*

“An academic appointment at UMass Chan is a badge that reflects my commitment to education on both ends, as an educator, and as a lifelong learner.”

*Associate Professor, Medicine*

“...the collaborative environment with a genuine desire to support each other is the primary benefit for me.”

*Assistant Professor, GSN*

“It officially enables (faculty) to participate in academic activities such as...conducting clinical research with departmental funding, applying for teaching awards, and pursuing academic leadership roles...”

*Assistant Professor, Pathology*

“...the opportunity to collaborate with other investigators in the medical school. This facilitates interdisciplinary research that helps address novel questions.”

*Associate Professor, Medicine*

“Here, I see everyone working with a unity of purpose.”

*Assistant Professor,  
Radiology*



# FACULTY DEVELOPMENT PROGRAMS

## FOR ALL FACULTY

**Advance** is a monthly faculty development series designed to address areas in which faculty are evaluated as part of the promotions process: *educational effectiveness, scholarship, and academic reputation*.

Resources and programs designed to improve the **mentoring experience** for both mentors and mentees are available.

The **EMPOWER Summit** is a one-day leadership development opportunity focused on gender equity in medicine for women leaders, and the men and women who mentor or sponsor them.

### Consultation Services

- \*Talk Review & Feedback
- \*Promotion Readiness
- \*Professional development programming by department request

Faculty Development  
webpage:



## FOR NEW & JUNIOR FACULTY

Resources, information and opportunities are available for new faculty joining UMass Chan Medical School and UMMH, including the **New Faculty Orientation**.

The **Junior Faculty Development Program** combines a comprehensive curriculum on professional development and a mentored project to provide junior faculty with the foundation for a successful career in academic medicine.

The **Peers for Promotion** program is a longitudinal cohort program designed to support, motivate, and prepare faculty for the promotions process.

Learn about  
events &  
opportunities  
through our  
monthly  
newsletter!

## NewsWire Newsletter



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# Additional Resources

As a UMass Chan faculty member, you are eligible for additional resources through the following offices & programs:

Office of Diversity & Inclusion

Center for Clinical and  
Translational Science

Diversity, Representation and  
Inclusion for Value in Education  
(DRIVE)

Research Informatics Core

Lamar Soutter Library

Office of Institutional Research,  
Evaluation & Assessment



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### **A Message from Dr. Marlina Duncan- Vice Chancellor for Diversity and Inclusion**

I am excited to welcome you to our UMass Chan Medical school community! At UMass Chan Medical School, we know that diversity, equity, and inclusion are central to achieving our mission. Our charge is to create a community of health care providers, researchers, and educators dedicated to advancing knowledge, health, and wellness in the service of the community, the nation, and the world. This requires bringing together and supporting the work of exceptional learners, faculty and staff from all backgrounds and all lived experiences.

We recognize that talent is not bound by race, ethnicity, class, religion, national origin, sexual orientation, gender identity, age, and/or disability status. We also know that the advancement of knowledge and healthcare practices benefits from the full participation of people with a wide range of perspectives, experiences, and ideas. Our goal is to recognize, understand and fight against barriers — prejudice, bias, and systemic barriers — that stand in the way of creating a truly diverse, equitable and inclusive UMass Chan Medical School. I wish you the best as you make a smooth transition to UMass Chan, and I look forward to working with you to advance our diversity, equity, and inclusion goals.

## **Faculty Programming**



### **DEI Liaisons**

The DEI Liaisons group is composed of faculty representatives from each academic and clinical department. These faculty are tasked with staying abreast of the University and health systems diversity initiatives, priorities, and concerns



### **Affinity Groups**

Affinity groups at UMass Chan remain open to all individuals and are designed to build community based on shared interests or experiences. They provide a supportive community for faculty, learners, staff and others through networking and professional development events.



### **Diversity, Equity, and Inclusion Faculty Development Education**

We offer a series of workshops and training geared towards developing faculty's skillset around topics related to diversity, equity, and inclusion. Topics include fostering inclusive classrooms and labs, inclusive pedagogy, and mentoring across difference.





# Diversity, Equity and Inclusion Programming



## Native American and Indigenous Health Initiative

UMass Chan is committed to developing a deeper understanding of the relationship between the institution, the Native and Indigenous Peoples of this region, and the land on which UMass Chan is situated. We have partnered with members of the Nipmuc Tribe to create educational opportunities for our UMass Chan and surrounding communities to learn about indigenous health and healing.



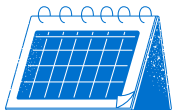
## Centering The Margins

Centering the Margins is a series with the purpose of creating a space for the UMass Chan community to gather and engage in informal dialogue around the lived experiences of diverse and marginalized populations. The goal of these dialogues is to mobilize our community to engage in social change



## UpNext!

The bi-weekly newsletter, UpNext!, focuses on the narratives of marginalized community members and highlights their accomplishments, while also addressing diversity, equity, and inclusion issues. UpNext! also lists all upcoming events and trainings.



## Diversity and Inclusion Signature Events

Heritage months highlight the strength we gain from our multicultural roots and values, celebrating the achievements and resilience of various groups. The DIO's monthly programs educate the UMass Chan community on the contributions of marginalized communities through events like Black History Month, LGBTQ+ Pride Month, and Hispanic Heritage Month.



## Restorative Justice

UMass Chan is committed to sustaining a campus culture in which each individual's humanity and dignity are acknowledged and institutional resources are available equitably. This process is grounded in the principles of active and accountable conflict resolution, community building, and healing. One that offers a structure that helps establish a safe and supportive space intended to promote authentic and equitable conversation through a collaborative decision-making process, resulting in both individual and community healing.

# DRIVE 2.0: Advancing Inclusive Excellence in Education

Diversity, Representation, and Inclusion for Value in Education

## What is DRIVE?

DRIVE 2.0 is our institutional commitment to advancing inclusive, high-quality education across nursing, medical, and biomedical science programs

## Our Approach

It is a sustained, institution-wide approach that integrates inclusive pedagogy into:

- Teaching practices
- Curriculum design
- Learner engagement
- Institutional culture

## DRIVE 2.0 is grounded in our mission and strengthens excellence by:

- Enhancing learning environments and learner engagement
- Advancing effective, evidence-informed teaching and practices
- Strengthening clinical reasoning and decision making
- Preparing learners to deliver high-quality, equitable care
- Supporting scientific innovation that improves health outcomes
- Meeting accreditation standards and institutional priorities

## Faculty are central to this work.

Through DRIVE, faculty:

- Apply inclusive, evidence-informed teaching and assessment practices
- Design engaging, inclusive curricula and learning experiences
- Participate in on going professional development

## Our Commitment

We share a commitment to inclusive excellence in education — advancing teaching, learning, and innovation to support strong outcomes for our learners and the communities they serve.

## DRIVE Resources



### Library Guide:

Curated tools, frameworks, and teaching resources



### Workshops and training on inclusive pedagogy:

Faculty development sessions on inclusive pedagogy



### Curriculum consultation and support:

1:1 or program-level support



### Case and vignette development:

Support for creating inclusive learning materials



### Student elective opportunities:

Opportunities to deepen learning and engagement



Diversity, Representation and  
Inclusion for Value in Education



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# Lamar Soutter Library

UMass Chan MEDICAL SCHOOL *Empowering the future. Preserving the past.*

## Library Services Summary for UMass Chan Medical School Faculty

The Lamar Soutter Library provides access to a wide range of resources, services, and expertise to UMass Chan Faculty and Affiliate Faculty. Your library account will be created automatically. Please explore the information and links below, and send any questions through [Ask a Librarian](#).

### ACCESS TO LIBRARY RESOURCES:

- **[Remote Access to Lamar Soutter Library Electronic Resources](#)**
  - o eJournals & eBooks
  - o [Databases](#): PubMed, UpToDate, Ovid, DynaMed, VisualDX, Scopus & More
  - o Curated [Resource/Subject Guides](#)
  - o Institutional Repository ([eScholarship@UMassChan](mailto:eScholarship@UMassChan))
- **[Borrow Library Materials](#)**: Books, Museum Passes, Equipment
- **[Access to Lamar Soutter Library Document Delivery services](#)**: Interlibrary Loan and Article Galaxy Scholar
- **[24/7 Badge Access to the Lamar Soutter Library](#)**: Use the [library requests form](#) to request badge access

### EDUCATIONAL & CLINICAL SERVICES:

- **[Evidence Synthesis Support](#)**
- **[Instructional Sessions](#)**: Information literacy, Evidence-based medicine, resource tutorials, orientations, citation management, and more
- **[Citation Management Support](#)**: Endnote & Zotero

### RESEARCH & SCHOLARLY COMMUNICATION SERVICES:

- **[Research Support](#)**
- **[Research Impact Tracking](#)**
- **[Bibliometric Analysis](#)**
- **[NIH Public Access Compliance Support](#)**
- **[Research Data Management Services](#)**
- **[Copyright, Author Rights, Fair Use](#)**

*\*\*Faculty at UMass Chan – Baystate and UMass Chan – Lahey: please ask Office of Faculty Affairs for your specific Library Services Summary.*

# Institutional Research, Evaluation, & Assessment's Role and Function



The **mission** of the **Office of Institutional Research, Evaluation, & Assessment (IREA)** is to provide support to the Office of the Dean/Provost, Office of the Chancellor, and external reporting functionality to the University of Massachusetts President's Office as well as state and federal organizations. IREA reports to the Vice Provost for Educational Affairs providing an umbrella of support across the three schools comprising the UMass Chan Medical School campus.

**The Office of IREA has four *primary* goals:**

**Goal 1:** Responsible for gathering, analyzing, and reporting the data which supports numerous critical functions outlined in the UMass Chan Medical School's mission, including administrative reporting (e.g., educational performance measures and quality indicators for mission-based management), and accreditation for LCME, NECHE, and CCNE. [Total=93.5 IR surveys]

**Goal 2:** Provide assessment consultation on test construction, student examination scores and grading, conduct item and test analyses, and produce associated reports for students and faculty.

**Goal 3:** Deliver curricula evaluation support by providing instrument design and production services, data analyses, evaluation, interpretation of results, and course evaluation reporting. ***This includes support to faculty who need evaluation data for promotion.***

**Goal 4:** Conduct research in healthcare education, as well as provide consultation on and assistance with research design, instrument design, data collection and analyses, interpretation of results, preparation of abstracts and papers for submission to journals and conferences, and outcomes to support centrally funded education grants and scholarly activity.

## **IREA team members:**

Susan Barrett, MS; Institutional Research Analyst II  
Moya Pemberton; Institutional Research Analyst II  
Brianna Robuccio; Institutional Research Analyst II  
Ashlyn Roy; Institutional Research Analyst II  
Carl Davery Bland; Institutional Research Analyst III  
Michele Carlin; Institutional Research Analyst III  
Michael O'Connor, MA; Institutional Research Analyst III  
Wei Xia, MA; Institutional Research Analyst III  
Mary L. Zanetti, EdD; Senior Director

Feel free to contact us at [IREA@umassmed.edu](mailto:IREA@umassmed.edu) for assistance.

New Faculty Orientation, January 11, 2023  
Prepared by Mary L. Zanetti, EdD, Senior Director for IREA

IREA  
[webpage:](#)



Welcome to the  
**UMass Center for Clinical and Translational Science (UMCCTS)**

Our vision is to improve health and health care delivery by:

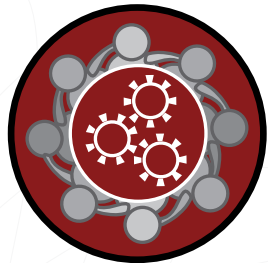
- Advancing the science of translation
- Catalyzing high-quality research across the translational spectrum
- Building and supporting a robust translational workforce

Our overarching goals:

- Speed the development of new products and approaches to advance patient care and community health
- Train the next generation of leaders in clinical and translational research

**Discover how we can help you!**

Our team will work with you to access our scientific strengths and unique resources. We provide cores, funding and services that enhance the quality, efficiency, speed and impact of your clinical and translational research.



Collaboration, Community Engagement & Team Services

This includes:

Clinical Partners

CTSA Network

UMass Campuses

Community & Science

Participation Cores



Funding

This includes:

Pilot Grant Programs



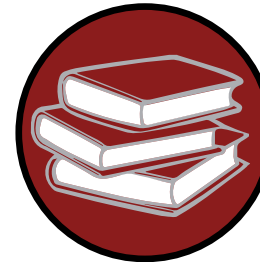
Core Resources

This includes:

Project Management

Research Navigation

Research Resources



Workforce Development

This includes opportunities for:

Undergraduate

Junior Faculty

Master's Students

Pre- & Post-Docs

Clinical Research Professionals



Enabling the Quality & Efficiency of Clinical Research

This includes:

UMCCTS TRACs

Multi-site Collaborative Study Assistance

Regulatory Support

Informatics

Biostats & Study Design



CENTER FOR CLINICAL AND  
TRANSLATIONAL SCIENCE

## Education and Training

| OPPORTUNITIES                                          | ELIGIBILITY |          |           |         |             |         |
|--------------------------------------------------------|-------------|----------|-----------|---------|-------------|---------|
|                                                        | Students    | Postdocs | Residents | Fellows | Jr. Faculty | Faculty |
| "K-Club" Research Career and Writing Group             |             | ✓        |           | ✓       | ✓           | ✓       |
| I-Corps Program at the UMCCTS                          | ✓           | ✓        | ✓         | ✓       | ✓           | ✓       |
| Mentored Career Development (KL2) Training Program     |             | ✓        |           | ✓       | ✓           |         |
| Pre- & Post-Doctoral Fellowship (TL1) Training Program | ✓           | ✓        | ✓         | ✓       |             |         |
| Master of Science in Clinical Investigation Program    | ✓           | ✓        | ✓         | ✓       | ✓           | ✓       |
| MD/PhD (MSTP) Program                                  | ✓           |          |           |         |             |         |
| Clinical/Translational Research Pathway Program        | ✓           |          |           |         |             |         |
| Millennium PhD Program                                 |             |          | ✓         | ✓       |             |         |
| Clinical and Population Health Research PhD Program    | ✓           |          |           |         |             |         |
| Junior Faculty Development Program                     |             |          |           |         | ✓           | ✓       |
| Human Research Protection Program Training             | ✓           | ✓        | ✓         | ✓       | ✓           | ✓       |

## Highlights

### Study Development Resources

- IRB
- Office of Clinical Research
- Protocol Review Committee
- Recruitment Resources
- Quantitative Methods Core

### Clinical Research Center

- Space, staff and resources to conduct clinical studies and trials efficiently
- Comprises 5,000 sq ft, 6 exam rooms, 3 infusion bays, a small lab for packaging and shipping specimens, conference room space for monitor and study initiation visits
- Touch-down space for visiting staff and investigators
- Experienced staff with the clinical and regulatory skills to support a wide variety of studies

### Community Engaged Research Network Models:

- Campus-based community-engaged research mentorship and training

- Promote recruitment and retention of diverse study participants
- Urban and rural locales

### Research Informatics

- One-stop shop for data and analytics

### Pilot Funding

- Funds dedicated to multi-investigator pilot projects to incentivize collaborative clinical and translational science partnerships across campuses
- Inter-campus collaborative projects involving faculty members from the Worcester campus and faculty from another UMass campus

### Massachusetts Medical Device Development Center (M2D2) - UMass Lowell & UMass Chan

- Incubators/Facilities
- Medical, business and product development assistance

## Cores

1. 3-D Printing Core
2. Bioinformatics Core
3. Biospecimen, Tissue and Tumor Bank Core
4. Clinical Research Core
5. Investigational Drug Service Core
6. Office of Clinical Research Core
7. Small Molecule Screening Facility Core
8. Umbilical Cord Blood Core

## Programs

1. Biomarker Program: Proteomics/Olink
2. Biostatistics, Epidemiology, and Research Design (BERD) Program
3. Community Engagement and Collaboration Program (CECC)
4. Educational and Training Programs
5. Pilot Project Awards Program (PPP)
6. QA/QC Program
7. Regulatory Knowledge and Support Program
8. Research Informatics Program
9. Science Participation Resource Center Program (SPRC)



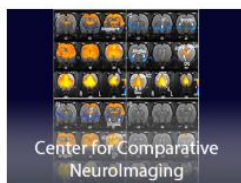
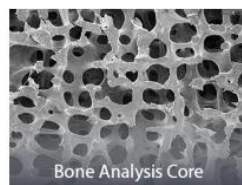
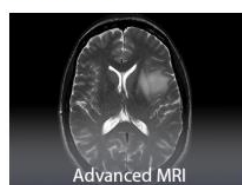


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## UMass Chan Research Cores – Info Guide

The UMass Chan Research Core Facilities are shared resources available to all internal investigators for a fee-for-service charge. The facilities offer a wide range of services to the research community including cutting edge technologies, high-end instrumentation, and technical support for basic, translational, and clinical research. We are committed to enhancing and expanding the capabilities of your research projects. Our Core Directors are leaders in their fields and offer consultation on your projects and are collaborative partners. UMass Chan has over 40 core facilities!



**How to Use Core Facilities** <https://www.umassmed.edu/research/cores/>

If you don't see what you need for your research, contact us and we'll assist you. Please scroll through the homepage to access the various core websites and, for services requested, contact the Core directly as indicated on their individual sites. The majority of the websites will have a rate page indicating the various prices. If using our UMass Chan Core facilities, please recognize the contribution of key core personnel in your research projects when appropriate.

**View the 3D Tours at** <https://www.umassmed.edu/research/cores/virtual-tours/> more coming soon!

**For more information contact:**

Megan Barbale, RCA Sr. Core Accountant, [Megan.Barbale@umassmed.edu](mailto:Megan.Barbale@umassmed.edu)

Lisa Koss, RCA Core Accountant, [Lisa.Koss@umassmed.edu](mailto:Lisa.Koss@umassmed.edu)

Elizabeth Real, RCA Core Accountant, [Elizabeth.Real@umassmed.edu](mailto:Elizabeth.Real@umassmed.edu)

Christina Zollo, RCA Staff Accountant I, [Christina.Zollo@umassmed.edu](mailto:Christina.Zollo@umassmed.edu)

# BRIDGE INNOVATION & BUSINESS DEVELOPMENT

The hub of all commercialization activities at UMass Chan Medical School

- Serves as the business development platform at UMass Chan
- Creates a vital “bridge” between UMass Chan and the global life science ecosystem
- Catalyzes innovation, collaboration, commercialization and economic development



Aleyo Chabeda, BRIDGE team member, connecting with industry partners at BIO 2023  
Photo credit: John Wilcox Photography

## IMPACT FY25

Behind every number is a step forward - for science, for medicine and most importantly for people.



**\$19.92M**

TOTAL LICENSING & ROYALTY  
RECOGNITION REVENUE



**\$10.7M**

TOTAL SPONSORED  
RESEARCH ATTAINED FOR  
FACULTY-LED PROJECTS



**\$305.4M**

TOTAL UMASS CHAN  
RESEARCH FUNDING



**4**  
NEW STARTUP  
COMPANIES



**35**  
U.S. PATENTS  
ISSUED

### IMPACT, MEASURED OVER FIVE YEAR PERIODS

|                                   | FY16-FY20 | FY21-FY25 | 5-year period % Increase |
|-----------------------------------|-----------|-----------|--------------------------|
| PATENTS ISSUED                    | 159       | 198       | 25%                      |
| DEALS DONE                        | 89        | 135       | 52%                      |
| SPONSORED RESEARCH CONTRACT VALUE | \$56M     | \$65M     | 15%                      |
| LICENSING AND ROYALTY REVENUE*    | \$102M    | \$120M    | 17%                      |

\*Includes licensing revenue, stock sales and amortized royalties

# Startup Companies Formed with UMass Chan Technology FY21 - FY25

Startup companies help move technologies into preclinical and development, and ultimately to patients. The timeline charts **14 startups** launched over the past five years, showcasing the pace and potential of innovation at UMass Chan.

