VPFA Update for Faculty Council

February 1, 2024

Mary Ahn, MD
Vice Provost for Faculty Affairs
Professor of Psychiatry and Pediatrics

UMass Chan Medical School
Junior Faculty Development Program
2024 Cohort

Virtual Poster Event
Monday February 5
5:30-7:00pm

Participants share overviews of their JFDP projects
<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Parzych, Julia</td>
<td>Anesthesiology</td>
</tr>
<tr>
<td>Merideth, Flannery</td>
<td>Baystate-Psychiatry</td>
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<tr>
<td>Friedrich, Ann-Kristin</td>
<td>Baystate-Surgery</td>
</tr>
<tr>
<td>Mortzfeld, Benedikt</td>
<td>Department of Microbiology and Physiological Systems</td>
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<tr>
<td>St. John, Jessica</td>
<td>Dermatology</td>
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<tr>
<td>Cathcart, Erin</td>
<td>Family Medicine and Community Health</td>
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<tr>
<td>Gwaltney, Rebecca</td>
<td>Family Medicine and Community Health</td>
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<tr>
<td>Amoah, Rita</td>
<td>GSN</td>
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<tr>
<td>Cornine, Amanda</td>
<td>GSN</td>
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<tr>
<td>Ayyaswami, Varun</td>
<td>Medicine</td>
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<tr>
<td>Bazzone, Lindsey</td>
<td>Medicine</td>
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<tr>
<td>Bindal, Porva</td>
<td>Medicine</td>
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<td>Gillis-Smith, Andrew</td>
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<td>Yoon, Jungwon</td>
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<tr>
<td>Durham, Natasha</td>
<td>Microbiology and Physiological Systems</td>
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<td>Lalla, Rakhee</td>
<td>Neurology</td>
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<td>Meyer, Erin</td>
<td>Pediatrics</td>
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<tr>
<td>Zimmermann, Martha</td>
<td>Psychiatry</td>
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<td>Agrawal, Anushree</td>
<td>Radiology</td>
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<tr>
<td>Rade, Matthew</td>
<td>Surgery</td>
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New Program Announcement

UMass Chan Medical School's Summer Intensive for Presentation Skills (SIPS) is a three-day in-person program for faculty interested in improving their ability to design and deliver outstanding presentations.

July 24-26, 2024

Key Academic Skill

The ability to present information clearly and concisely is an essential academic skill that cuts across all disciplines, departments, and academic ranks. Presentation skills are an important component of educational effectiveness and leadership, and are implemented in numerous academic contexts including lecturing within a course, grand rounds presentations, oral conference presentations, keynote or invited talks, job interviews, and meeting facilitation.

Program Participation

The program includes training on the following elements:

- Content selection and organization
- Purpose and use of learning objectives
- Integration of opportunities for active learning
- Evidence-based principles of slide design
- Presenting on virtual platforms
- Data visualization
- Use of audiovisual technology
- Public speaking

Information Sessions

Date: February 20, 2024
Time: 4:00 pm
Location: Virtual

Date: February 22, 2024
Time: 12:00 pm
Location: Virtual
# Annual Performance Reviews: Current State

**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](https://www.umassmed.edu/ofa/academic/faculty-reviews/apr)

## I. General Information

<table>
<thead>
<tr>
<th>Dates of Evaluation: From:</th>
<th>To:</th>
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<tr>
<th>Name:</th>
<th>Department:</th>
<th>Division:</th>
<th>Rank:</th>
<th>Years in Present Rank:</th>
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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 Issues - Faculty

• Word document formatting is too cumbersome
• Unable to easily transfer historical information
• No consistent communication flow between Chair and faculty member
• Faculty don’t always keep their prior APRs
• TIME wasted
• FRUSTRATION
APR Issues- Chairs and Departments

• Unable to reliably track goals from the previous year for accountability
• Easy for faculty to miss required entries
• Supervisors may miss the mandatory Satisfactory/Unsatisfactory evaluations
• Difficulty in tracking APR completions
• Manual PDF uploads- staff time
• No reliable workflow for communication to faculty

(Faculty- Supervisor- Faculty- Supervisor- Chair- Faculty)
Interfolio: Online Faculty Management System

• After initial implementation, will save Faculty, Chairs and other Supervisors, and Staff TIME
• Ability for departments to do some of their own faculty analytics
• Increased integrity of personnel information
• Decrease human error with reporting
• Highlight faculty opportunities (ie. Readiness for promotion)
Interfolio: Projected Timeline

• Feb 2024:
  Pilot cohort (n=10 faculty, n=10 administrators)
• Spring/Summer 2024:
  Faculty and Administrator Trainings
  Genius Café-like office hours
• Fall 2024:
  APRs on Interfolio for Clinical Faculty
• Spring 2025:
  APRs on Interfolio for School Faculty
Interfolio:
Future Capacities with APRs

• Teaching evaluations
• Research grants
• Publications
Interfolio: Wave 2

- Appointments
- Promotion
- Tenure
Interfolio: Initial investment of time will yield future benefits
Initial investment of time will yield future benefits
UMass Chan- Interfolio Project Team

Office of Faculty Affairs

Eileen O’Brien, MA, CAGS, LSW
Academic Administrative Manager III

Gennie Ludovico
Senior Academic Personnel Specialist

Leadership

Cynthia Nicholson
Executive Director, Administration & Finance

Greg Wolf
Chief Information Officer, Information Technology

Information Technology

Chris Milton
Senior Director, IT Operations

Vivek Srivastava
Manager, DevOps

Sada Basani
Senior Database Administrator

Mohan Sharma
Senior Database Administrator

Abhi Yalamanchili
Senior Director, Academic Technology

Dave Reddish
Contractor, IT Infrastructure

Jigar Padhkar
Contractor, IT Infrastructure

ACES2

Brian Morante
Director, Informatics & Analytics

Bill Lachapelle
Senior Technical Project Manager

Robin Doughty
Senior Project Manager Analyst