

VPFA Updates

Faculty Council
April 2, 2026



School- Employed Faculty Compensation Update:

Mar 11, 2025

- Promotions on HOLD
- Raises on HOLD

April 24, 2025

- Academic Promotions Resumed with 10% salary cap

July 16, 2025

- 2.5% base salary increases for Non-Unit Faculty/Staff

Feb 10, 2026

- 10% salary caps removed
- All faculty at minimum %ile AAMC benchmarks

July 1, 2026

- Budgeting plans for salary increases for Newly Tenured Faculty and for PMYRs

Annual Performance Reviews are LIVE!

School Employed faculty:
May 1, 2026

- Pre-populated with last year's goals
- 15% faculty completion rate in past 2 weeks

Dual Employed Physicians
and UMMH Only faculty:
September 1, 2026

- Login with
UMassmed.edu OR
UMassmemorial.org
emails

Faculty APR Resources



Weekly open office hours

Wednesdays @1pm
(starting March 4)

Guides & recorded trainings



The [APR: Overview and Guidance](#) document is designed to help faculty complete their APR and prepare for the discussion with their supervisor.



[Resources for Faculty](#)



[Resources for Chairs & Supervisors](#)



[Resources for Administrative Staff](#)

Faculty Development- Upcoming



Excellence in Health Care Delivery- Academic Advancement for Clinicians

April 7 | 5:30-6:30pm

*Presenter: Emily Green, PhD, MA; Associate Vice
Provost for Faculty Development*

If you are a clinician and have questions about how to get promoted, this virtual session is for you! We will review strategies for academic advancement within the Health Care Delivery Area of Distinction. We will address challenges specific to clinicians and provide practical tips to help navigate UMass Chan criteria and processes. Bring all of your questions- there will be plenty of time for Q & A!



Faculty Development- Upcoming



Effective Bedside Rounds: Aligning Patient Care and Educational Missions

April 15 | 12:00-1:00pm

In-Person, Medical School S1-123

Presenter: William White, MD

This workshop will equip faculty to run bedside rounds that efficiently serve both clinical and educational needs. Drawing from systemic reviews and qualitative research, we will explore pitfalls and potentials for bedside rounds in domains including teamwork, patient satisfaction, and learner behavior. In the small group portion of the session, participants will debate topics including time management, learner preference management, role allocation, and patient selection. Finally, an individual exercise will leave participants with a framework to implement to improve structured interdisciplinary bedside rounds in their own unique practices.

Co-sponsored by the Office of Faculty Affairs and the Health Education Academy for Leadership & Learning (HEALL), this workshop is part of a Core Series designed to support faculty in their educational endeavors and to help hone their instructional skills.



Faculty Development- Upcoming



Inclusive Teaching in Clinical Education

April 28 | 12:00-1:00pm

*Presenter: Mary Paterno, PhD, CNM, FACNM;
Associate Professor of Obstetrics & Gynecology-
Baystate*

Using inclusive teaching strategies designed for a diverse body of learners is imperative to developing a robust and varied clinical workforce. This session will review concrete strategies for inclusive teaching that can be applied in the classroom and the clinical setting in a way that promotes a sense of welcome and belonging. When inclusive teaching is successful, all students receive the tools and resources they need to be successful.



Faculty Development- Upcoming



Financial Wellness for Faculty

Save Well (Session 1 of 3)

May 19 | 12:00-1:00pm

In this first of three sessions on financial wellness for faculty, you will learn to manage your significantly increased cash flow, and the risks that can jeopardize the integrity of your personal finances. We will focus on the first step of planning for a successful retirement: Helping you understand your retirement goals and the factors that will impact those goals. *This session is open to all faculty and is especially appropriate for early career clinicians and researchers.*



Invest Well (Session 2 of 3)

June 9 | 12:00-1:00pm

In this second of three sessions on financial wellness for faculty, we will cover how you can manage your cash flow to maximize the tax and market opportunities to accumulate wealth. From identifying levels of risk tolerance to exploring the investment vehicles available to you, we provide a clearer picture of how to grow a nest egg by investing it. *This session is open to all faculty clinicians and researchers.*



Protect Well (Session 3 of 3)

June 23 | 12:00-1:00pm

In this third of three sessions on financial wellness for faculty, we will cover how you can protect your ability to make and save money. Even more importantly, we cover how you can protect yourself financially against the unexpected hardships that life can throw your way. Learn the financial risk factors associated with transitions from active practice to active retirement, and how you can successfully address end of life financial and estate planning issues. *This session is open to all faculty and is especially appropriate for mid-senior career clinicians and researchers.*

These sessions are facilitated by Baystate Financials. Sessions are for informational purposes only- there is no expectation of purchasing of services.



We want to communicate with you!

Forwarding your @umassmed.edu emails

HOW TO: Forward UMass Chan Medical School emails to a different email address

1. Go to Outlook on the web (you cannot do this using the Outlook app) <https://outlook.live.com/owa/> and sign in using your UMass Chan Medical School email address (@umassmed.edu).

Forgot your UMass username or password? Contact the Help Desk: (508) 856-8643 or umasschanhelpdesk@umassmed.edu

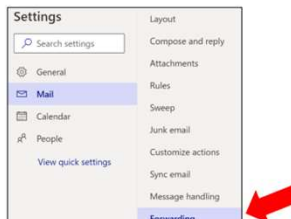
2. Once in your email account, click on the Settings gear located in the top right corner of the screen.



3. Click "View all Outlook settings" at the bottom of the menu.



4. Under Mail settings, choose "Forwarding"



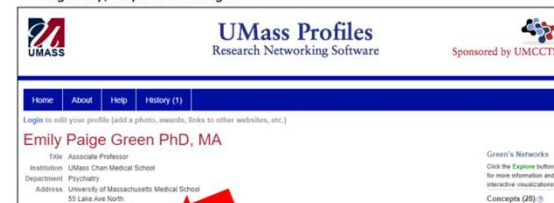
Changing your preferred email

HOW TO: Change how UMass Chan Medical School communicates with you

1. Check your faculty profile. <https://profiles.umassmed.edu/search/>



2. Check the email address listed on your profile. This email is the one UMass Chan uses to send out important information, opportunities, and resources. If this email address is not one that you check regularly, request a change.



<https://www.umassmed.edu/ofa/about/newswire>