

# 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

<b>8:00 am - 8:05 am</b>	<b>Welcome</b> Mary Ahn, MD Vice Provost for Faculty Affairs Professor, Psychiatry and Pediatrics
<b>8:05 am - 8:20 am</b>	<b>Chancellor's Welcome: Our Vision and Mission</b> 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
<b>8:20 am - 8:40 am</b>	<b>Ice Breaker Activity</b> Mary Ahn, MD
<b>8:40 am – 9:00 am</b>	<b>Overview of UMass Chan Medical School</b> Mary Ahn, MD
<b>9:00 am - 9:05 am</b>	<b>BREAK</b>
<b>9:05 am - 9:30 am</b>	<b>DRIVE: Diversity, Representation and Inclusion for Value in Education</b> 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
<b>9:30am - 9:55 am</b>	<b>Breakout Room 1: Seeking an Appointment to the Morningside Graduate School of Biomedical Sciences</b> Mary Ellen Lane, PhD Professor, Department of Neurobiology Dean, Morningside Graduate School of Biomedical Sciences  <b>Breakout Room 2: Faculty Appointments/Promotions Overview</b> Susanne Muehlschlegel, MD, MPH Professor, Department of Neurology
<b>9:55 am – 10:00 am</b>	<b>Closing</b>

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



**Mary S. Ahn, MD,  
FAACP**  
**Vice Provost for  
Faculty Affairs**  
Professor of Psychiatry  
and Pediatrics



**Margie Rodriguez**  
**Executive Assistant  
to the Vice Provost**

Search is underway for the  
**Associate Vice Provost for  
Faculty Development**



**Michelle R. Landry,  
MPH**  
**Administrative  
Manager III**



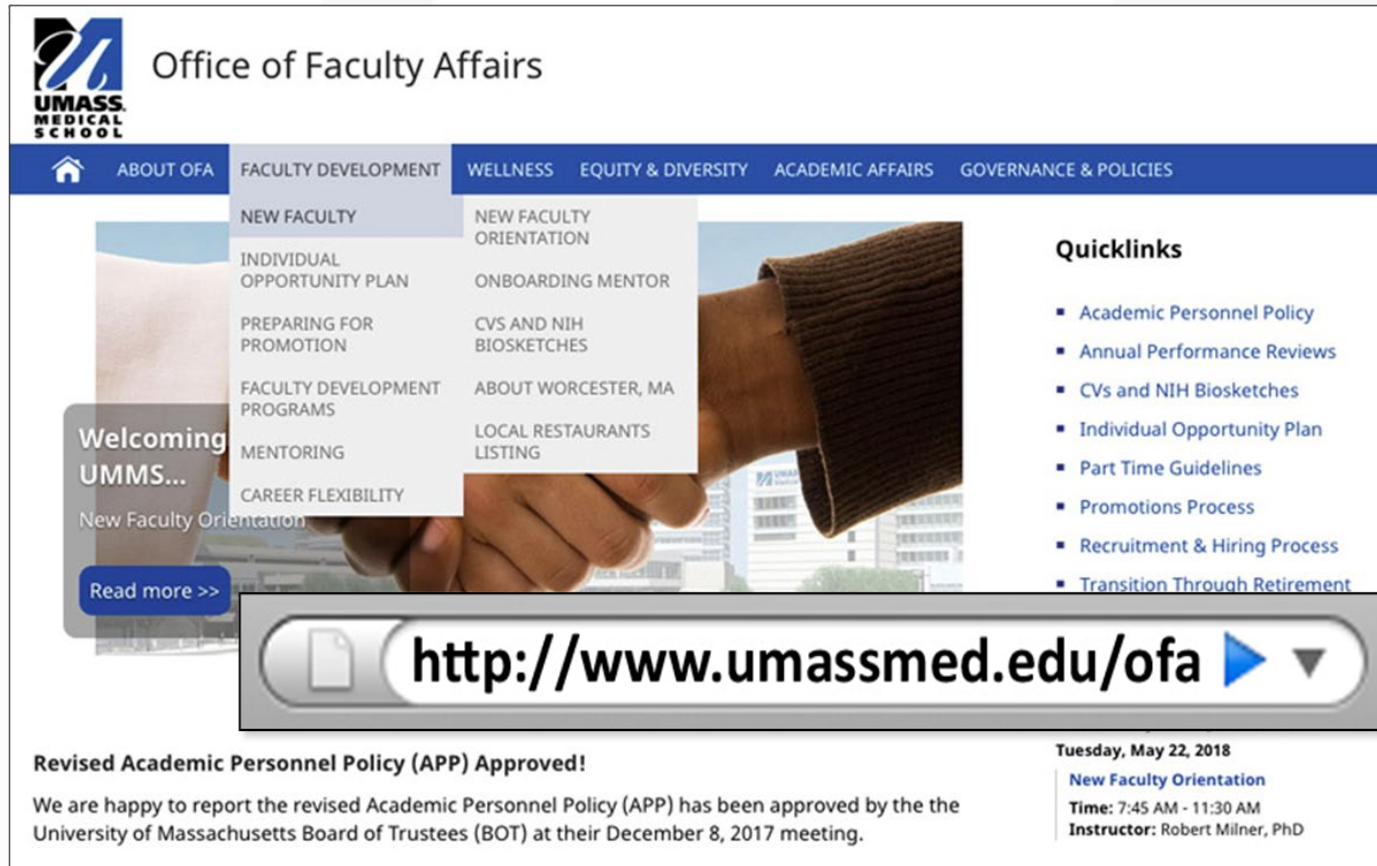
**Gennie Ludovico**  
**Senior Academic  
Personnel Specialist**  
Resource:  
Appointments,  
Promotions, Tenure



**Katherine Conlon,  
MEd**  
**Academic Personnel  
Specialist**



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



The screenshot shows the Office of Faculty Affairs website for UMass Medical School. The header includes the UMass Medical School logo and the title "Office of Faculty Affairs". A navigation bar contains links: ABOUT OFA, FACULTY DEVELOPMENT, WELLNESS, EQUITY & DIVERSITY, ACADEMIC AFFAIRS, and GOVERNANCE & POLICIES. The FACULTY DEVELOPMENT menu is open, showing options like NEW FACULTY, INDIVIDUAL OPPORTUNITY PLAN, PREPARING FOR PROMOTION, FACULTY DEVELOPMENT PROGRAMS, MENTORING, CAREER FLEXIBILITY, NEW FACULTY ORIENTATION, ONBOARDING MENTOR, CVS AND NIH BIOSKETCHES, ABOUT WORCESTER, MA, LOCAL RESTAURANTS LISTING, and a "Read more >>" button. A "Quicklinks" section lists various policies and processes. A large banner at the bottom displays the URL "http://www.umassmed.edu/ofa" with a play button icon. Below the banner, a news item titled "Revised Academic Personnel Policy (APP) Approved!" is shown, along with the date "Tuesday, May 22, 2018" and details for a "New Faculty Orientation" session.

**Office of Faculty Affairs**

**Navigation:** ABOUT OFA | FACULTY DEVELOPMENT | WELLNESS | EQUITY & DIVERSITY | ACADEMIC AFFAIRS | GOVERNANCE & POLICIES

**Faculty Development Menu:**

- NEW FACULTY
- INDIVIDUAL OPPORTUNITY PLAN
- PREPARING FOR PROMOTION
- FACULTY DEVELOPMENT PROGRAMS
- MENTORING
- CAREER FLEXIBILITY
- NEW FACULTY ORIENTATION
- ONBOARDING MENTOR
- CVS AND NIH BIOSKETCHES
- ABOUT WORCESTER, MA
- LOCAL RESTAURANTS LISTING

**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

**URL:** <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.

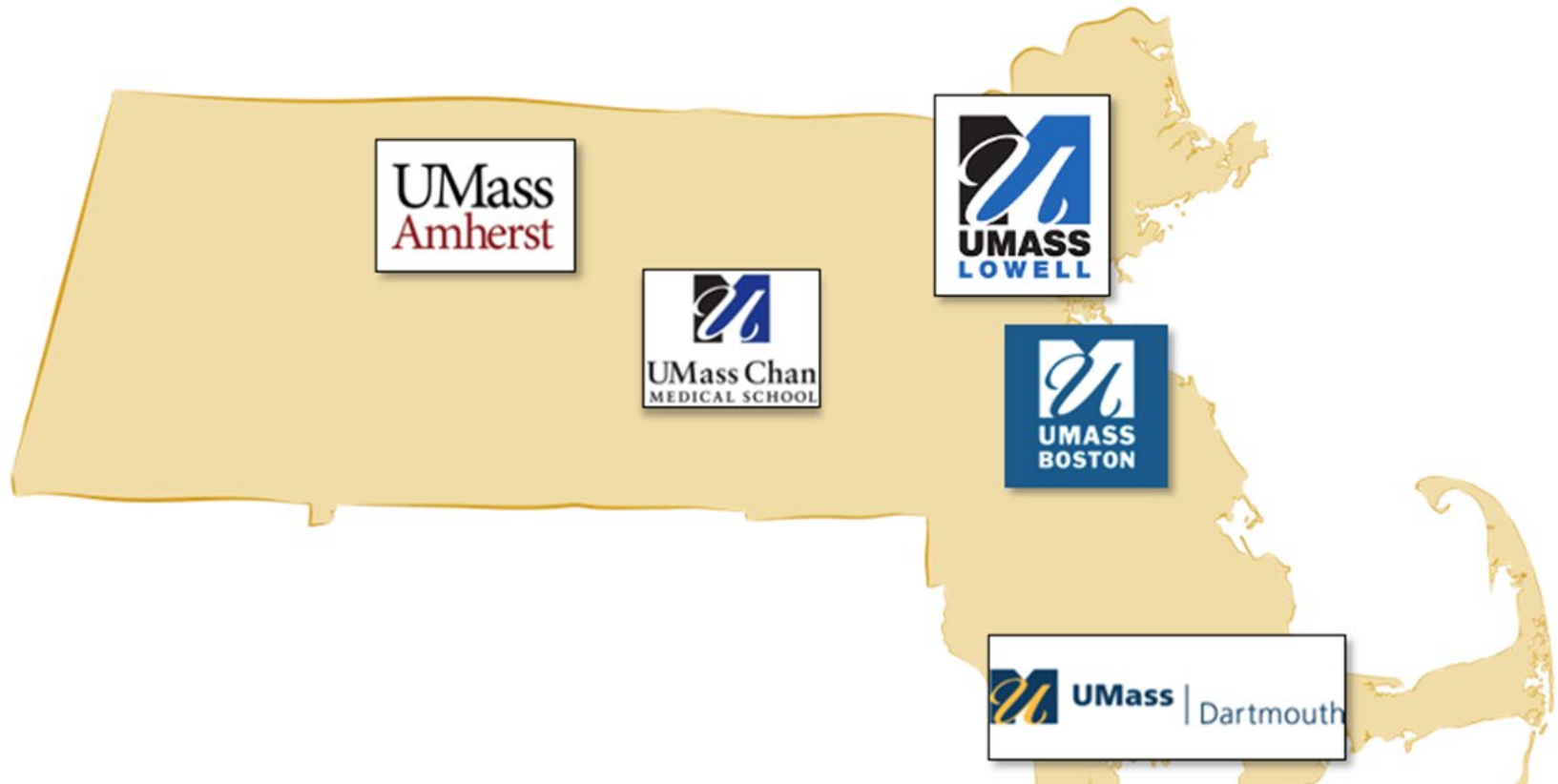
**Tuesday, May 22, 2018**

**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

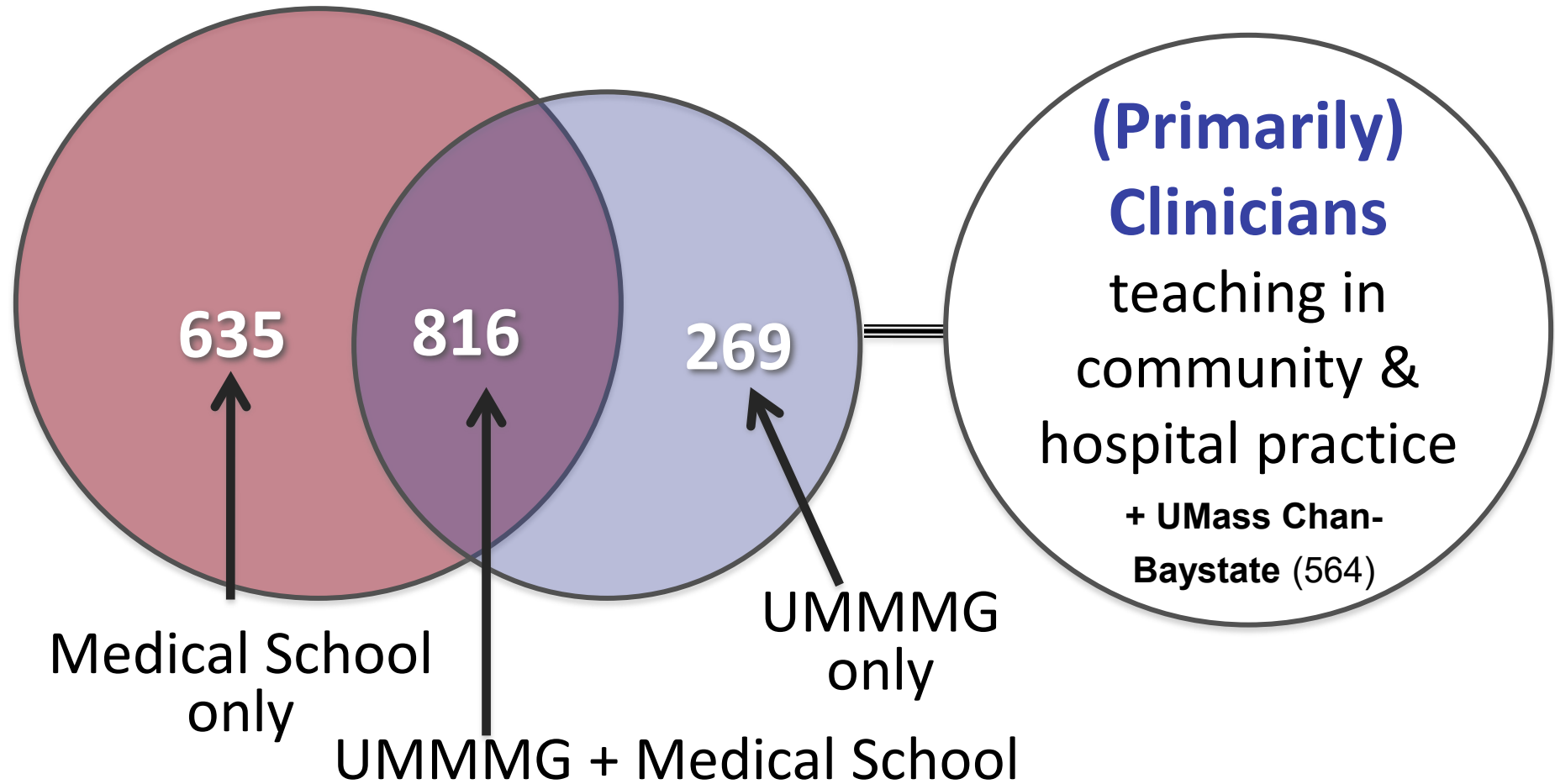
**Nursing  
Faculty**

**Nursing  
Programs**

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

**Employed (1,720)**

**Affiliate (1,139)**



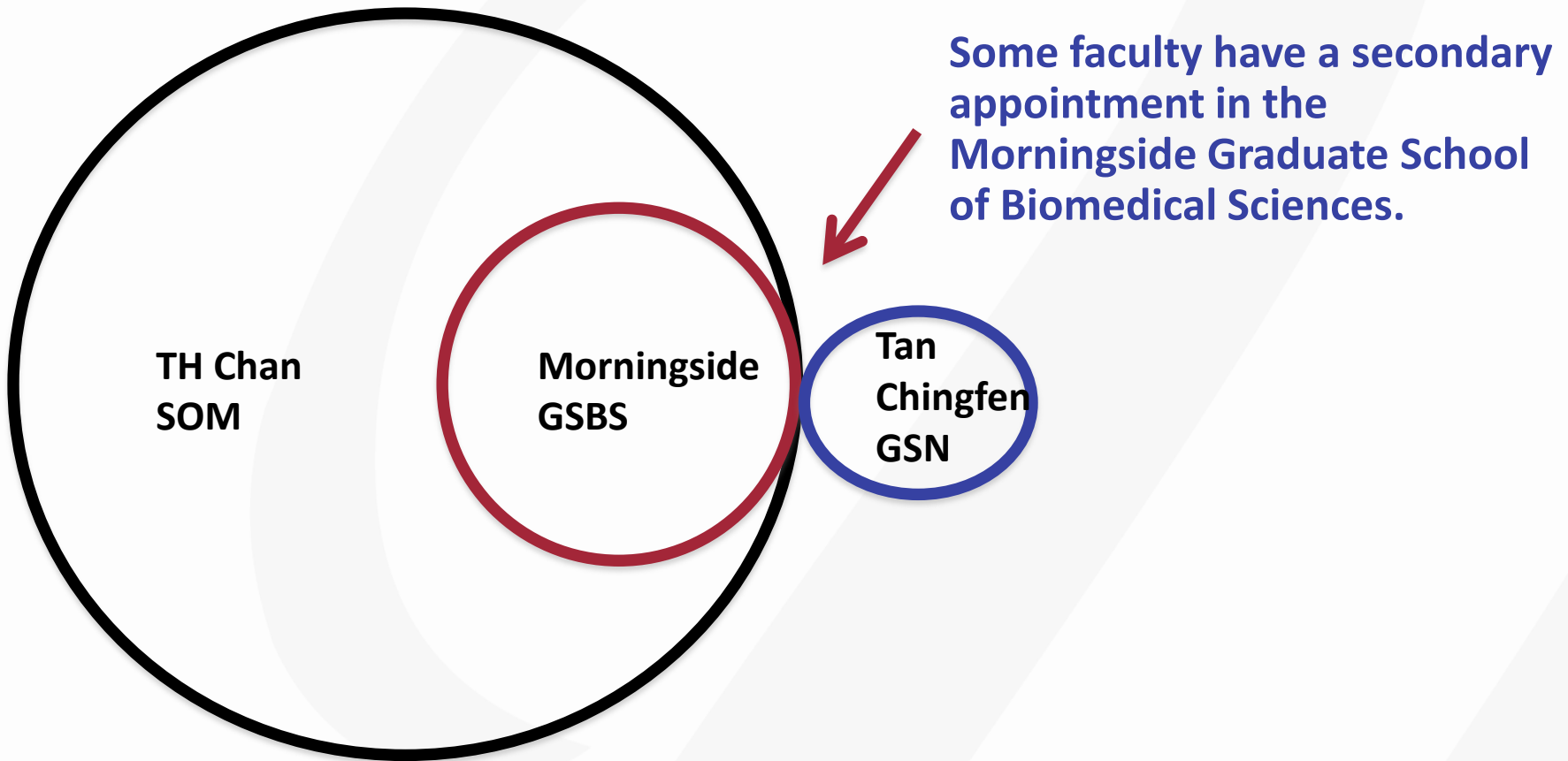
# UMass Chan–Baystate Regional Campus (Springfield, MA)



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

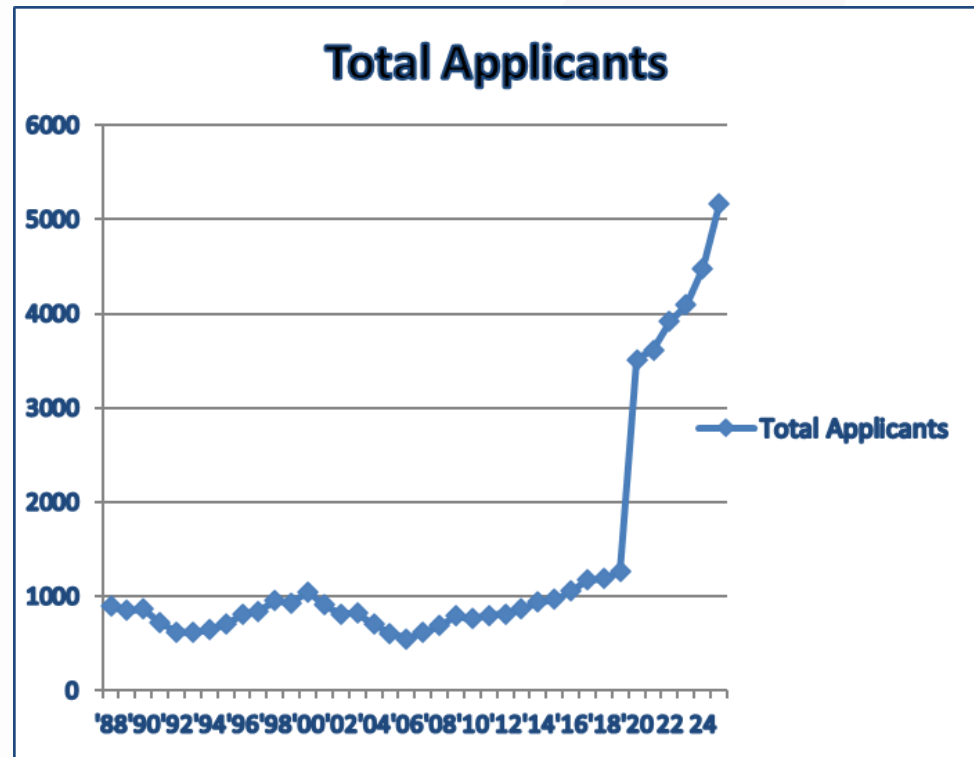
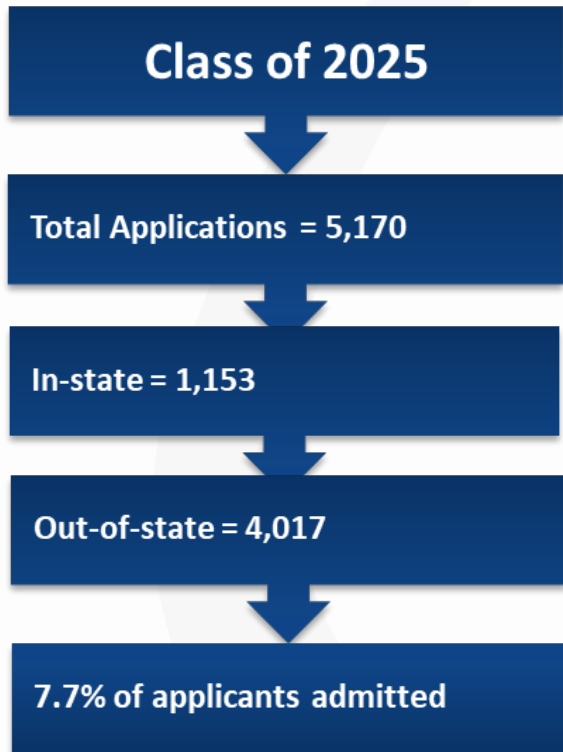
24 accredited residencies

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

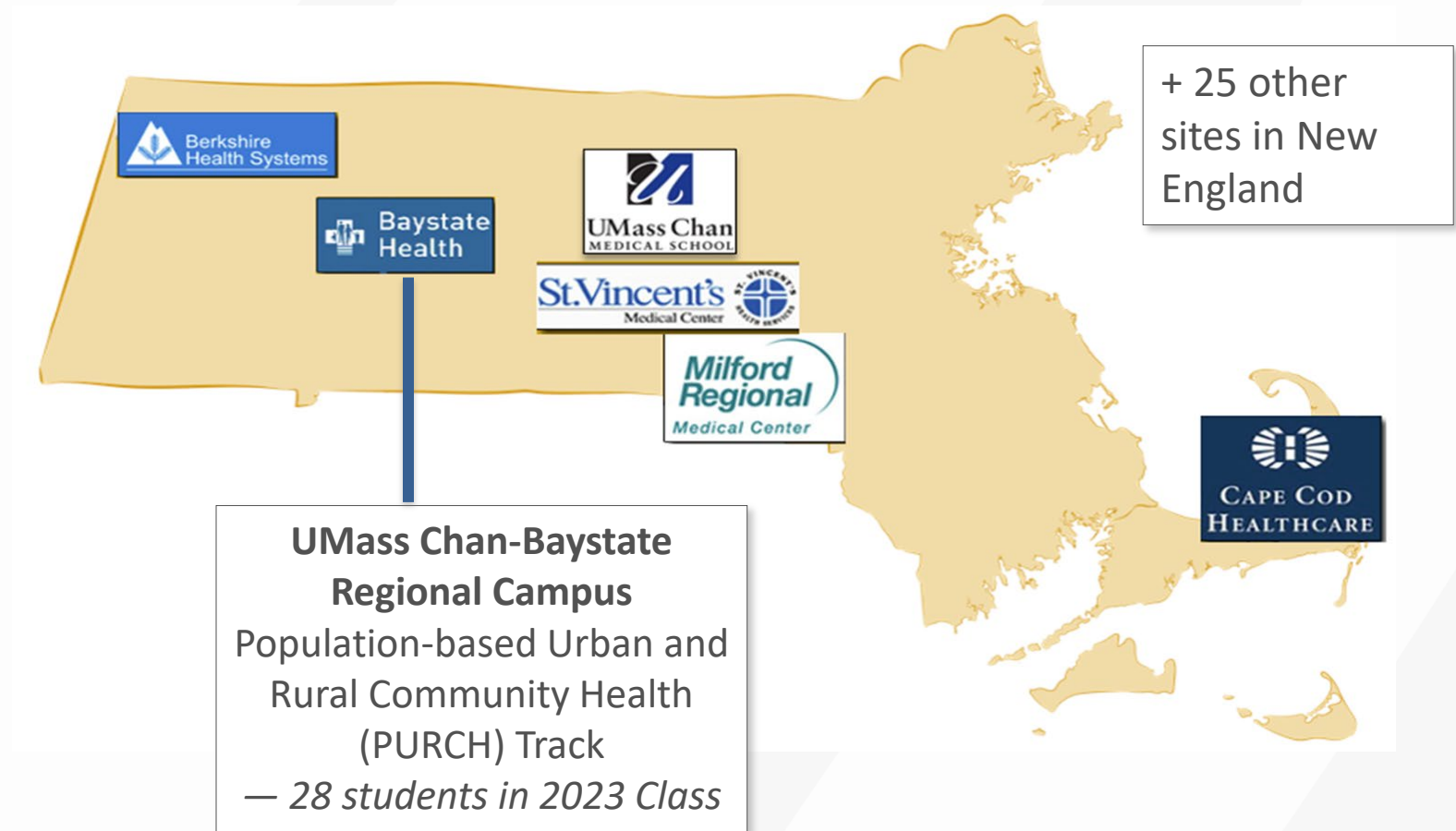


# The TH Chan School of Medicine perennially ranks in the top 10% for education in primary care.

- 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

21<sup>st</sup>

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

1<sup>st</sup>

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

2<sup>nd</sup>

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

7<sup>th</sup>

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

16<sup>th</sup>

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



U.S. News and  
World Report

10<sup>th</sup>

in Primary Care in 2020

27<sup>th</sup>

in Most Graduates practicing in Primary Care Fields in 2020

45<sup>th</sup>

in Research in 2020



Association of University  
Technology Managers

4<sup>th</sup>

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
<b>21</b>	<b>UMass Medical School</b>	<b>\$290,934,654</b>
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



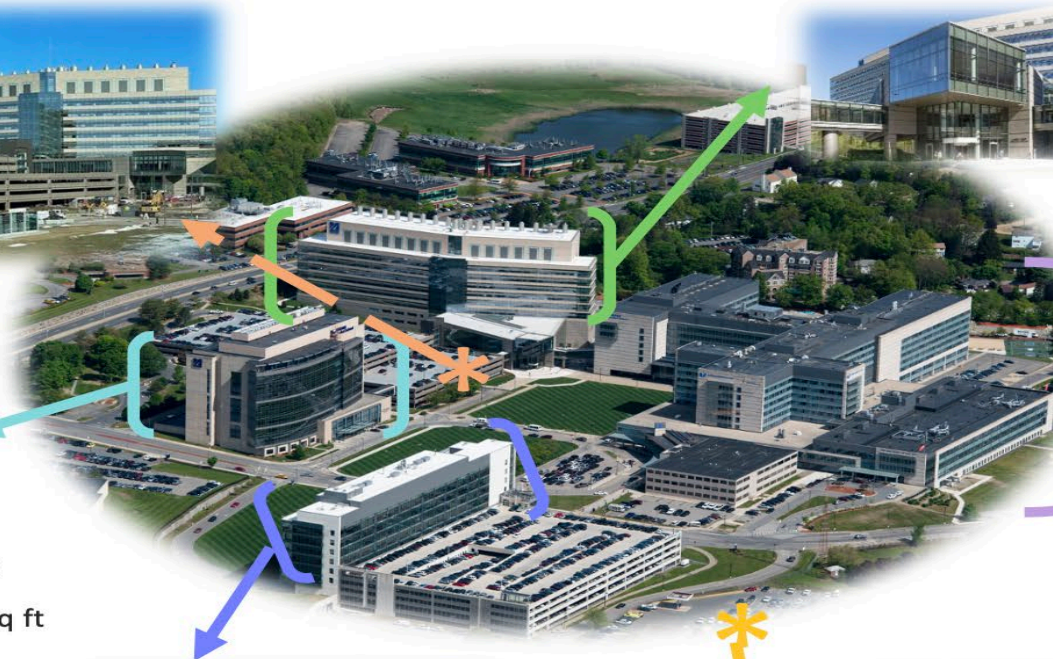
## Albert Sherman Center

➤ opened 2012; 512,000 sq ft



## Lazare Research Building

➤ opened 2001; 360,000 sq ft



## Memorial University Campus clinical facilities \*

➤ opened 2012; 512,000 sq ft



## Ambulatory Care Center \*

➤ opened 2010; 253,000 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*



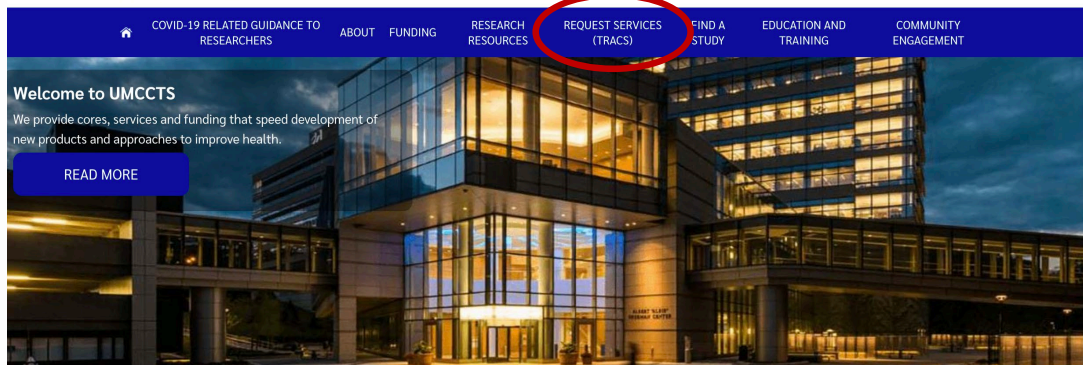
Albert Sherman Center, 2012; 512,000 sq ft  
*Gene Therapy Center, RNA Therapeutics,  
Population and Quant Health Sciences*



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

*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*



Center for Clinical and Translational Science (CCTS)

Center for Clinical and Translational Science (CCTS) > Request Services (TRACS)

- [Home](#)
- [COVID-19 Related Guidance to Researchers](#)
- [About](#) >
- [Funding](#) >
- [Research Resources](#) >
- [Request Services \(TRACS\)](#)
- [Find a Study](#)
- [Education and Training](#) >
- [Community Engagement](#) >

## 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](mailto: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 \(12-21-2021\)](#)

### UMCCTS

[www.umassmed.edu/ccts](http://www.umassmed.edu/ccts)

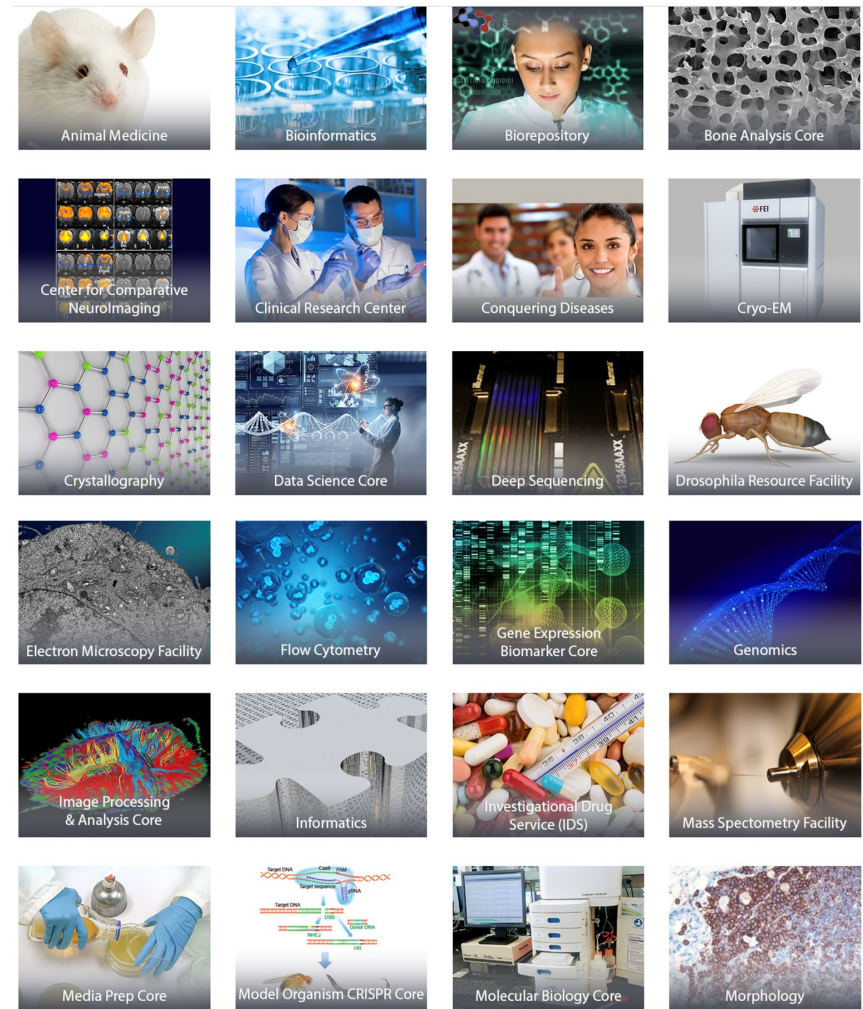
### REQUEST SERVICES

<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



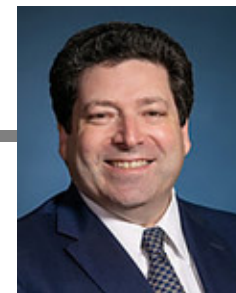
**Eric Dickson, MD, MHCM, FACEP**  
President and CEO



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

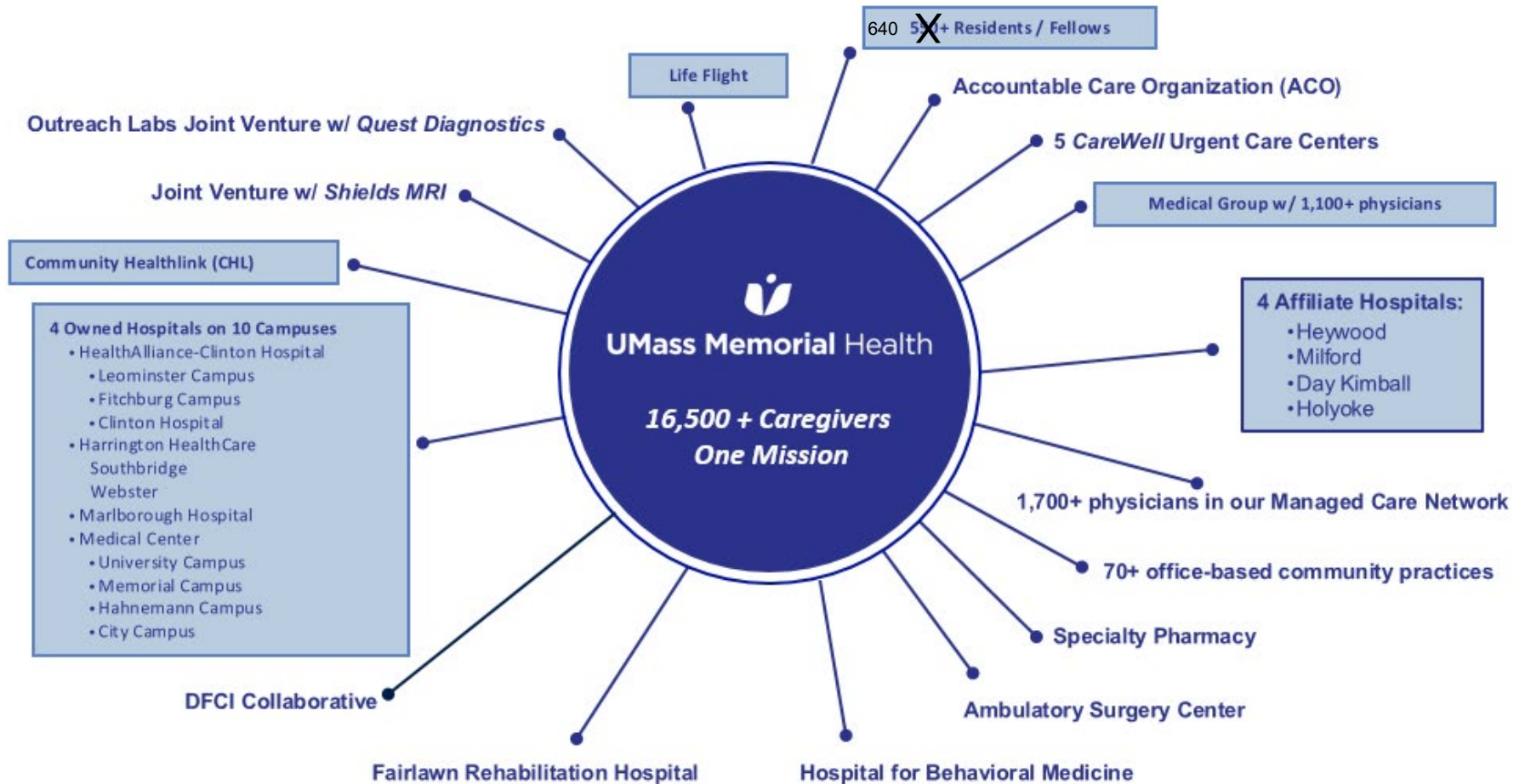


**Michael Gustafson, MD, MBA**  
President, UMass Memorial  
Medical Center



**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

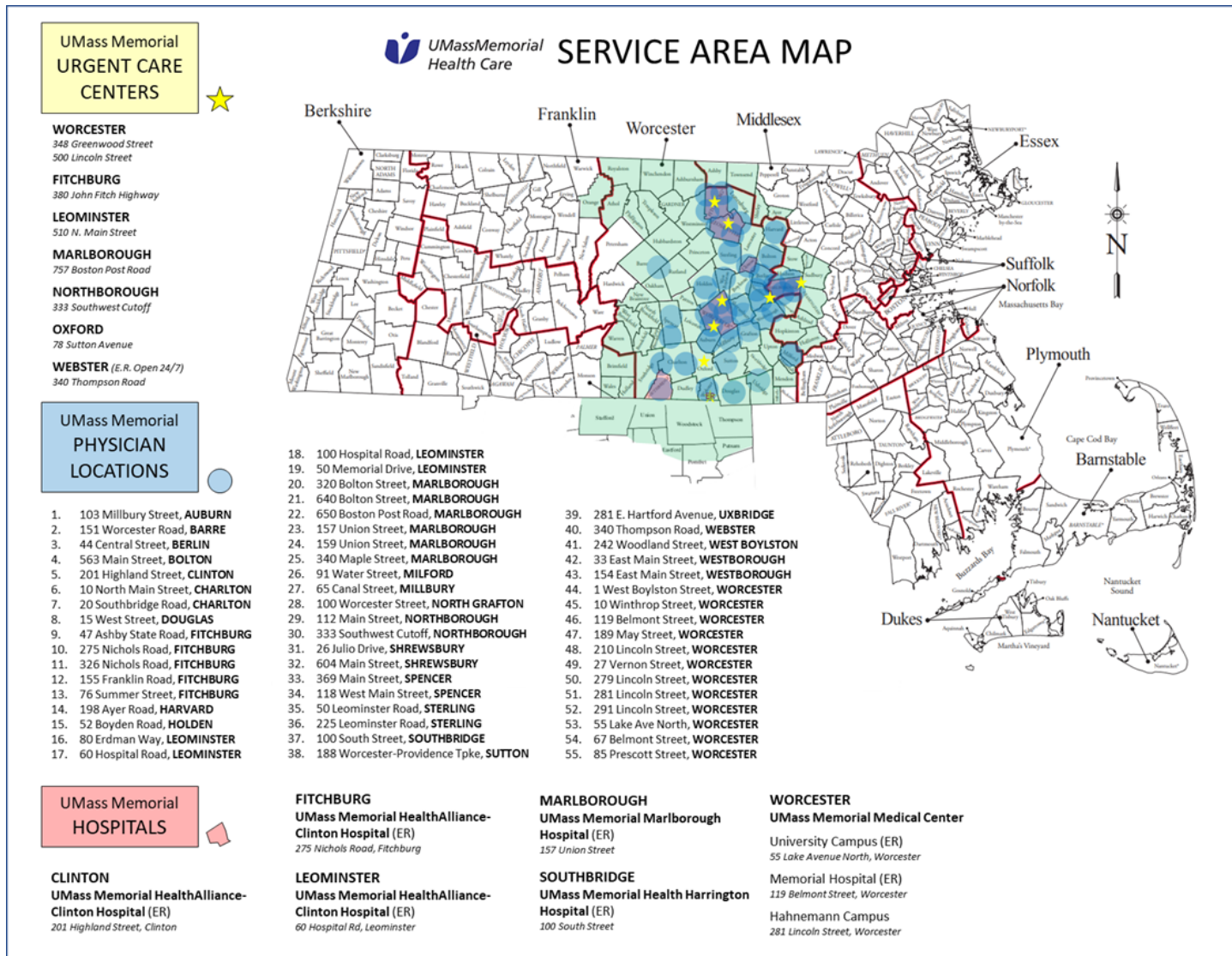
- Heywood Hospital, Athol Hospital
- Milford Regional Hospital
- Day Kimball Health Care
- Holyoke Hospital
- Berkshire Healthcare

## 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



# 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.



January 11, 2022

January 11, 2022

# Any questions?

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

**Visit our website**  
[www.umassmed.edu/ofa](http://www.umassmed.edu/ofa)

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

