



Luanne Thorndyke, MD
Vice Provost for
Faculty Affairs

The faculty are the “heart and soul” of the University of Massachusetts Medical School (UMMS). The Office of Faculty Affairs (OFA) is committed to enhancing the development and advancement of our faculty. We provide support and resources to faculty to pursue their goals within the missions of research, teaching, and clinical service and to facilitate career advancement and leadership.

The OFA is actively engaged in promoting an institutional climate of diversity and inclusion, equity, and opportunity at UMMS. Our work is values driven: we seek to foster innovation, collaboration, initiative, teamwork, and civility. Through our efforts to nurture and develop faculty talent, we enhance organizational vitality and promote work-life satisfaction. Our efforts are in close alignment with the Academic Health Sciences Center Strategic Plan, focused on building the workforce of the future and designing an ideal learning environment.

“Faculty are the ‘heart and soul’ of UMMS”

2010–11 ANNUAL REPORT

Office of Faculty Affairs

University of Massachusetts Medical School



“The OFA provides support and resources to faculty.”

The OFA responds to the needs of faculty and supports their journey toward academic advancement and career success. We address areas of need common to all faculty and also target certain groups with programs tailored to specific needs— including junior, mid-career, and senior

faculty, those new to the institution, women and minority faculty, and those navigating the promotion and tenure process. Some thematic elements cut across all faculty groups: orientation & networking, development & mentoring, equity & diversity, and academic affairs. These “cores” are vital to the function and impact of the OFA within the organization.

The OFA provides opportunities for orientation, networking, professional development and leadership. OFA staff and the Vice Provost for Faculty Affairs also provide consultation to individual faculty across the three schools of UMass Worcester.

The bottom line: the OFA is here to help YOU, the faculty, be successful in your career. We can help you navigate the complex academic environment to pursue academic excellence while maintaining a degree of work-life balance. Check out our newest offerings; browse our website; come out and meet your colleagues at a networking luncheon!

“The OFA is here to help YOU be successful in your career”



Office of Faculty Affairs

*Building Faculty Communities:
Pursuing Themes that Enrich, Enhance and Advance*

Orientation & Networking

The OFA sponsors programs designed to educate faculty about UMMS, encourage networking and collaboration, and to ensure that faculty receive important information and announcements.

New Faculty Orientation

This annual event is designed to orient new faculty to the institution. Topics include an overview of the organization, introduction to the missions of education, research and clinical service, and information about the promotion and tenure process. Over 50 faculty attended the New Faculty Orientation in September 2010. Visit the OFA website to find out how to get started at UMMS.



Faculty Luncheons



Faculty Luncheons are an opportunity for faculty to meet informally, network, and exchange ideas. They are scheduled periodically throughout the year, mainly at the University campus. Brief programs during the luncheons provide updates on important initiatives, celebrate recent promotion and tenure decisions, and honor recipients of awards. In 2010–11, 12 were held on University Campus and 4 were held at UMass Memorial. Total attendance was over 1500 faculty, averaging 100 faculty per luncheon. A survey of faculty attendees documented the perceived value of the lunches (78% rated very high or high) and a desire to continue them (85%).

Faculty NewsWire

July 11, 2011

The UMMS Faculty NewsWire is an email communication sent to all faculty weekly on Monday. It includes notices of workshops, seminars, and professional development programs, announcements of awards and funding opportunities administered by the OFA, and events of interest to faculty. Announcements are also posted on 4 OFA bulletin boards at strategic locations on the University campus.

New England Network on Faculty Affairs (NENFA)

To facilitate exchange of information and best practices, the OFA initiated the formation of a network of faculty affairs and development experts based at New England medical schools. The inaugural meeting was hosted by UMMS in March, 2011, and attended by 27 individuals, representing 12 institutions. NENFA includes over 80 members from six states.

Development & Mentoring

There are many paths to success as a faculty member, but career goals are difficult to accomplish alone—we all need support to be successful. Professional development programs, coupled with effective mentoring, provide support for individuals to gain new skills and knowledge. The OFA sponsors programs to enhance the academic and professional development of faculty in teaching, research, patient care, and leadership.

Junior Faculty Development Program (JFDP)

The JFDP is an intensive professional development experience for junior faculty designed to facilitate their success in academic medicine. The program combines a curriculum in research, education, and career development, with a project conducted under the guidance of a senior faculty mentor.

In 2011, 26 junior faculty completed the program, representing 17 departments.



Graduation Ceremony for the 2010–11 JFDP Class

Preparing for Promotion Series

Monthly, one-hour sessions from September to May educate faculty on the process of promotion and tenure and include topics such as: Promotion at UMMS, Effective CVs, Letters of Reference, and Tenure.



Programs to Enhance Teaching Skills

The OFA sponsors programs for faculty to improve their effectiveness as educators, such as the Enhancing Teaching and Learning series. In collaboration with the UMMS Simulation Center and the Office of Educational Affairs, the OFA offers the Teaching with Medical Simulation Certificate for faculty who wish to incorporate simulation in their teaching.

Leadership Speaker Series



Seminars and workshops by national speakers and UMMS experts address approaches to leadership that can improve and enhance leadership skills. In 2010–11, the series included 5 seminars and 7 workshops, with an average attendance of 25 faculty.

Mentoring at UMass Worcester

This new initiative will provide support for mentors and mentees across all learner communities on the Worcester campus. Plans include workshops and online resources for mentors and mentees, a mentee-mentor matching program, and a campus-wide survey of mentoring needs. Stay tuned in 2011–12 for more information on this important initiative.

Equity & Diversity

The OFA supports programs and initiatives to foster equity and diversity in the availability of resources and opportunities for advancement, particularly for minority and women faculty.

Women's Faculty Committee



The mission of the Women's Faculty Committee is to address the needs of women faculty and promote the status of women at UMMS and in the UMass Memorial Health Care system.

2011 Women's Faculty Awards Luncheon

Gender Equity Initiative

In 2010, the OFA completed a Gender and Race Compensation Equity Study. Extensive analyses did not reveal any systemic discrepancies in faculty compensation by gender or race. The OFA has begun to evaluate advancement in academic rank by gender and race, and identify factors that impact advancement.

Joy McCann Professorship

The goal of this 3-year Professorship is to identify and reward female faculty leadership in medical education, research, patient care and community service.



Joy McCann Professors: 2011–14, Julia Andrieni, MD (left) 2008–11, Patricia Franklin, MD, MBA, MPH (right)

UMMS Faculty Scholars Award

This competitive award provides up to \$30,000 to assist a faculty member during a period of increased family care responsibilities for professional assistance to continue research and/or scholarly effort while family obligations are addressed. Four awards were made in 2010–11.

Faculty Diversity Scholars Program (FDSP)

The goal of the FDSP is to encourage recruitment and career advancement of faculty from backgrounds that are underrepresented in the health sciences. Three scholars are currently supported.



From left: Sonia Ortiz-Miranda, PhD, Benjamin Nwosu, MD, Rashelle Hayes, PhD

Executive Leadership in Academic Medicine (ELAM)



The OFA supports the application of faculty to ELAM, a competitive and highly selective program to prepare senior women faculty to move into positions of institutional leadership where they can effect positive change.

Jean King, PhD, 2011 ELAM Fellow

Conference Support

The OFA provides tuition support for a limited number of faculty to attend the AAMC Early, and AAMC Mid-Career Women Faculty Professional Development Seminars, and the AAMC Minority Faculty Career Development Seminar. In 2010–11, the OFA sponsored 7 faculty members to attend these conferences.

Academic Affairs

The OFA supports the academic affairs of faculty at UMMS. The Vice Provost for Faculty Affairs and OFA staff are available for individual consultation with faculty on career planning, promotion and tenure, and any concerns about faculty life, policies or procedures.

Governance & Policy

The OFA provides administrative support for the Executive and Faculty Councils, the two main governing bodies of UMMS, and for other standing faculty committees.



Appointment, Promotion & Tenure

The OFA administers the process for faculty appointments, promotion and tenure decisions, and supports the Personnel Action and Tenure Committees. In 2010–11,

- 203 faculty were appointed
- 66 were promoted in rank (27 women, 39 men)
- 10 received the award of tenure (2 women, 8 men)

An internal study revealed no difference between female and male faculty in the years taken to achieve promotion. The OFA website contains a comprehensive overview of the promotion and tenure process, as well as tools and resources to help faculty. The OFA maintains a database of all faculty who hold academic appointments within any of the three schools and uses the database to create various reports (see UMMS Faculty Fast Facts).

Faculty Advancement and Development Liaisons (FADL)

Each department has identified a faculty member to help individual faculty navigate the promotion process in their department. FADL representatives are important links between the OFA, the department chair, the departmental personnel action committee, and faculty considering promotion.

Evaluation & Review

The performance of a faculty member is reviewed annually through a formal process that involves a review of progress for the year, a meeting with the chair, and setting goals for the next year. Each academic department is reviewed every 5–7 years in a process that includes an internal self-study and a site visit by external evaluators. The OFA administers both of these review processes in collaboration with the departments. In 2010–11, the OFA received over 1500 annual faculty reviews and conducted reviews of the departments of Biochemistry & Molecular Pharmacology, Cell Biology, Medicine, and Orthopedics & Rehabilitation.

Faculty Forward

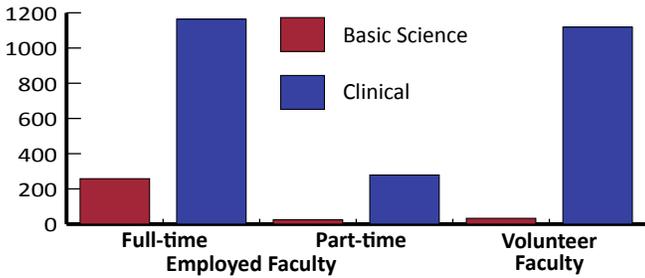
Results from the 2009 AAMC Faculty Forward survey documented that UMMS faculty are more satisfied than their peers at 23 other institutions. Our faculty ranked UMMS in the top tier as compared to peer institutions and the national cohort in more than 80% of survey items for nature of work; climate, culture, & collegiality; governance & operations. In the global satisfaction assessment, UMMS was among the top in ranking both the school and individual departments as positive places to work. Clinical faculty satisfaction was less than basic scientists; addressing the specific needs of clinical faculty will be a future priority.



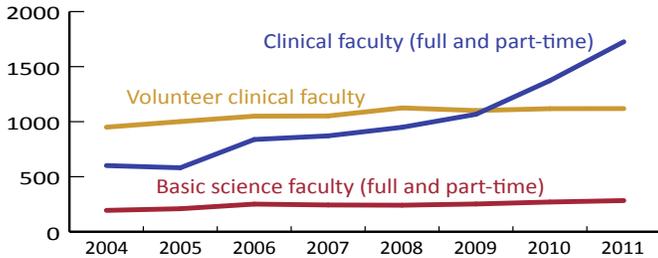
UMMS Faculty Fast Facts

UMMS had 3,086 faculty on June 30, 2011. The majority (84%) are appointed in the clinical departments. Our faculty includes:

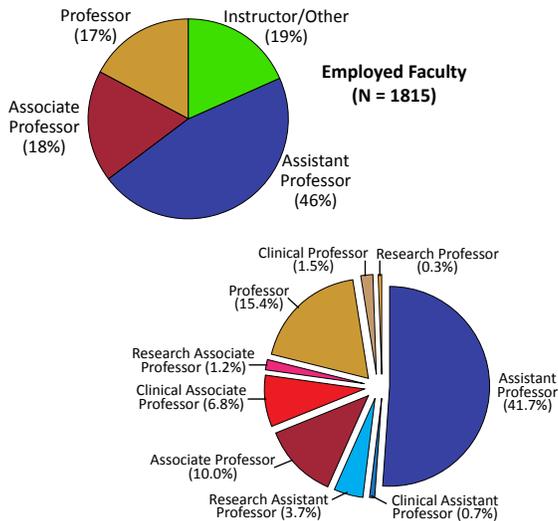
- 1815 employed (full and part-time)
- 147 tenured (8.1%) and 96 on the tenure track (5.3%)
- 1241 volunteer
- 2873 in the School of Medicine (SoM)
- 183 in the Graduate School of Nursing (GSN)
- 363 in the Graduate School of Biomedical Sciences (GSBS)



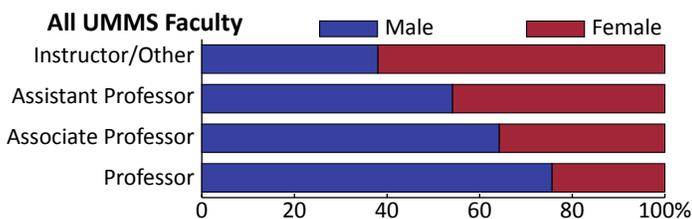
Growth of UMMS Faculty



Distribution of Faculty by Rank and Pathway



Distribution of Faculty by Gender



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Office of Faculty Affairs (August 2011)



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- Gennette Ludovico, Academic Personnel Specialist
- Robert Milner, Associate Vice Provost for Professional Development
- Susan Tremallo, Program and Events Coordinator
- Susan Pasquale, Director of Curriculum & Faculty Development

OFA Website: <http://www.umassmed.edu/ofa>

Please visit our website for more information about the activities of the OFA, detailed guidance on promotion and tenure, and schedules for faculty development programs.

