

New Faculty Orientation



Overview of UMass Chan Medical School and UMass Memorial Health

Welcome to UMass Chan Medical School

UMass Chan Year in Review



Goals for the New Faculty Orientation

- ✓ Provide an overview of UMass Chan Medical School and UMass Memorial Health system
- ✓ Introduce new faculty to the institution, its programs, processes and people
- ✓ Provide essential information that new faculty need to know for career advancement
- ✓ Provide a venue for networking among faculty

8:00 am - 8:05 am	Welcome Mary Ahn, MD Vice Provost for Faculty Affairs Professor, Psychiatry and Pediatrics
8:05 am - 8:20 am	Chancellor's Welcome: Our Vision and Mission Michael F. Collins, MD, FACP Chancellor, UMass Chan Medical School Senior Vice President for the Health Sciences, University of Massachusetts Professor, Population and Quantitative Health Sciences and Medicine
8:20 am - 8:40 am	Ice Breaker Activity Mary Ahn, MD
8:40 am – 9:00 am	Overview of UMass Chan Medical School Mary Ahn, MD
9:00 am - 9:05 am	BREAK
9:05 am - 9:30 am	DRIVE: Diversity, Representation and Inclusion for Value in Education Yasmin Carter, PhD Assistant Professor, Radiology Melissa Fischer, MD, MEd Professor, General Internal Medicine Associate Dean for Undergraduate Medical Education Heather-Lyn Haley, PhD Assistant Professor, Family Medicine & Community Health
9:30am - 9:55 am	Breakout Room 1: Seeking an Appointment to the Morningside Graduate School of Biomedical Sciences Mary Ellen Lane, PhD Professor, Department of Neurobiology Dean, Morningside Graduate School of Biomedical Sciences Breakout Room 2: Faculty Appointments/Promotions Overview Susanne Muehlschlegel, MD, MPH Professor, Department of Neurology
9:55 am – 10:00 am	Closing

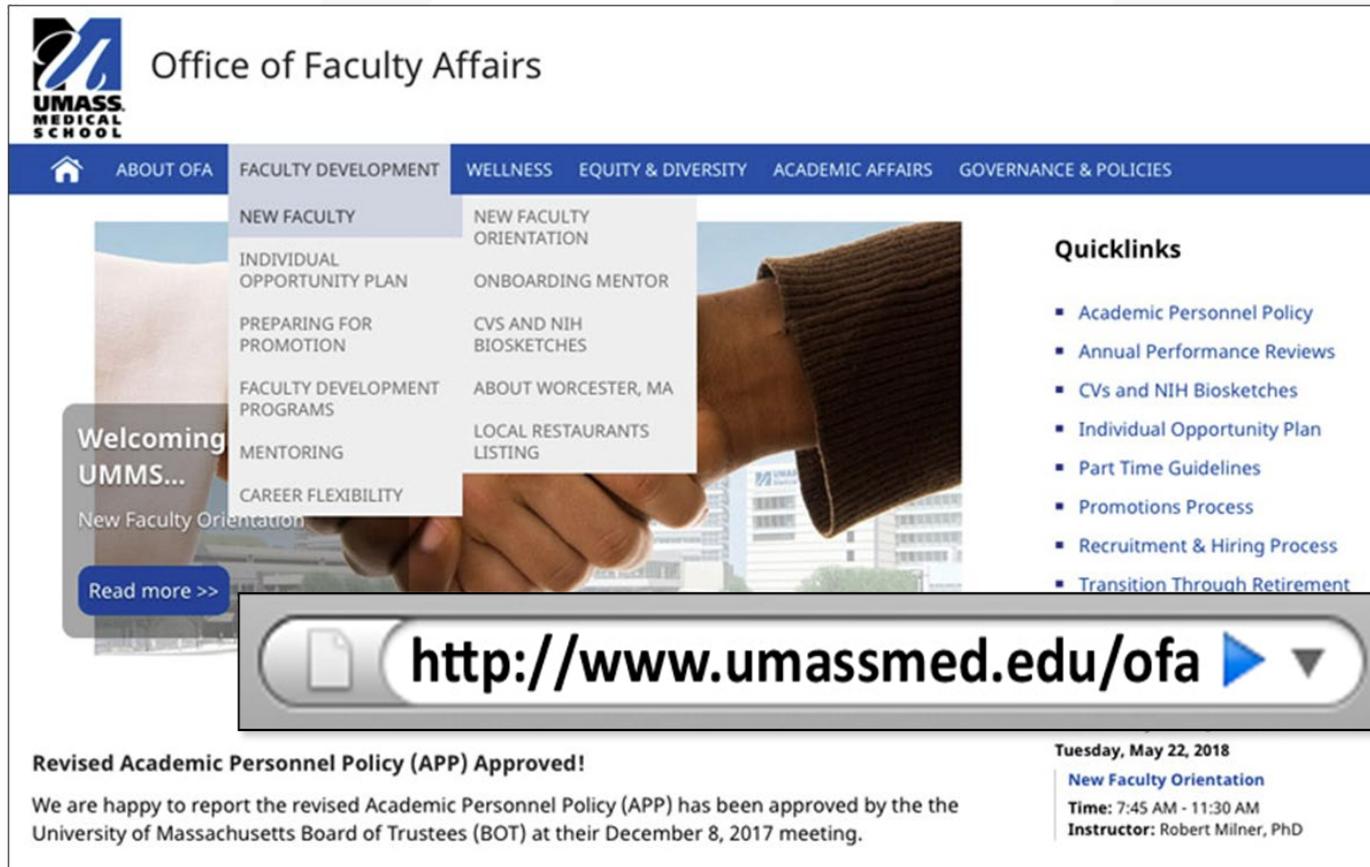
The Office of Faculty Affairs is the 'Go-To' Resource



Search is underway for the
Associate Vice Provost for Faculty Development



For more information, visit the Office of Faculty Affairs website.



The screenshot shows the homepage of the Office of Faculty Affairs (OFA) at UMass Medical School. The header features the UMass Medical School logo and the text "Office of Faculty Affairs". A navigation bar with tabs for "ABOUT OFA", "FACULTY DEVELOPMENT", "WELLNESS", "EQUITY & DIVERSITY", "ACADEMIC AFFAIRS", and "GOVERNANCE & POLICIES" is visible. The "FACULTY DEVELOPMENT" tab is currently selected, highlighting "NEW FACULTY" and "INDIVIDUAL OPPORTUNITY PLAN". Below these are links for "PREPARING FOR PROMOTION", "FACULTY DEVELOPMENT PROGRAMS", "MENTORING", and "CAREER FLEXIBILITY". A "Read more >>" button is present. The main content area features a large image of two hands shaking, with text overlay: "Welcoming UMMS...", "New Faculty Orientation", and "Read more >>". A "Quicklinks" sidebar on the right lists various faculty development resources. A large call-to-action button at the bottom contains a file icon, the URL "http://www.umassmed.edu/ofa", and a blue arrow.

Office of Faculty Affairs

FACULTY DEVELOPMENT

WELLNESS **EQUITY & DIVERSITY** **ACADEMIC AFFAIRS** **GOVERNANCE & POLICIES**

NEW FACULTY

INDIVIDUAL OPPORTUNITY PLAN

PREPARING FOR PROMOTION

FACULTY DEVELOPMENT PROGRAMS

MENTORING

CAREER FLEXIBILITY

Read more >>

Quicklinks

- Academic Personnel Policy
- Annual Performance Reviews
- CVs and NIH Biosketches
- Individual Opportunity Plan
- Part Time Guidelines
- Promotions Process
- Recruitment & Hiring Process
- Transition Through Retirement

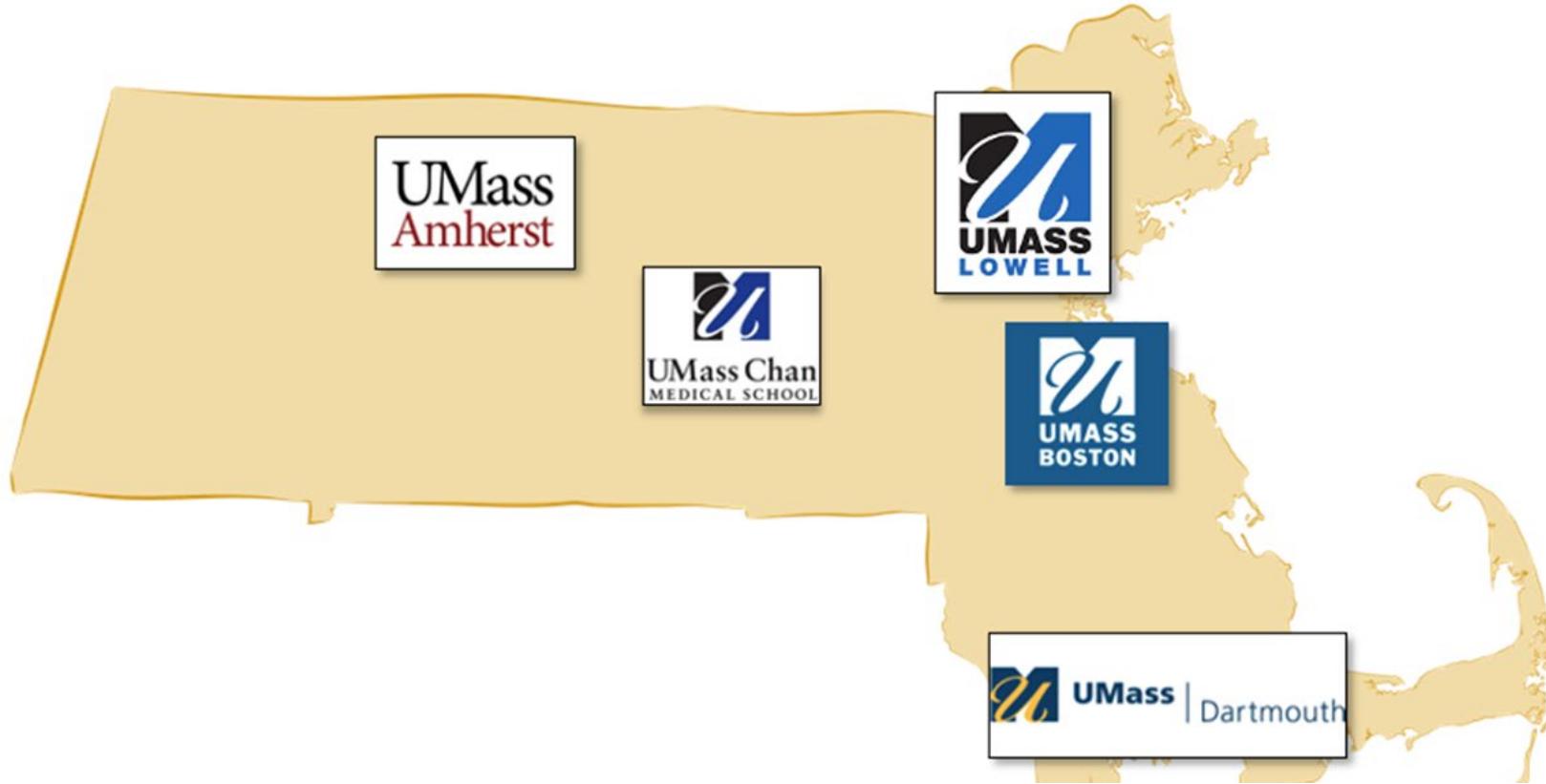
http://www.umassmed.edu/ofa

Revised Academic Personnel Policy (APP) Approved!

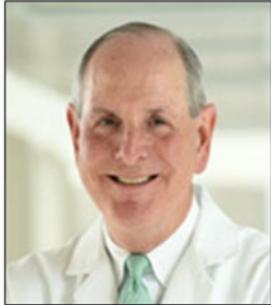
We are happy to report the revised Academic Personnel Policy (APP) has been approved by the the University of Massachusetts Board of Trustees (BOT) at their December 8, 2017 meeting.

Tuesday, May 22, 2018
New Faculty Orientation
Time: 7:45 AM - 11:30 AM
Instructor: Robert Milner, PhD

UMass Chan Medical School is one of five campuses within the UMass System.



Leadership responsibilities are divided between campus leadership and academics



Campus Leadership

Finances and Administration,
Human Resources, Legal, Diversity
Communications, Advancement,
Government Relations



Academics

Oversight of 3 Schools
Office of Research, UMCCTS
Office of Education
Office of Faculty Affairs

Academic Programs and Faculty are managed among the three Schools.

TH Chan School of Medicine



Dean
Terence Flotte, MD

**Academic Departments
(School of Medicine Faculty)**

**Undergraduate Medical
Education**

**Graduate Medical
Education**

Morningside Graduate School of Biomedical Sciences



Dean
Mary Ellen Lane, PhD

**Graduate
Programs**

**Postdoctoral
Training**

Tan Chingfen Graduate School of Nursing



Dean
Joan Vitello, PhD

**Nursing
Faculty**

**Nursing
Programs**

3,423 Faculty have TH Chan Medical School Appointments.*

Employed (1,720)

635

816

269

Medical School
only

UMMMG + Medical School

Affiliate (1,139)

(Primarily)
Clinicians
teaching in
community &
hospital practice
+ UMass Chan-
Baystate (564)

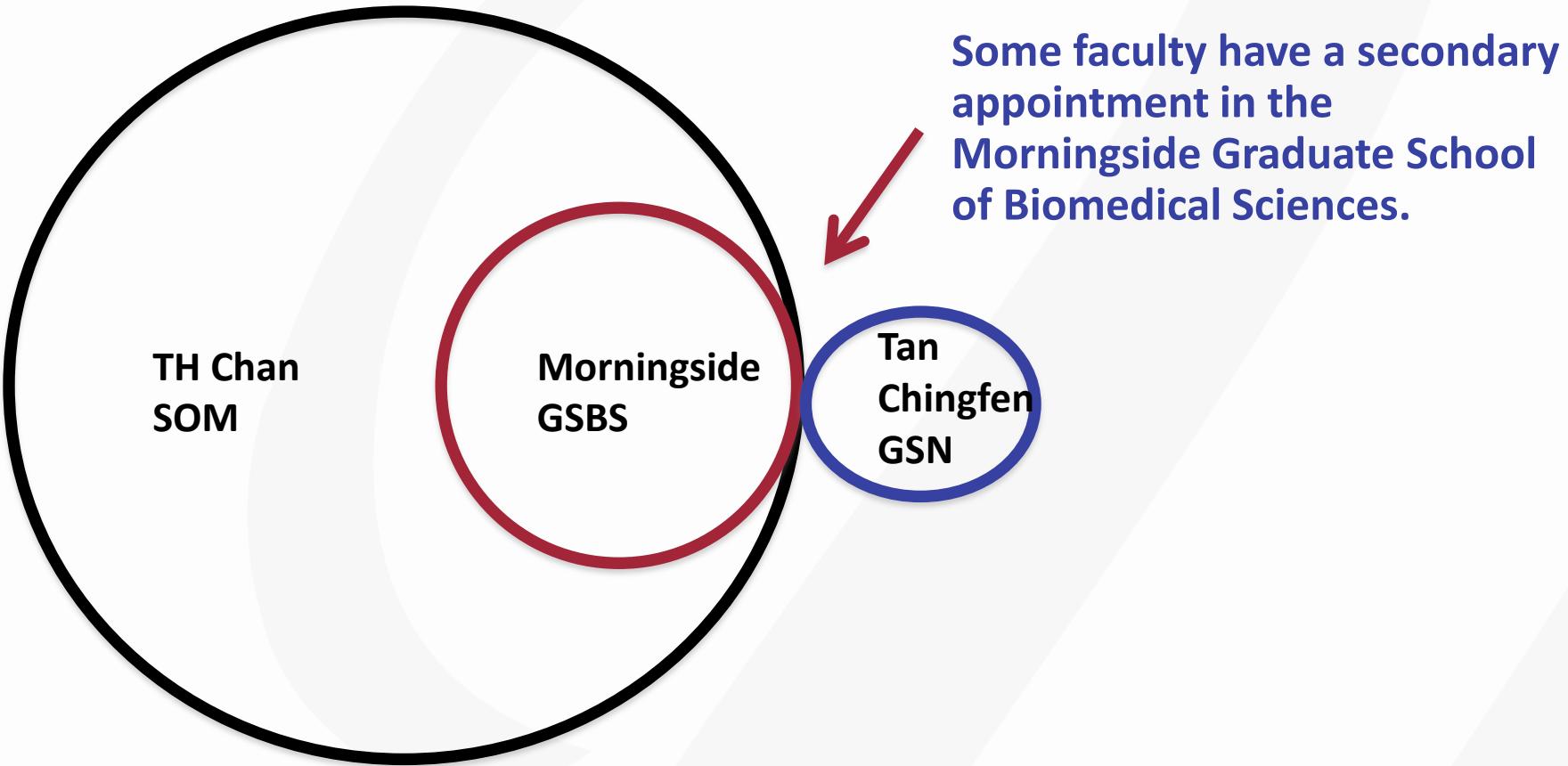
UMass Chan–Baystate Regional Campus (Springfield, MA)



Andrew Artenstein, MD
Regional Exec. Dean
UMass Chan-Baystate

- **564 affiliate faculty**
- **12 academic departments**
- **Faculty from UMass Chan-Baystate serve on various committees:**
 - Executive Council
 - Faculty Council
 - Admissions Committee
 - All Curriculum Committees
 - Vista Curriculum Development
 - Etc. as stated in SOM bylaws

All faculty have a primary appointment in either the TH Chan School of Medicine or Tan Chingfen Graduate School of Nursing.



Tan Chingfen Graduate School of Nursing Prepares practice-focused (DNP) and research-focused (PhD) nursing leaders.



- 265 students
- 167 faculty (31 core faculty)

Educational Programs:

- Graduate Entry Pathway (GEP)
- Masters & Post-Masters certificates
- Doctoral Programs: PhD, DNP

Nursing School Rank: #2 in Massachusetts

(Nursing Schools Almanac) **#4 in New England**
#23 in USA (public schools)
#41 in USA (all schools)

The Morningside Graduate School of Biomedical Sciences educates graduate students in research.



PhD in Biomedical Sciences

- 11 program concentrations

Masters of Clinical Science Investigation

Preparatory programs

301 PhD students

40 MD/PhD students

266 postdoctoral scholars

326 faculty

The TH Chan School of Medicine, founded in 1962, admitted its first class in 1970 and has >4000 alums.

Class size now 162/year

- 627 MD students
- 76 MD/PhD students
- 104 PURCH students

640 residents and fellows

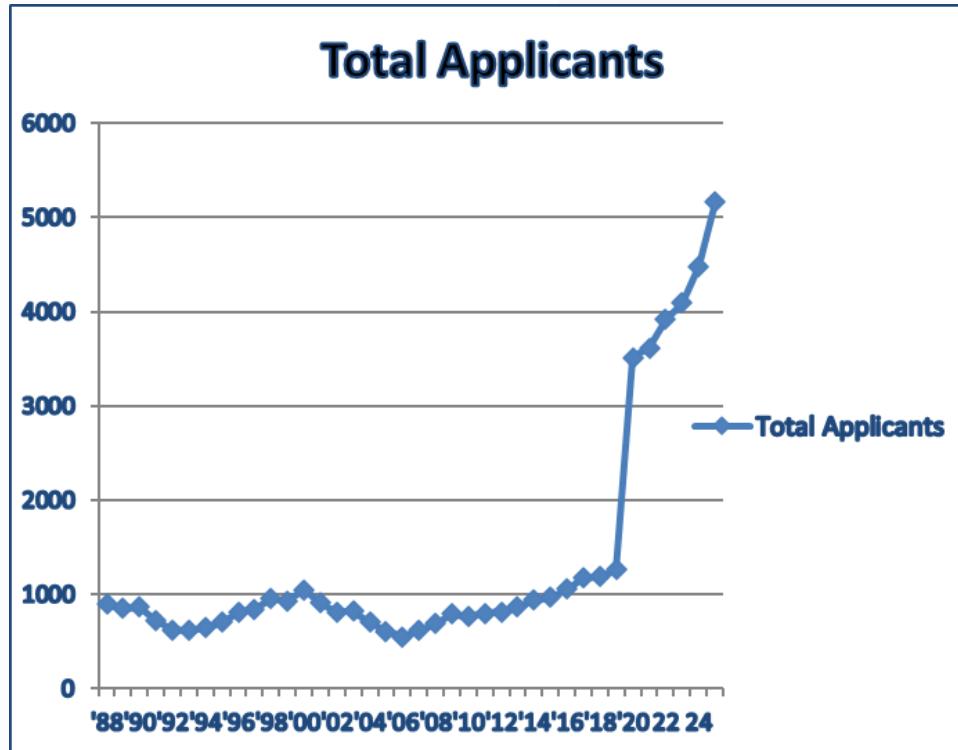
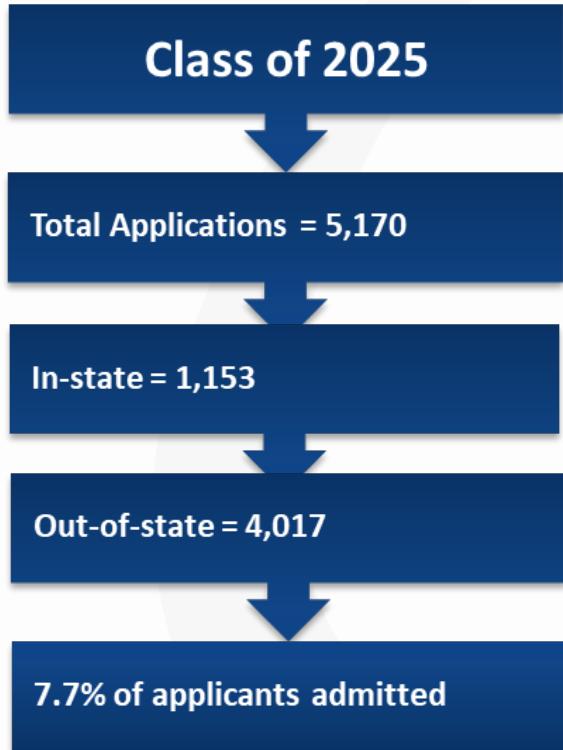
24 accredited residencies

36 accredited fellowships

22 non-accredited fellowships



Admission into T.H. Chan Medical School is highly competitive.



Class of 2025 Profile (162 Students)

Average GPA = 3.77

Average MCAT Percentile = 87

Average Age = 24

Female = 111 (69%)

Male = 51 (31%)

Groups under-represented in
medicine = 7

Economically & Educationally
Disadvantaged = 20

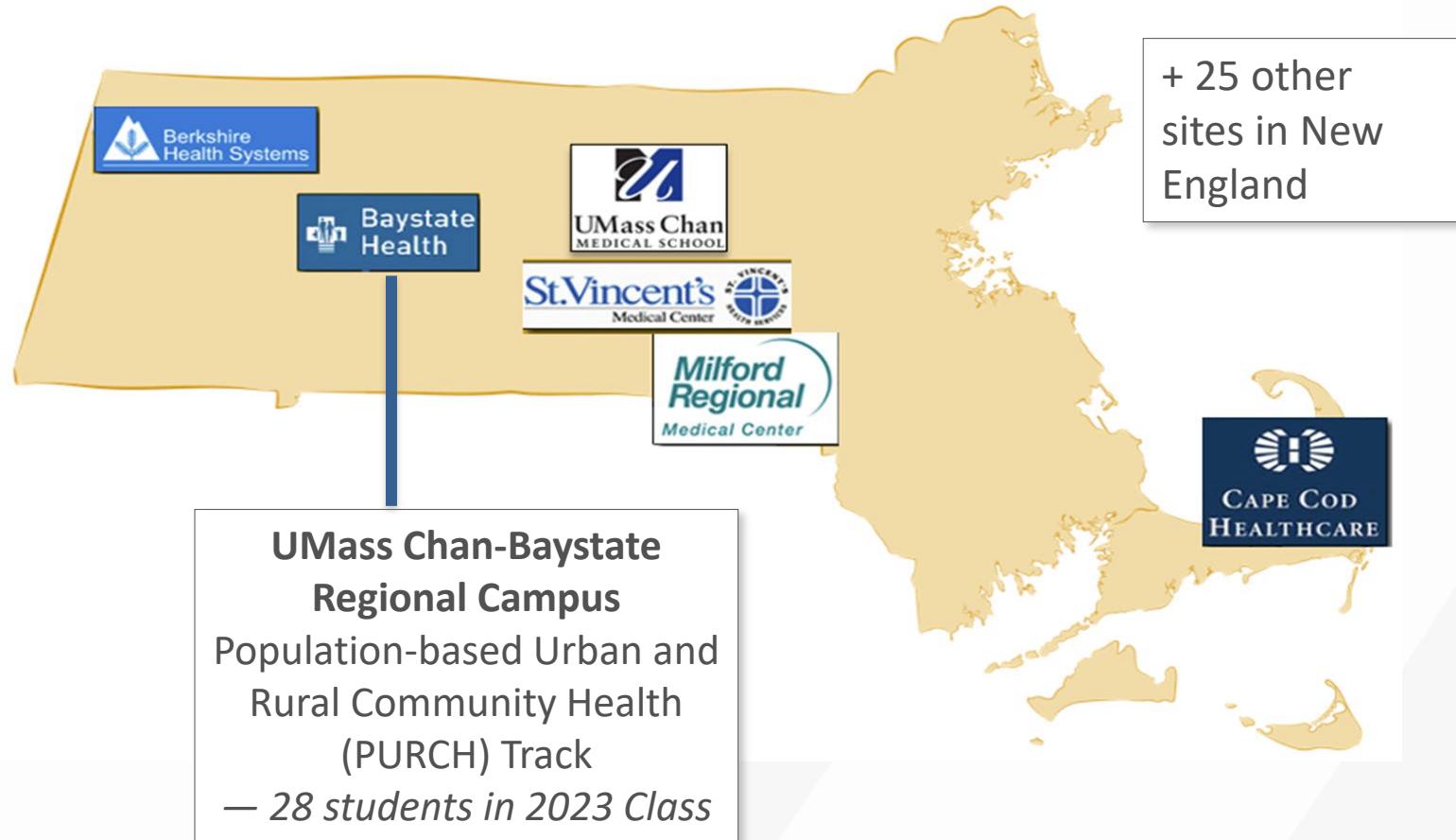


The TH Chan School of Medicine perennially ranks in the top 10% for education in primary care.

- UMass Chan Medical School ranks **10th** among 182 accredited medical schools
- Ranked **#1** in New England for Primary Care



UMass Chan Medical School has affiliations with other healthcare systems for medical student education — *major affiliations shown on map*



Excellence across Clinical, Education and Research Missions



Blue Ridge Institute for Medical Research Rankings

21st

overall, in NIH funding; received \$290.9M in 2020 vs. \$118.9M in 2007; 8th public medical schools

1st

in NIH funding in Anatomy/Cell Biology in 2020; UMass Chan received \$42M

2nd

in NIH funding in Emergency Medicine in 2020; UMass Chan received \$7.5M

7th

In NIH funding in Internal Medicine in 2020; UMass Chan received \$159.5M

16th

In NIH funding in Genetics in 2020; UMass Chan received \$14.1M



U.S. News and World Report

10th

in Primary Care in 2020

27th

in Most Graduates practicing in Primary Care Fields in 2020

45th

in Research in 2020



Association of University Technology Managers

4th

among all U.S. institutions for generating income from the licensing of faculty derived discoveries/products in 2018; UMass Chan reported \$146M

In 2007, UMMS had **\$175M** in total research awards;
In 2021, total research awards topped **\$400M**.

NIH Funding to New England Medical Schools

Nat'l Ranking	Institution	NIH Funding Total
4	Yale University	\$512,119,543
21	UMass Medical School	\$290,934,654
38	Harvard Medical School	\$169,951,393
47	Boston University School	\$122,419,800
61	Dartmouth College	\$70,769,035
66	Brown University	\$61,523,616
69	University of Vermont	\$59,098,259
72	UConn School of Medicine/Dentistry	\$55,483,222
75	Tufts University School of Medicine	\$51,743,352

#8 nationally among all public medical schools

Source: Blue Ridge Institute for Medical Research, 2020

UMass Chan faculty are world renowned.

1 Nobel Prize for Physiology or Medicine

Craig Mello

1 Albert Lasker Award for Basic Medical Research

Victor Ambros

1 Breakthrough Prize in Life Sciences

Victor Ambros

7 National Academy of Science Members

Victor Ambros
Roger Davis
Katherine Fitzgerald
Michael Green
Nikolaus Grigorieff
Craig Mello
Raul Padron



4 National Academy of Medicine Members

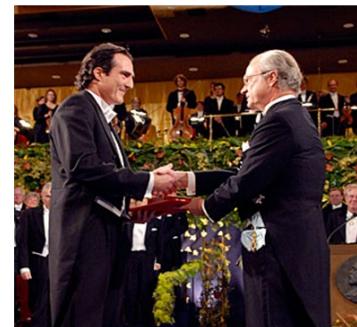
Robert H. Brown
Job Dekker
Kate Fitzgerald
Michael Green

5 American Academy of Arts & Sciences Members

Victor Ambros
Roger Davis
Michael Green
Craig Mello
Thoru Pederson

4 Howard Hughes Medical Institute Investigators

Job Dekker
Nikolaus Grigorieff
Craig Mello
Phillip Zamore



January 11, 2022

UMass Chan “University” Campus

New Education and Research Building *

- *under construction; 350,000 sq ft*



Albert Sherman Center

- *opened 2012; 512,000 sq ft*



Lazare Research Building

- *opened 2001; 360,000 sq ft*



Ambulatory Care Center *

- *opened 2010; 253,000 sq ft*

Memorial University Campus clinical facilities

- *opened 2012; 512,000 sq ft*



VA Outpatient Clinic

- *under construction; 53,000 sq ft*

State of the Art Research Facilities

Total Institutional Research Facilities, FY 2021 tops over 1 Million Square Feet



VA Outpatient Clinic, 2021; 53,000 sq ft
Clinical, education, research



Ambulatory Care Center, 2010; 250,000 sf
Mixed Clinical/Research space
UMCCTS Clinical Research Center;
Diabetes, Cardiovascular, & Cancer Center Trials



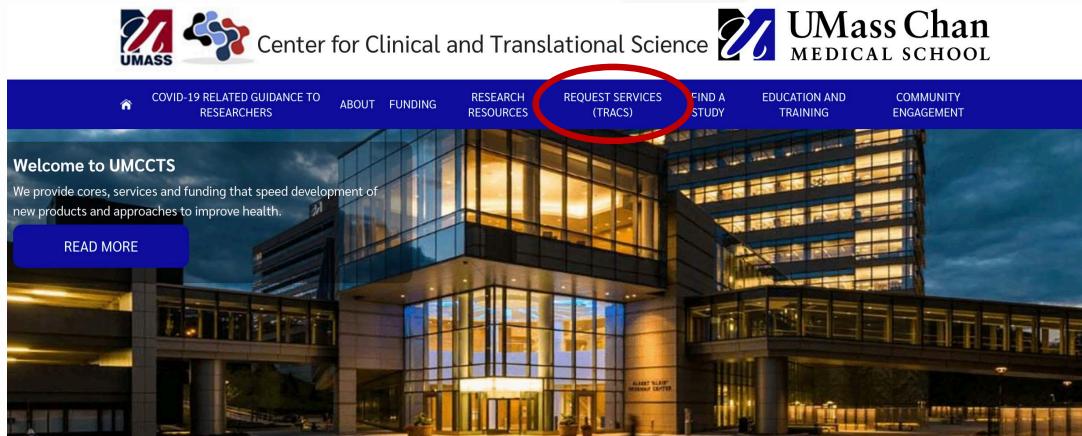
Lazare Research Building, 2001;
360,000 sq ft
Biochem/Mol Biotech, Cancer Biology, Neurobiology, Medicine



Albert Sherman Center, 2012; 512,000 sq ft
Gene Therapy Center, RNA Therapeutics,
Population and Quant Health Sciences



New Education and Research Building,
Under construction; 350,000 sq ft
Program in Molecular Medicine, Gene Therapy Center
Human Genetics, Neurobiology



Center for Clinical and Translational Science (CCTS)

Home

[COVID-19 Related Guidance to Researchers](#)

[About](#) >

[Funding](#) >

[Research Resources](#) >

[Request Services \(TRAcS\)](#)

[Find a Study](#)

[Education and Training](#) >

[Community Engagement](#) >

[Center for Clinical and Translational Science \(CCTS\) > Request Services \(TRAcS\)](#)

Request Services through TRAcS



Translational Research Accelerator (TRAcS) Portal

The UMass Center for Clinical and Translational Science offers a host of services, tools and resources across the University's 5-campus system to enhance collaboration, research and data management.

The new Translational Research Accelerator (TRAcS) portal provides a single point of coordinated access to UMCCTS cores and services, including those related to clinical trial development and implementation, biorepository, research navigation, access to study cohorts, data analysis, and dissemination of results.

Have a question? Not sure where to find what you need? As always, you can contact the UMCCTS with any questions at ccts@umassmed.edu

TRAcS Guidelines

For information on the options available in the UMCCTS TRAcS along with the files to be uploaded and required information, please visit the link below:

• [TRAcS Menu \(12-21-2021\)](#)

The UMCCTS provides oversight for all human subject research, as well as cores, services, training, and funding to advance clinical and translational research, including:

Institutional Review Board (IRB)
Office of Clinical Research: Clinical Trials Agreements, clinical study and clinical trials budgets

Clinical Research Center:
Experienced clinical trials personnel, regulatory support, facilities

Cores: *Small Molecule Screening, Bioinformatics, Tissue Bank and Biorepository*

With PQHS: *Community Engagement, Informatics, and Quantitative Methods Cores*

UMCCTS

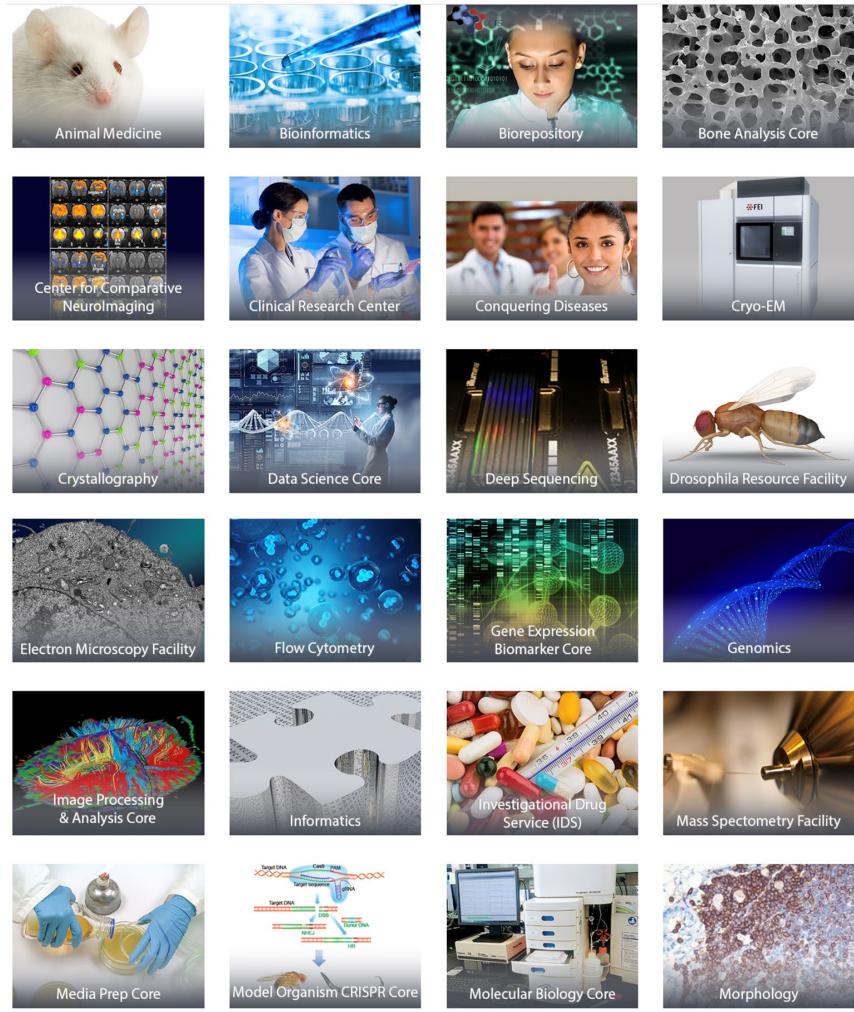
www.umassmed.edu/ccts

REQUEST SERVICES

[https://www.umassmed.edu/ccts/
request-services/](https://www.umassmed.edu/ccts/request-services/)

How We Excel – Core Facilities

- UMass Research Core Facilities
 - **~50 scientific cores** available to all internal investigators for a fee-for-service charge
 - 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
 - Core Directors are leaders in their fields, offer consultation on projects, and are collaborative partners



Example Core Facilities

- Established in 1999
- Over 1,000 employees and annual revenues in excess of \$250 M
- Partners with states and other entities to maximize federal support of health care expenditures
- Generated \$2.2B in revenue and \$4.55B in cost avoidance in FY21 for EOHHS agencies



Lisa Colombo, DNP, MHA
Executive Vice Chancellor
Commonwealth Medicine

Developer and manufacturer of vaccines and biologics

- Founded in 1894 to provide vaccines and antisera to the citizens of Massachusetts
- Only FDA-licensed publicly-owned facility in US and approved for commercial production of Gene Therapy drugs in Europe
- Expertise from product discovery to product and process development, clinical, registration and commercial production
 - More than 25 licensed vaccines and biologics. TDVax current licensed product supplies >50% of US market. Two recent MassBiologics discoveries (Zinplava & Rabishield) are licensed biologics.
 - Operating through partnerships, as a CDMO and commercialization of internal products
- Large scale, GMP capabilities across biological modalities from vaccines, proteins and mAbs to viral vectors and oligonucleotides

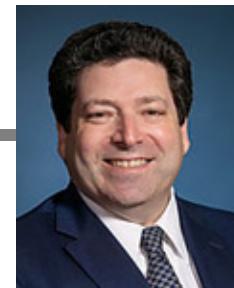


Mireli Fino, MBA
Executive Vice Chancellor
Mass Biologics

UMass Memorial Health Leadership



Eric Dickson, MD, MHCM, FACEP
President and CEO

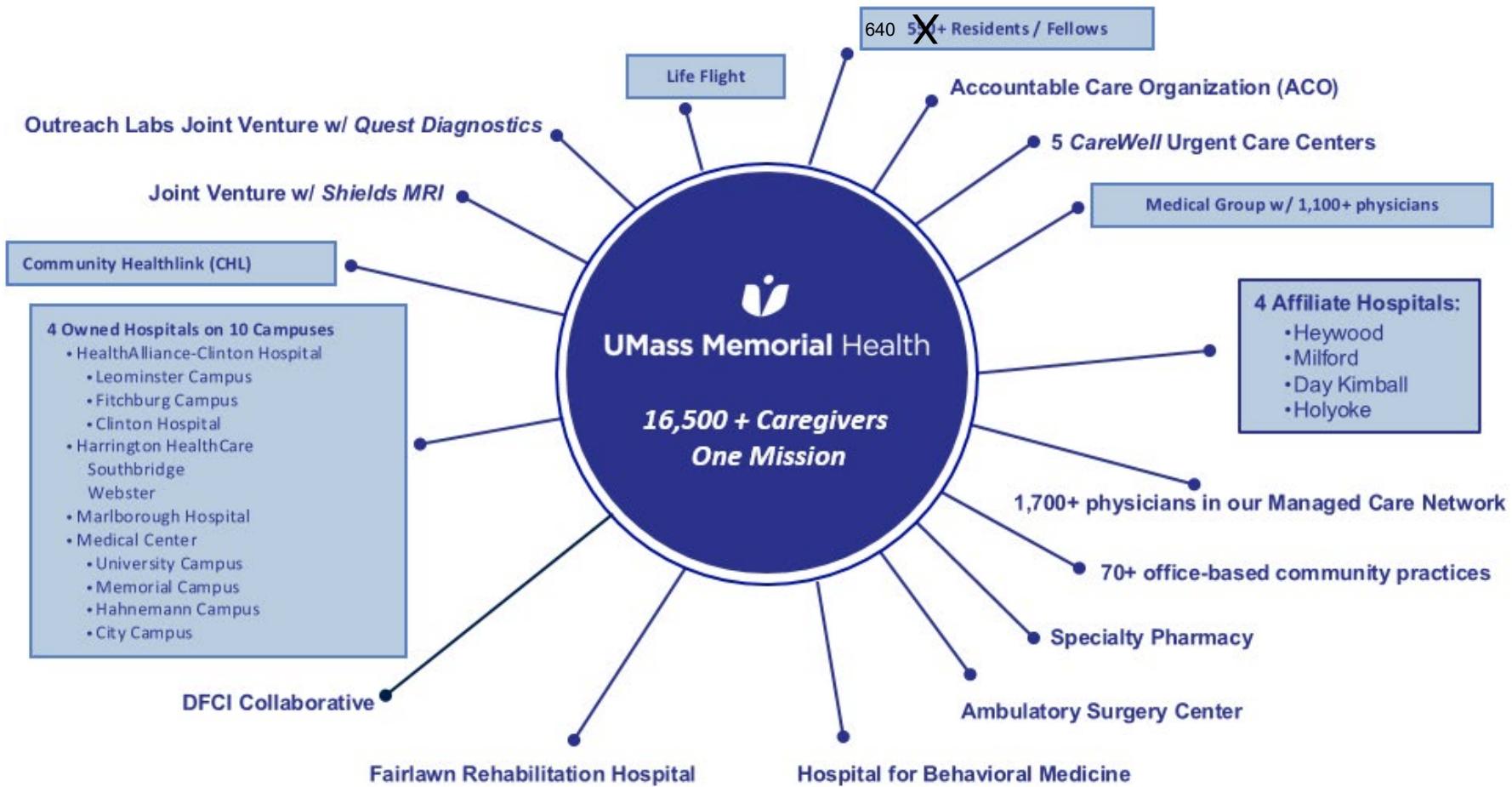


Shlomit Schaal, MD, PhD, MHCM
President, UMass Memorial Medical Group

Michael Gustafson, MD, MBA
President, UMass Memorial Medical Center

Andrew Karson, MD, MPH
Chief Medical Officer, UMass Memorial Medical Center

OUR MAJOR CLINICAL PARTNER



UMass Memorial Medical Group

[UMass Memorial Medical Group](#) is a dedicated, multispecialty network of more than 1,100 doctors who serve at more than 200 health care facilities throughout Central Massachusetts. One of the largest group medical practices on the East Coast, we also are the clinical partner of the [UMass Chan Medical School](#).



UMass Memorial Medical Group is focused on four priorities to drive improvement of both the patient and physician experience. These are our LEAD priorities (Lean, Engagement, Access, Diversity):

Lean/Leadership Development

Disseminate LEAN management tools to all physicians and offer leadership development to our providers

Physician Engagement

Work together to combat the effects of burnout — and help elevate physician satisfaction

Access - (Inpatient/ED and Ambulatory)

Continue to work with UMass Memorial leadership, as well the leaders of other entities where we provide services, to make it as easy as possible for our patients to receive our exceptional care

Diversity

Make sure we learn from each other and make the Medical Group a safe community where everyone feels that they belong — no matter their color, culture, religious belief or sexual orientation

UMASS MEMORIAL HEALTH: WHO WE ARE

OUR HOSPITALS

4 Hospitals / 11 Campuses

UMASS MEMORIAL MEDICAL CENTER

- University Campus (ER)
- Memorial Campus (ER)
- Hahnemann Campus
- City Campus

HEALTH ALLIANCE – CLINTON

- Leominster Campus (ER)
- Clinton Campus (ER)
- Fitchburg (Burbank) Campus

MARLBOROUGH HOSPITAL

- Marlborough Campus (ER)

HARRINGTON HOSPITAL

- Southbridge (ER)
- Charlton
- Webster (ER)

OUR SERVICES

ONLY LEVEL 1 TRAUMA CENTER IN CENTRAL MA

- Adults
- Children

CHILDRENS MEDICAL CENTER

- Our "Hospital within a Hospital" is Accredited by the National Association of Children's Hospitals & Related Institutions

ONLY LEVEL 3 NEO-NATAL INTENSIVE CARE UNIT IN CENTRAL MA

EXPERT CANCER CARE

- Adult Medical Oncology member of *Dana-Farber Cancer Care Collaborative*
- Breast Center – Accredited by the *National Accreditation Program for Breast Centers*

OUR DOCTORS

1,700 Physicians in Central MA

UMASS MEMORIAL HEALTH & UMASS MEMORIAL MEDICAL GROUP

- 1,300 Physicians
- Doctors that work directly for UMMHC

MANAGED CARE NETWORK

- 500 Physicians
- Independent Doctors that work primarily with the UMMHC Hospitals and system

COMMUNITY PRACTICES

70+ Office-based community practices across central MA

8 Urgent Care Centers

WORCESTER

- 348 Greenwood Street (CareWell)
- 500 Lincoln Street (CareWell)

FITCHBURG

- 380 John Fitch Highway (CareWell)

LEOMINSTER

- 510 North Main Street

MARLBOROUGH

- 757 Boston Post Road (CareWell)

NORTHBOROUGH

- 333 Southwest Cutoff (CareWell)

OXFORD

- 78 Sutton Ave

WEBSTER

- 340 Thompson Road (E.R. Open 24/7)

OUR AFFILIATIONS

AMBULATORY SURGICAL CENTER

- high quality, cost-effective advanced day surgery procedures
- State of the art facility

LAB & MRI

- Partnership with QUEST Diagnostics
- Partnership with Shields MRI

SPECIALTY PHARMACY

AFFILIATED HOSPITALS

- Heywood Hospital, Athol Hospital
- Milford Regional Hospital
- Day Kimball Health Care
- Holyoke Hospital
- Berkshire Healthcare

BEHAVIORAL HEALTH

- Community Healthlink
- Hospital for Behavioral Medicine
- Medical Center's Outpatient Psychiatry: 100 Century Drive
- Medical Center's Inpatient Psychiatry Unit
- Psychiatric Treatment and Recovery Center
- Emergency Mental Health Services
- Child and Adolescent Psychiatry
- Women's Mental Health Services
- Psychiatry Program at Marlborough Hospital
- Behavioral Health Services at HealthAlliance-Clinton Hospital
- New Behavioral Health Unit at Harrington Hospital

UMASS MEMORIAL HEALTH: WHERE WE ARE

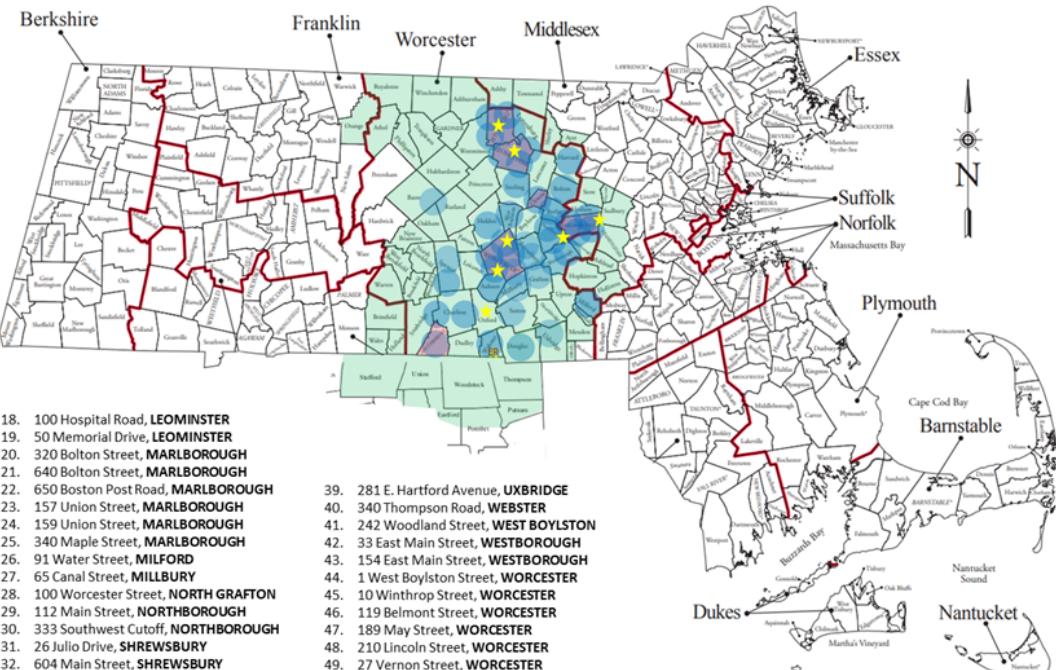
UMass Memorial URGENT CARE CENTERS

UMass Memorial PHYSICIAN LOCATIONS

UMass Memorial HOSPITALS

 **UMassMemorial Health Care**

SERVICE AREA MAP



Map showing the service area of UMass Memorial Health Care across Massachusetts. The map includes labels for major regions and towns, with yellow stars indicating specific locations. A compass rose is in the top right corner.

UMass Memorial URGENT CARE CENTERS

- WORCESTER**
348 Greenwood Street
500 Lincoln Street
- FITCHBURG**
380 John Fitch Highway
- LEOMINSTER**
510 N. Main Street
- MARLBOROUGH**
757 Boston Post Road
- NORTHBOROUGH**
333 Southwest Cutoff
- OXFORD**
78 Sutton Avenue
- WEBSTER (E.R. Open 24/7)**
340 Thompson Road

UMass Memorial PHYSICIAN LOCATIONS

- 103 Millbury Street, AUBURN
- 151 Worcester Road, BARRE
- 44 Central Street, BERLIN
- 563 Main Street, BOLTON
- 201 Highland Street, CLINTON
- 10 North Main Street, CHARLTON
- 20 Southbridge Road, CHARLTON
- 15 West Street, DOUGLAS
- 47 Ashby State Road, FITCHBURG
- 275 Nichols Road, FITCHBURG
- 326 Nichols Road, FITCHBURG
- 155 Franklin Road, FITCHBURG
- 76 Summer Street, FITCHBURG
- 198 Ayer Road, HARVARD
- 52 Boyden Road, HOLDEN
- 80 Erdman Way, LEOMINSTER
- 60 Hospital Road, LEOMINSTER
- 100 Hospital Road, LEOMINSTER
- 50 Memorial Drive, LEOMINSTER
- 320 Bolton Street, MARLBOROUGH
- 640 Bolton Street, MARLBOROUGH
- 650 Boston Post Road, MARLBOROUGH
- 157 Union Street, MARLBOROUGH
- 159 Union Street, MARLBOROUGH
- 340 Maple Street, MARLBOROUGH
- 91 Water Street, MILFORD
- 65 Canal Street, MILLBURY
- 100 Worcester Street, NORTH GRAFTON
- 112 Main Street, NORTHBOROUGH
- 333 Southwest Cutoff, NORTHBOROUGH
- 26 Julio Drive, SHREWSBURY
- 604 Main Street, SHREWSBURY
- 369 Main Street, SPENCER
- 118 West Main Street, SPENCER
- 50 Leominster Road, STERLING
- 225 Leominster Road, STERLING
- 100 South Street, SOUTHBRIDGE
- 188 Worcester-Providence Tpke, SUTTON
- 281 E. Hartford Avenue, UXBURGE
- 340 Thompson Road, WEBSTER
- 242 Woodland Street, WEST BOYLSTON
- 33 East Main Street, WESTBOROUGH
- 154 East Main Street, WESTBOROUGH
- 1 West Boylston Street, WORCESTER
- 10 Winthrop Street, WORCESTER
- 119 Belmont Street, WORCESTER
- 189 May Street, WORCESTER
- 210 Lincoln Street, WORCESTER
- 27 Vernon Street, WORCESTER
- 279 Lincoln Street, WORCESTER
- 281 Lincoln Street, WORCESTER
- 291 Lincoln Street, WORCESTER
- 55 Lake Ave North, WORCESTER
- 67 Belmont Street, WORCESTER
- 85 Prescott Street, WORCESTER

UMass Memorial HOSPITALS

- CLINTON**
UMass Memorial HealthAlliance-Clinton Hospital (ER)
201 Highland Street, Clinton

FITCHBURG
UMass Memorial HealthAlliance-Clinton Hospital (ER)
275 Nichols Road, Fitchburg

LEOMINSTER
UMass Memorial HealthAlliance-Clinton Hospital (ER)
60 Hospital Rd, Leominster

MARLBOROUGH
UMass Memorial Marlborough Hospital (ER)
157 Union Street

SOUTHBRIDGE
UMass Memorial Health Harrington Hospital (ER)
100 South Street

WORCESTER
UMass Memorial Medical Center
University Campus (ER)
55 Lake Avenue North, Worcester

Memorial Hospital (ER)
119 Belmont Street, Worcester

Hahnemann Campus
281 Lincoln Street, Worcester

THE RELENTLESS PURSUIT OF HEALING

33

 **UMass Memorial Health**

January 11, 2022
 **UMass Chan**
MEDICAL SCHOOL

Our True North:

Best place to give care, best place to get care.



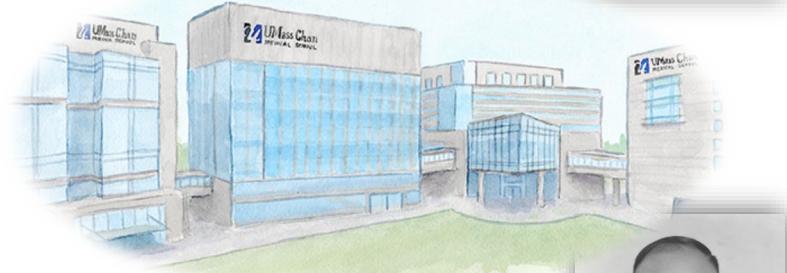
Transformational Gift Leads to UMass Chan Medical School Renaming

- **\$175 million donation from The Morningside Foundation* announced 9/7/21**
- The largest ever gift received by any UMass campus
- Unrestricted gift more than doubles the Medical School's endowment

*The Morningside Group was founded in 1986 by the Chan family of Hong Kong to make venture capital and private equity investments. The Morningside Foundation is the philanthropic arm of the company.

**Gerald Chan is the son of the late T.H. Chan, a graduate of the Harvard School of Public Health, which now bears his name; T.H. Chan's donation was the largest philanthropic gift in Harvard's history.

Gerald Chan** gives remarks to UMass Chan Medical School.



Rendering of UMass campus with rebranding.



The late T.H. Chan, father of Gerald Chan.

Any questions?

Office of Faculty Affairs (OFA):
Faculty.Affairs@umassmed.edu
508-856-3244

Visit our website
www.umassmed.edu/ofa

Or Email Mary Ahn, MD
Mary.Ahn@umassmed.edu

