

VPFA Updates

Faculty Council
September 3, 2026



Staff Support for Faculty Council

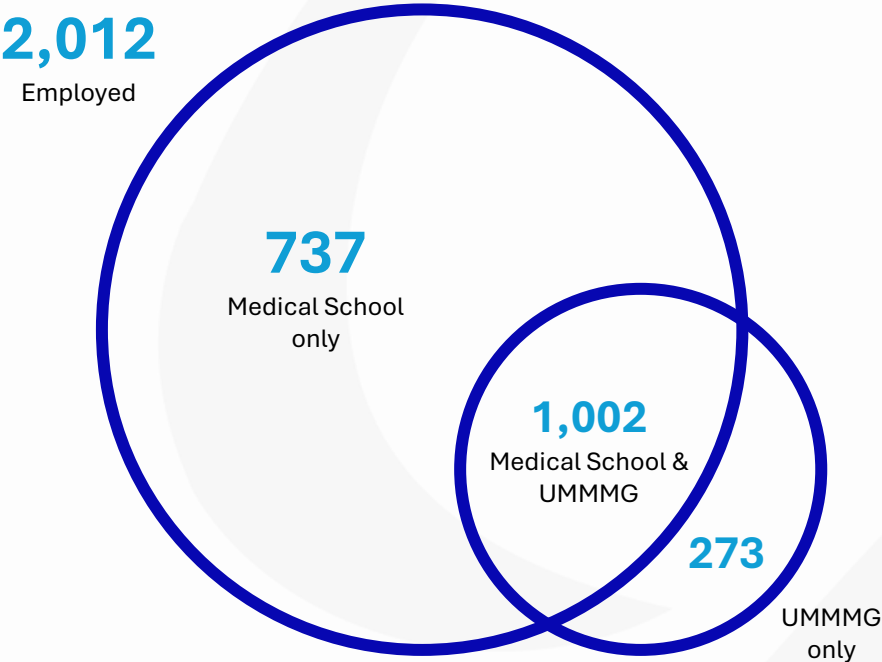


Janice Robert
Senior Academic
Personnel Specialist

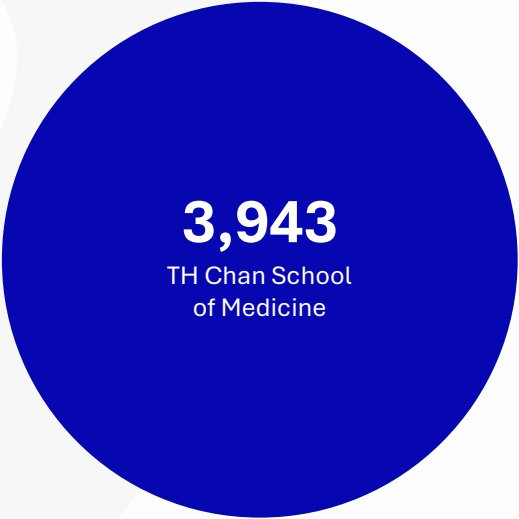
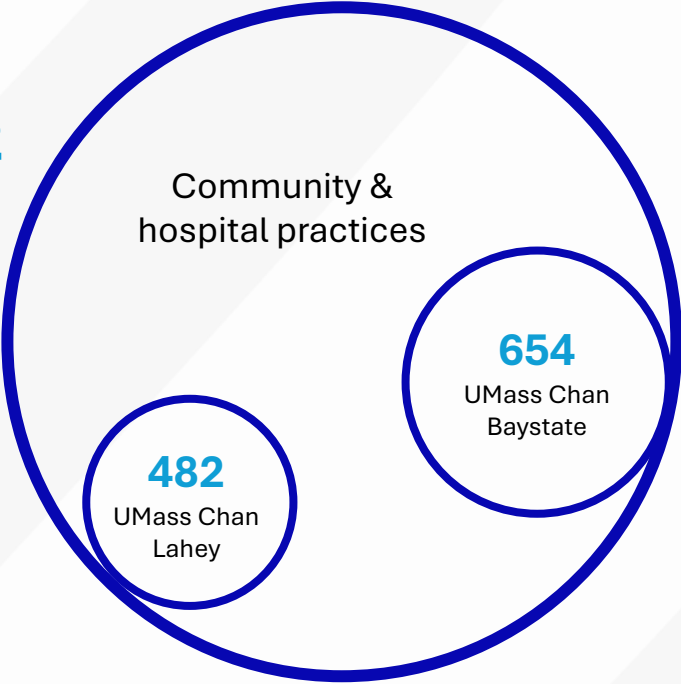


Carrie Wambach
Senior Academic
Personnel Specialist

4,164 faculty have UMass Chan Medical School appointments:



2,152
Affiliate



Recruitment & Hiring

- . Authorization to Search
- . Faculty Position Reports (hiring packages)
- . School/Clinical offer letters & addendums
- . Faculty Action Forms (PA's/ePAFs) approval
- . Terminal Contracts with depts & Employee Relations
- . Train Chairs, faculty and staff

Reviews, Appts & Promotions

- . Faculty Appointment process
- . Academic Promotion process
- . Tenure process: application package creation
- . Faculty status changes: dept, track, rank, TPD, TMP
- . Sabbatical/Leaves of Absence
- . Train DPAC & PAC faculty and staff
- . Mini-Tenure Reviews
- . TTR/TEN faculty reports
- . Annual Performance Reviews (APR's) automation
- . Annual Faculty Reappointment Process: PSAs, AFF,

Compensation/Finance

- . Faculty AAMC compensation benchmarking: indiv/dept
- . Support VPFA compensation guidelines
- . Salary equity review: individuals/departments
- . Faculty salary recommendations
- . Department incentive payment approvals
- . Faculty Adcomps & bonus approval
- . Academic Department/individual Compensation Plans
- . Letters of change: job, compensation, effort
- . OFA procurement and expenditures

UMass Chan Governance

- . Faculty Council-schedule/minutes/posting
- . Executive Council-schedule/minutes/posting
- . APP & BoT Policy documents review and revision
- . Nominations Committee
- . Women's Faculty Committee: mtgs, minutes, posting



Office of Faculty Affairs

Special Projects

- . Department, Program, Institute, Center AQAD/Reviews and UMass System report to PO
- . Diversity collaboration projects
- . All VPFA projects/collaborations
- . AAMC, FAMOUS, LCME, NECHE accreditation reports
- . PMYR Report
- . Faculty grievances: all faculty
- . Reports: ERM, MEPA, Mass Transparency
- . School/Clinical Policy alignment
- . External vendor relations
- . Christine K. Cassel Faculty Scholarship
- . Joy McCann Professorship Award
- . OFA's FE/HR's JD PeopleSoft data alignment

Faculty Records & Communication

- . Faculty personnel database: 4211 Faculty (1729 Employed/2482 Contingent Workers)
- . Faculty legacy personnel files (60,000 + legal documents)
- . Faculty counts, data and statistics
- . Address data requests (internal/external)
- . Faculty demographics
- . Monthly Newsletter "Faculty Newswire"
- . OFA website-docs, links, videos, accessibility
- . OFA Annual Report
- . Monthly reports: TPD, TMP, term contracts, visiting faculty, terminations, preferred names, active faculty, hire/rehire & six depart rosters
- . Faculty list-serve for school

Faculty Development

- . Junior Faculty Development Program (JFDP)
- . Advance
- . Peers for Promotion (PFP)
- . Summer Intensive-Presentation Skills (SIPS)
- . Equip
- . EMPOWER Summit
- . Vice Chair Incubator Program (VIP)
- . New Faculty Orientation & Onboarding
- . Workshops for promotion & tenure
- . Faculty Resource Fair
- . Summer Scholarship Writing Circles
- . Faculty Consultations: promotion, scholarship
- . Professional Presentation Feedback
- . HEALL Education Consults

For more information, visit the Office of Faculty Affairs website



Annual Performance Reviews: History



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

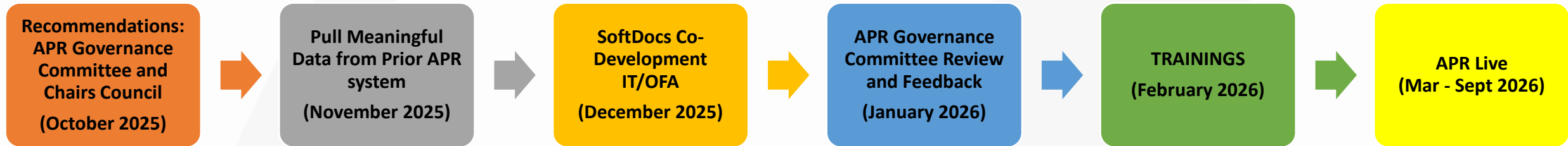
- Divide grants, contracts and clinical trials into active and pending (i.e., submitted during reported period)
- List other research activities (e.g. patents, development of software, unfunded research activities).

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

APR: Upgrades from Last Year

- More user-friendly Workflow
- Dashboard for Admins, Chairs, Supervisors
- Last Year's goals pulled into this APR
- Secure Cloud system document storage*
 - less vulnerable to crashes, slowdowns vs. website
- Mission-aligned activities
- Used as pilot for staff APRs

APR Implementation Timeline



Annual Performance Reviews Update: SoftDocs Platform

- School employed faculty = 484
- Clinically employed faculty (Dually or Med group only employed) = 1069

Next steps:

- Fall meeting with APR governance committee and Chairs Council
to get feedback

UMass Chan- APR Project Team

Office of Faculty Affairs

Janice Robert

Senior Academic Personnel Specialist

Eileen O'Brien, MA, CAGS, LSW

Academic Administrative Manager III

Emily Green, PhD

Associate VP for Faculty Development

Information Technology

Abhi Yalamanchili

ACIO, Academic Technology

Priti Jhavar

Sr. Product Owner

Dhan Vangeti

Technical Lead, Academic Technology

Sudheer Gaddam

Sr. Developer, Academic Technology

Saurav Singh

Developer, Academic Technology

Leadership

Mary Ahn, MD

Vice Provost for Faculty Affairs

Lee Leiber, MS, MBA

Deputy Vice Chancellor, Chief Information Officer

Faculty Development- Upcoming

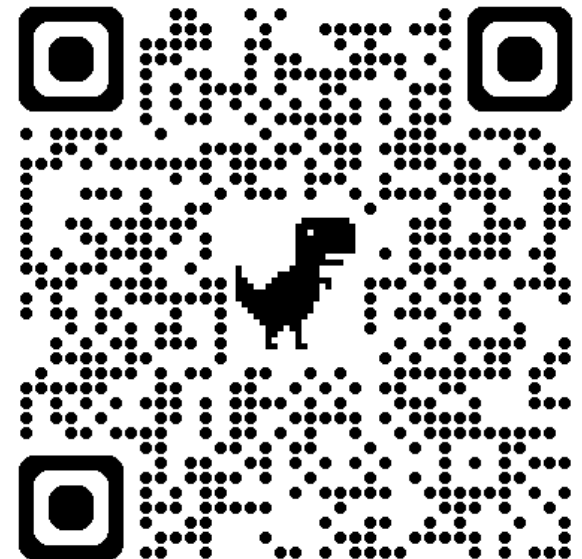


Academic Advancement at UMass Chan: The Basics

September 15 | 12:00-1:00pm

Presenter: Emily Green, PhD, MA

This virtual program is designed to provide any faculty considering academic advancement with an overview of the process and criteria. Faculty will leave the session with a better understanding of what materials they will need to submit, and how they can be strategic as they make a plan for their own advancement. Come get answers to all your promotion questions!



Faculty Development- Upcoming



Core Workshops in Education

Various dates | 5:30-6:30pm

Co-sponsored by the Office of Faculty Affairs and the Health Education Academy for Leadership & Learning (HEALL), these monthly virtual workshops are an opportunity for medical, nursing and science educators to get up to date information on various aspects of teaching and learning!

10/21 Curriculum Development and Assessment:
Meeting learners' needs

11/18 Developing a Career as a Clinician/Scientist
Educator: Creating the history of your future

12/16 GenAI Foundations and Power Prompting

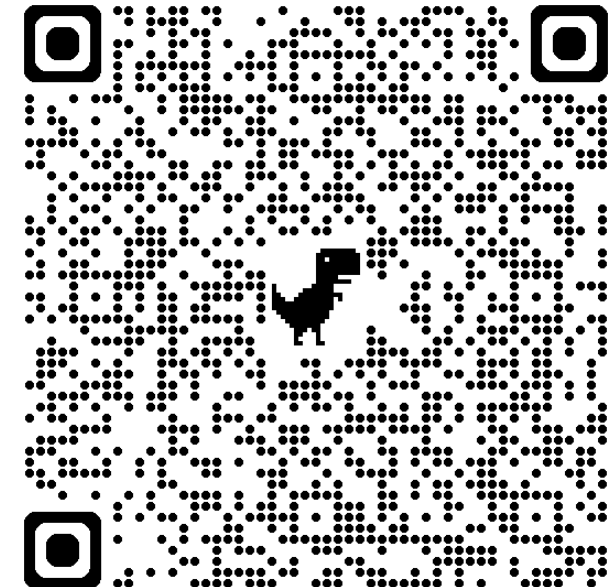
1/20 Giving and Receiving Helpful Feedback

2/24 Effective Bedside Rounds: Aligning patient
care and educational missions

3/17 Getting Started: Strategies for initiating
educational scholarship

4/21 One Class, Many Levels: Teaching all
learners

5/19 Small Groups, Big Thinking: Designing
engaging learning in health professions education



Faculty Development- Upcoming

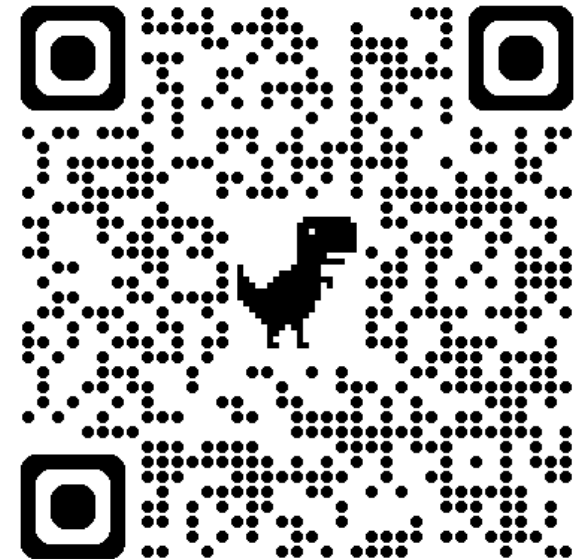


Faculty Benefits: An Overview

October 27 | 12:00-1:00pm

*Presenters: Representatives from the Benefits
Offices of both UMass Chan and UMass Memorial*

Join us for an overview of faculty benefits. The (virtual) session will be facilitated by representatives from the Benefits Offices of both UMass Chan and UMass Memorial. Come with all of your benefits questions and leave with a better understanding of all that comes with your employment arrangement!



Faculty Development- Upcoming

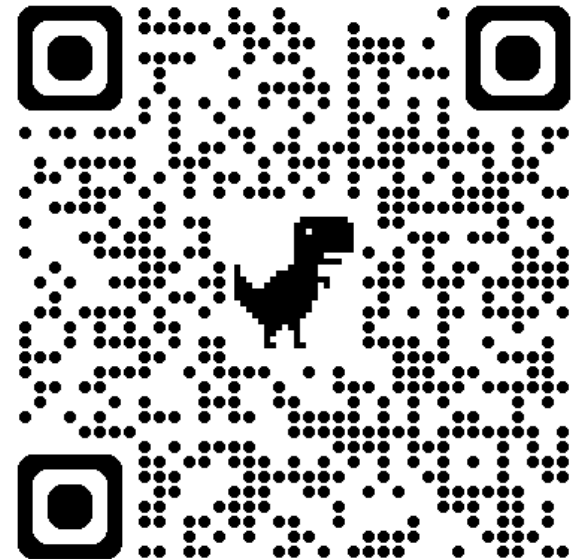


Active Learning in the Classroom for Medical, Nursing, and Scientist Learners

Nov 17 | 12:00-1:00pm

*Presenters: Amanda Cornine, PhD & Thin
Malatesta, PhD*

Many educators teach the way they were taught—through lecture. However, active learning strategies are an important way to engage learners, solidify learning, and help learners apply knowledge to practice. This session is aimed towards anyone who teaches in a classroom setting and wants to explore how to incorporate non-lecture elements in their teaching. It will explore the rationale for using active learning strategies and potential barriers to implementing them. Then, it will provide examples of active learning strategies that educators across the schools of UMass Chan can easily use in their classrooms.



New CV Template to help with formatting

Dates to
the left
of each
CV entry

First Name Last Name, M.D., Ph.D.
Department
University/Institution
Street Address
City, State zip code
(Area code) phone number
email@address.com

Education

List actual degrees (e.g., M.B.B.S.) not US equivalent (e.g., M.D.). Use institution names in effect at time of graduation.

MM/YYYY

Ph.D./ Ed.D., (Field), University, City, State/Country
Thesis Title:
Advisor:

MM/YYYY

M.D., University, City, State/Country

MM/YYYY

D.N.P., University, City, State/Country

MM/YYYY

M.S./M.S.N./M.A., Major (include Honors), University, City, State/Country

MM/YYYY

B.S./B.A., Major (include Honors), University, City, State/Country

Postdoctoral Training

List postdoctoral training and education programs. Include any Chief Resident role under Residency.

MM/YYYY- MM/YYYY

Fellowship, University/Institution, City, State

MM/YYYY- MM/YYYY

Residency, University/Institution, City, State

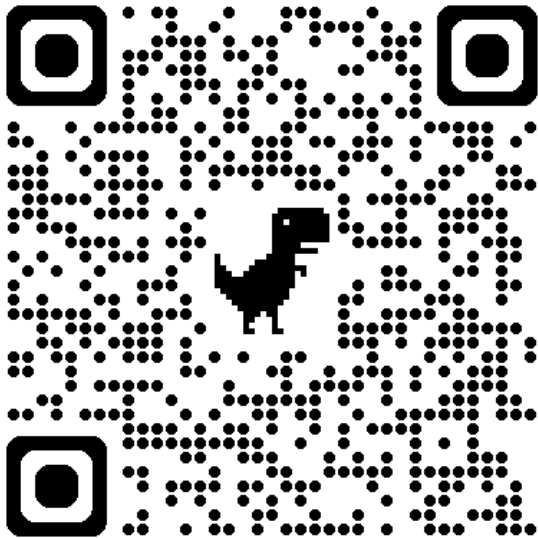
MM/YYYY- MM/YYYY

Internship, University/Institution, City, State

MM/YYYY- MM/YYYY

Postdoctoral Fellow/Scholar
Supervisor:

New CV Template is posted on the OFA website. **Either** arrangement of dates is acceptable.

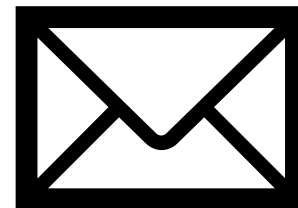


New AI CV formatting tool in development

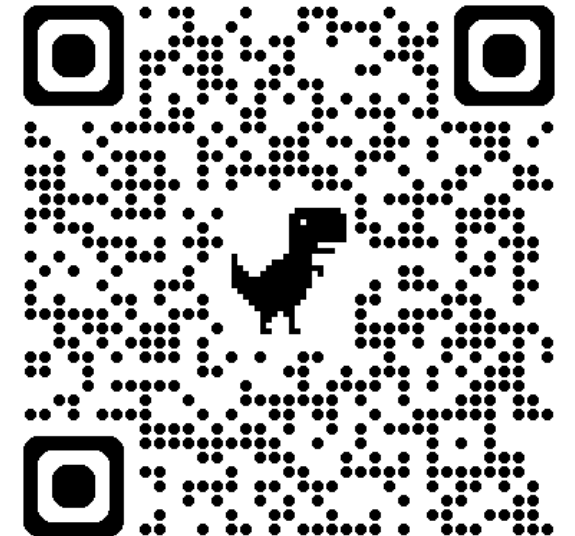
Coming soon!

An email-based AI tool to help with CV formatting

- Pilot program (30+ faculty) has been completed
- Tool refinement in process; roll out early fall
- Faculty will email their CV to an AI-monitored email address and receive back a formatted document.



Instructions for use of the AI formatting tool to be posted on the OFA website.



We want to communicate with you!

Forwarding your @umassmed.edu emails

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

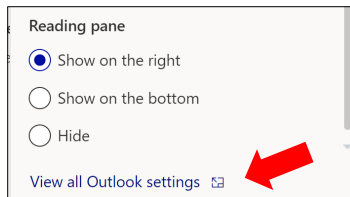
1. Go to Outlook on the web (you cannot do this using the Outlook app) <https://outlook.live.com/owa/> and sign in using your UMass Chan Medical School email address (@umassmed.edu).

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

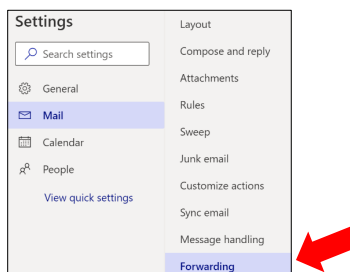
2. Once in your email account, click on the Settings gear located in the top right corner of the screen.



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>

Thank
you!

To all of the
faculty
members
serving on
standing
committees in
AY27



Committee on Equal Opportunity and Diversity

Antonio Aponte-Feliciano, MD

Richard Church, MD

Jaai Deshpande, MD

Jay Fong, MD

Sarah Forrester, PhD

Pankaj Ksheersagar, MD

Michael Lodato, PhD

Linda Long-Belil, PhD, JD

Laquita Sherrelle Morris, MD

Sumeda Nandadasa, PhD

Auralyd Padilla, MD

Viral Patel, MD

Kenneth Peterson, PhD, MS, R

Zaida Ramirez Ortiz, PhD

Eviatar Yemini, PhD

New Member/Term renewed

Information Technology Committee

Omanand Koul, PhD

Feifan Liu, PhD

Adrian Zai, PhD

Melissa Fischer, MD, MEd

Katherine Fitzgerald, PhD

Denise Palumbo, DNP, RN

New Member/Term renewed

Intellectual Property Committee

Roger Davis PhD, FRS

Kevin Donahue, MD

Andrew Fischer, MD

Christian Klaucke, MD

Paul Thompson, PhD

Wen Xue, PhD

Guocai Zhong, PhD

New Member/Term renewed

Library and Learning Resources Committee

Marcela (Lina) Carmona, PhD

Michelle Crist, PhD

Susan Feeney, DNP, FNP

Kouta Ito, MD, MS

Izuchukwu Okafor, PhD

Tadatoshi Sato, PhD

Melanie Trombly, PhD

New Member/Term renewed

Women's Faculty Committee

Christine Bielick Kotkowski, DO

Sabeen Chaudry, MD

Elena Gkrouzman, MD, MS, Rh

Kristina Gracey, MD, MPH

Emily Green, PhD, MA

Kristin Laraja, MD

Christine MacGinnis, DO

Thin Malatesta, PhD, RN

Kristen Matteson, MD, MPH

Vandana Nagpal, MD

Marcey Osgood, DO

Abita Raj, MD

Tasneem Zaihra Rizvi, PhD

Meghna Trivedi, MD

Shrinkhala Khanna, MD

Alexandra Wink, PhD

Yiyang Yuan, PhD, MPH, MS

New Member/Term renewed

Committee on Scientific Research Affairs

Peter Amenta, MD, FAANS, FA

Milena Bogunovic, MD, PhD

(Rigel) Yingleong Chan, PhD

Divya Chari, MD

Andres Colubri, PhD, MFA

Nisha Fahey, DO, MSc

Hillary Irons, MD, PhD

Javier Irazoqui, PhD

Sergey Karamnov, MD

Alison Karasz, PhD

Megan Kelly, PhD

Basavaraj Kerur, MD

David Lambright, PhD

Darren Lee, PhD

Qinglan Ling, PhD

Michael Lodato, PhD

Suzanne Mitchell, MD

Guido Musch, MD, MBA

Shyam Patel, MD, PhD

Donna Perry, PhD, RN

Dori Schafer, PhD

Mohammed Shazeeb, PhD

Jennifer Tjia, MD, MSCE

Jennifer Wang, MD

Jonathan Watts, PhD

Sarah Whitley, MD, PhD, FAAD

Gianna Wilkie, MD

Zuoshang Xu, MD, PhD

Taylor Young, MD, MS

New Member/Term renewed

Committee on Scientific Research Affairs

Co-reps

Michael Francis, PhD
Jean Frazier, MD
David Keefe, MD
Judith Kempfle, MD
Spencer Lawson, PhD
Honghuang Lin, PhD
James Munro, PhD

Ekaterina Pivovarov, PhD
Summer Thyme, PhD
Gowthaman Uthaman, PhD
Lingfei Wang, PhD
Eviatar Yemini, PhD
Chan Zhou, PhD

Faculty Grievance Committee

Lisa Gussak, MD

Cynthia Hall, MD, FACOG

Javier Irazoqui, PhD

Sharina Person, PhD

Chrystina Soloperto, PhD, RN, CPNP-PC

Jennifer Yates, MD

Garrett Zella, MD

New Member/Term renewed

Personnel Action Committee

Yael Dvir, MD

Romolo Gaspari, MD, PhD

Madelyn Hicks, MD, FSCPsyc

Alison Karasz, PhD

Emily Lauer, PhD, MPH

James Munro, PhD

Muthalagu Ramanathan, MD

Anil Chandraker, MD

Kristen Matteson, MD, MPH

New Member/Term renewed