

VPFA Updates

*Faculty Council
November 6, 2025*



Interfolio Review (Pilot Year 1):

Stakeholder Feedback:

- UMass Chan Interfolio Team (OFA, ACES2, IT)
 - Engineering team response time
 - Ongoing technical issues/open tickets
- Faculty: not a time-saver
 - Slow webpage processing time
 - Clunky
- Administrative Staff: high utilization of OFA staff support
 - lack of intuitive features
 - not easy to take on Chair role for access
- Supervisors/Chairs: workflow inefficiencies for signatures

Longer Term Concerns (Impacted by Elsevier):

- Engineering deficits for future edits/improvements
- Tickets not responded to unless escalated
- No demonstrated investment in AI
- Expensive (new prices will escalate with acquisition by Elsevier)

APR Issues Addressed by Interfolio:

- Reliably track goals from previous year for accountability
- No missed entries in required sections
- Supervisors must submit S/U for summative evaluation
- Can track APR adherence
- Avoids manual PDF uploads
- Reliable workflow for communication to faculty

Faculty-Supervisor-Chair-Faculty

Annual Performance Reviews: c2024



UMass Chan Medical School UMass Memorial Health, UMass Memorial Medical Center & Group

FACULTY ANNUAL PERFORMANCE REVIEW FORM

A Guide to the APR is available online: <https://www.umassmed.edu/ofa/academic/faculty-reviews/apr>

I. General Information

Dates of Evaluation: From: _____ To: _____
Name: _____ Date: _____
Department: _____ Division: _____
Rank: _____ Years in Present Rank: _____

Percentage effort in the following activities during the evaluation period (To be completed by Department. Faculty member should not complete this section.):

Current:

Clinical: _____ % Education: _____ % Research: _____ % Other: _____ % Other: _____ %

Proposed:

Clinical: _____ % Education: _____ % Research: _____ % Other: _____ % Other: _____ %

II. Educational Activities (identify interprofessional teaching activities with *)

- Educational leadership, administration and service
- Teaching in programs and courses
- Clinical education and mentoring
- Research education and mentoring
- External education (e.g., CME)
- Education for public/community
- Development of curricula, courses and educational materials

☐ Satisfactory ☐ Unsatisfactory; If "U" include in section 12 ☐ N/A

III. Investigation

- Divide grants, contracts and clinical trials into active and pending (i.e., submitted during reported period)
- List other research activities (e.g. patents, development of software, unfunded research activities).

☐ Satisfactory ☐ Unsatisfactory; If "U" include in section 12 ☐ N/A

Non-Renewal of Interfolio:

Endorsed by Interfolio Governance Committee and Chairs Council:

- Effective 1/1/26
- Separate needs into 2 systems:
 - 1) APR: Create a homegrown system in cooperation with IT and ACES2
 - 2) A/P/T: Scan the marketplace for current faculty management systems

These will be conducted in partnership with the Interfolio Governance Committee

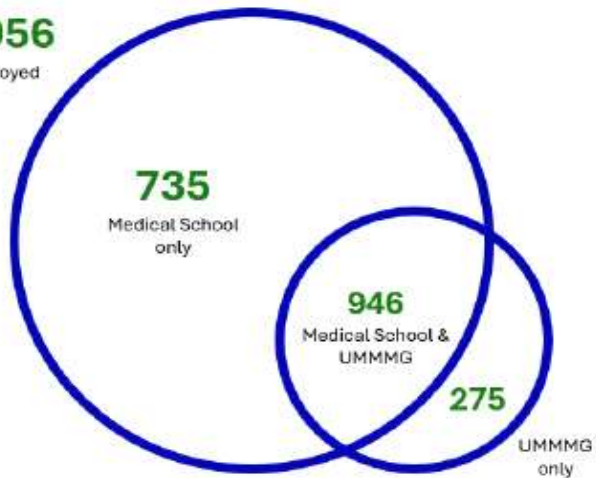
Next Steps:

- Remind faculty to download (if they haven't already) from Interfolio, their completed APRs
- Batch APRs to academic departments, GSN, Dean's office

Fast Facts

4,198 Faculty

1,956
Employed



2,242
Affiliate



As of 6/30/2025

Faculty Support: Central website



This page has been created to share the most up-to-date administrative guidance with faculty, academic administrators and other members of the UMass Chan community during this uncertain time. Updates will be added as needed. Questions should be directed to the relevant office (e.g. Office of Faculty Affairs or Human Resources) or emailed to advancingtogether@umassmed.edu.



Guidance on budgets and related questions



Federal orders, actions and legal updates



FAQs and resources for faculty



Recent leadership announcements



Information about NIH grant administration and funding



Manager resources, EAP and more



International travel advice



Immigration & border policy special bulletin

(login credentials required)



Now Available: OFA Annual Report AY25



UMass Chan
MEDICAL SCHOOL

Office of
Faculty Affairs

Annual Report 2024-2025



Faculty Development- Upcoming



Introduction to Academic Writing

November 18 | 12:00-1:00pm

Presenter: Susan R. Wilcox, MD, FCCM; Professor of Medicine- Lahey

Writing for an academic audience can be intimidating and seem like something only "other people" can do. Yet everyone who works in healthcare has something valuable to share and a means to offer scholarship. While basic and clinical science works published in peer-reviewed journals are the gold standard of scholarship, there are many other venues for academic writing. This session will consider different types of academic writing, why writing should be a foundation for any academic career, and suggest alternative venues for publication that some may not have considered previously.



Susan R. Wilcox, MD, FCCM
Professor of Medicine, UMass Chan- Lahey



Faculty Development- Upcoming



****NEW** Legal Updates on Anti-Discrimination Law**

December 9 | 5:30-6:30pm

Presenter: Karen Laisne, Associate Counsel in the UMass Office of the General Counsel

Be informed during these complicated times of change! This (virtual) presentation will review state and federal anti-discrimination law as it applies to the University. In addition, the webinar will briefly assess relevant executive orders, related guidance issued by the Commonwealth, and associated litigation.



Karen Laisne, JD

Associate Counsel, University of Massachusetts



Faculty Development- Applications Due

2026-27 cohort of the **Vice Chair Incubator Program**- A leadership skills course for faculty at the Vice Chair level



Office of Faculty Affairs



Vice Chair Incubators Program

Program Overview

The Vice Chairs Incubator Program (VIP) accepted its first cohort in 2025. The longitudinal program provides vice chairs (or equivalent leaders) an opportunity to participate in leadership coaching to target executive leadership skills in emotional intelligence and people management.

All participants participate in co-facilitated group leadership coaching and also have an opportunity to receive 1:1 executive coaching assessments by coach Robb Schachter (UMass Chan Human Resources).

Curriculum

Each cohort consists of 8 faculty participants. In addition to receiving 1:1 and group coaching, the cohort will view monthly virtual seminars designed in the "flipped classroom" model. Participants will prepare for each session by watching 1-2 brief recorded presentations by content experts on various topics, about 10 minutes in length. Topics include developing high performance teams, understanding and managing unprofessional behavior, and communication and negotiation skills. The participants will have visibility with senior leadership at UMass Chan.



Mary Ahn, MD
VIP Program Director



Robb Schachter, PsyD
VIP Program Co-Director



Applications
by invited
faculty due
November 21

Faculty Development- Applications due

2026 cohort of **Equip**- A communication skills course for mid-career faculty



Office of Faculty Affairs



Equip Program

Mid-career women faculty need strong, versatile communication skills to navigate high-stakes presentations, meetings, interviews, and negotiations to achieve their career goals and strengthen the joy and meaning of their work. They are often cornerstones of clinical, research and educational programs yet face obstacles to career advancement^[1] and suffer higher rates of burnout and lower job satisfaction.^[2]

The Equip program brings these faculty together for peer-coaching and skills-based practice of workplace communication that advances their immediate and future career goals. Participants in our 2023 and 2024 programs saw improvement in their communication skills (see results below) and gave this feedback:



Jennifer Reidy, MD, MS, FAAHPM
Equip Program Director



Emily Green, PhD, MA
Equip Program Co-Director



Applications
by nominated
faculty due
December 1

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

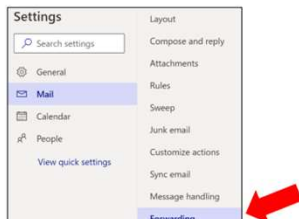
2. Once in your email account, click on the Settings gear located in the top right corner of the screen.



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



4. Under Mail settings, choose "Forwarding"



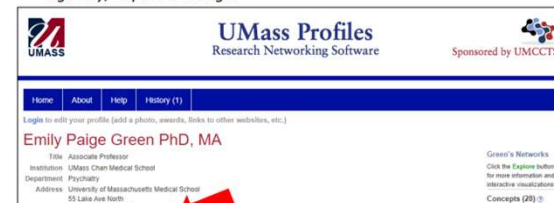
Changing your preferred email

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>