Office of Faculty Affairs: Update
Faculty Council
10/5/23

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

Faculty Affairs:
- Appts, Promotions, Tenure
- Equity Reviews/Compensation
- Academic Quality Assessment and Development (AQAD)
- Center/Program Reviews
- Faculty Concerns/Consultations
- Faculty Grievances
- Faculty Records
- Recruitment and Hiring
- Governance documents
- Communication
- AAMC representation
- Faculty Awards and Recognition
- Joy McCann Professorship
- ELAM Nominations
- Women’s Faculty Committee
- AALANA (DIO, OHE, OFA)

Faculty Development:
- Onboarding
- Professional Development
- Leadership Development
- Faculty Advising on Promotion/Tenure
A total of 3,549 faculty have UMass Chan Medical School appointments.

- **Employed (1,833)**
  - UMass Chan Medical School only
  - UMassMMG only
  - UMassMMG + Medical School

- **Affiliate (1716)**
  - Clinicians teaching in community & hospital practice
    - UMass Chan-Baystate (593)
    - UMass Chan-Lahey

[Diagram showing the distribution of faculty appointments between UMass Chan Medical School and its affiliates.]
Strengthen Bridges for Collaboration with OFA

Diversity and Inclusion Office
IT
HR
Development
Mass Biologics
UMCCTS

EAP
(Vice Provosts and Deans (i.e. Health Equity Office))

Faculty
Chairs

U MMH
UMMMC
Clinical HR
CXO

Faculty facing offices/resources = 33!
Faculty Affairs Initiatives: Faculty Equity

- Salary equity for school employed faculty
- Gender equity
Women promoted to Professor in AY-23*
*6 out 11 = 54%**

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carolynn DeBenedectis, MD</td>
<td>Radiology</td>
</tr>
<tr>
<td>Catherine Dube, EdD</td>
<td>PQHS</td>
</tr>
<tr>
<td>Gayle Galletta, MD</td>
<td>Emergency Medicine</td>
</tr>
<tr>
<td>Jessica Simons, MD</td>
<td>Surgery</td>
</tr>
<tr>
<td>Gina Vincent, PhD</td>
<td>Psychiatry</td>
</tr>
<tr>
<td>Mireya Wessolossky, MD, MPH</td>
<td>Medicine</td>
</tr>
</tbody>
</table>

**45% in 2022

Employed Faculty as of June 30, 2023
**Women promoted to Associate Professor in AY-22**

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Name</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hanna Ahmed, MD, MPH</td>
<td>Medicine</td>
<td>Baer, Christina, PhD</td>
<td>MaPS</td>
</tr>
<tr>
<td>Kathleen Barry, MD</td>
<td>FMCH</td>
<td>Katherine Callaghan, MD</td>
<td>Ob/Gyn</td>
</tr>
<tr>
<td>Jennifer Carey, MD</td>
<td>Emergency Medicine</td>
<td>Stephanie Henry, MD</td>
<td>FMCH</td>
</tr>
<tr>
<td>Yasmin Carter, PhD</td>
<td>Radiology</td>
<td>Kate Daniello, MD</td>
<td>Neurology</td>
</tr>
<tr>
<td>Amy Darukhanavala, MD</td>
<td>Pediatrics</td>
<td>Adalia Jun-O’Connell, MD</td>
<td>Neurology</td>
</tr>
<tr>
<td>Lara Kovell, MD</td>
<td>Medicine</td>
<td>Anna Kuhn, MD, PhD</td>
<td>Radiology</td>
</tr>
<tr>
<td>Tara Kumaraswami, MD</td>
<td>Ob/Gyn</td>
<td>Emily Lauer, PhD, MPH</td>
<td>FMCH/Shriver</td>
</tr>
<tr>
<td>Heidi Leftwich, DO</td>
<td>Ob/Gyn</td>
<td>Christine MacGinnis, DO</td>
<td>Medicine</td>
</tr>
<tr>
<td>Kara Smith, MD</td>
<td>Neurology</td>
<td>Lindsay Sobin, MD</td>
<td>Otolaryngology</td>
</tr>
</tbody>
</table>

*63% in 2022

*Employed Faculty as of June 30, 2023
We are outpacing our peer institutions in gender representation by academic rank

**Professor**
- 28% nationally
- Women: 35%
- Men: 65%

**Associate Professor**
- 41% nationally
- Women: 47%
- Men: 53%

**Assistant Professor**
- 48% nationally
- Women: 53%
- Men: 47%

**Instructor**
- 59% nationally
- Women: 66%
- Men: 34%

*% Women increased across all ranks in past year!

**Employed Faculty as of April 13, 2023**
Congratulations to the women faculty who obtained the Award of Tenure (2 out of 5 in AY-23)

- Amy Walker, PhD, Associate Professor of Molecular Medicine
- Stefania Gallucci, MD, Professor of Medicine

29% of the tenured faculty are women
44% of the tenure track faculty are women

*As of June 30, 2023*
The path to gender equity in tenure/tenure track is gaining traction.

As of June 30, 2023

<table>
<thead>
<tr>
<th>Category</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hires on TTR 7/1/22 – 6/30/23</td>
<td>8</td>
<td>10</td>
</tr>
<tr>
<td>Transfer to the TTR 7/1/22 – 6/30/23</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

*As of June 30, 2023*
Total Endowed Positions Held by Women

1985-2008
4/28 (14%) women

2010-2022
28/63 (44%) women

7 of 13 appointed in 2022 were women
2022-2023 Endowed Chairs/ Professorships
21 of 63 = 33%

Vivian Budnik, PhD
Worcester Foundation Biomed Research Chair I
Sharon Cantor, PhD
Gladys Smith Martin Chair in Oncology
Silvia Corvera, MD
Chair in Diabetes Research
Katherine Fitzgerald, PhD
Worcester Foundation Biomed Research Chair III
Jean Frazier, MD
Robert M. & Shirley S. Siff Chair in Autism
Michelle Kelliher, PhD
Our Danny Cancer Fund Chair in Biomedical Research
Anastasia Khvorova, PhD
Remondi Family Chair in Biomedical Research
Catarina Kiefe, MD, PhD
Cutler Chair in Biomedical Research
Mary Ellen Lane, PhD
Manning Chair in Biomedical Sciences
Jeanne Lawrence, PhD
LaChance Chair in Medical Research

Katherine Luzuriaga, MD
UMMH Chair in Biomedical Research
Beth McCormick, PhD
Worcester Foundation Biomed Research Chair II
Tiffany Moore Simas, MD, MPH
Manning Chair in Obstetrics & Gynecology
Judith Ockene, PhD, MEd, MA
Smith Chair in Preventive & Behavioral Medicine
Jennifer Reidy, MD
Joy McCann Professorship for Women in Medicine
Milagros Rosal, MS, PhD
Imoigele P. Aisiku Chair in Health Equity and Diversity
Celia Schiffer, PhD
Kosinkas Professor of Biochemistry and Molecular Biotechnology
Joan Vitello, PhD
Manning Chair in Nursing
Marian Walhout, PhD
Maroun Semaan Chair in Biomedical Research
Zhiping Weng, PhD
Li Weibo Chair in Biomedical Research
Kimberly Yonkers, MD
Katz Family Chair in Psychiatry
FUTURE DIRECTIONS:

The Broken Rung for Women in Leadership

*The Broken Rung: Between Entry Level and 1st line manager there is a 30% drop in women hired/promoted than men (next highest is 10% at VP level)*

Work:Work Balance, nor just Work:Life Integration!

Leaky pipeline and re-entry Opportunities for WIM

Source: McKinsey Women in the Workplace 2019
FUTURE DIRECTIONS: Work-Work Balance

43% of women leaders are burned out, compared to only 31% of men at their level.

McKinsey, Women in the Workplace, 2022
FUTURE DIRECTIONS: Recognizing and Rewarding DEI

Women leaders are 2x as likely as men leaders to spend substantial time on DEI work.
Potential Solutions for ALL FACULTY

• Re-evaluate current expectations on productivity and performance
• Reset norms around flexibility;
  If remote possible, be careful about being “always on”
  Establish work:life boundaries with manager
• Use the APR to not only reward and recognize but also identify areas for support
  (i.e. Stress management, leadership and professional development opportunities)
• Minimize gender bias
• Evaluate policies and programs to better support faculty
• Communication- restorative conversations/conflict management training a MUST
• Prioritize mental health and well-being- safety and encouraging to reach out for help (reduce stigma and increase awareness on rising mental health/substance abuse)
Pilot Survey on Workload Equity
STAY TUNED!

• Adapted by the work of Joya Misra, Provost Professor and UMASS Roy Zuckerberg Endowed Leadership Chair
• Evaluate work:work balance issues that may lead to low morale, burnout and retention issues
• Look at overall UMass Chan numbers
• Examine by department and offer KUDOs and resources as needed
• Examine by gender
• Future directions- intersectionality of gender and race
Professional and Leadership Development Across the Academic Career Lifespan

* OFA amplifies and refers ALL of the faculty professional development opportunities offered at UMass Chan
* Programs sponsored by OFA will be discussed today
* OFA programs open to all will be included in the end of this presentation
Professional and Leadership Development Across the Academic Career Lifespan

New Faculty Orientation:
- Offered q4 months via Zoom
- Open to ALL faculty regardless of start date
- Introduction to UMass Chan leadership
- Orientation to UMass Chan system
- Breakout sessions of faculty-serving offices and programs

New Faculty Reception:
- Offered annually in-person
- Open to ALL faculty hired within past year
- Attended by senior leadership and chairs
Events for New Faculty:

New Faculty Orientation
(virtual)
9:00am – 12:00pm
Next session 1/10/24
https://umassmed.co1.qualtrics.com/jfe/form/SV_26a6sAyJujpNfCK

New Faculty Reception
(in-person, Faculty Conference Room)
4:30 – 6:00pm
Next session Fall 2024
https://umassmed.co1.qualtrics.com/jfe/form/SV_3eDyVwD1aGR2NPE
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-9:05am</td>
<td>Welcome</td>
<td>10:05-10:30am</td>
<td>Diversity, Representation and Inclusion for Value in Education (DRIVE)</td>
</tr>
<tr>
<td></td>
<td>Mary Ahn, MD, Vice Provost for Faculty Affairs</td>
<td></td>
<td>William Jesdale, PhD &amp; Melissa Augustine, MLIS</td>
</tr>
<tr>
<td>9:05-9:20am</td>
<td>Chancellor’s Welcome</td>
<td>10:30-10:55am</td>
<td>Overview of Faculty Appointment &amp; Promotion</td>
</tr>
<tr>
<td></td>
<td>Michael F. Collins, MD, FACP, Chancellor, UMass Chan Medical School</td>
<td></td>
<td>Pranoti Mandrekar, PhD</td>
</tr>
<tr>
<td>9:20-9:25am</td>
<td>Dean’s Welcome</td>
<td>10:55-11:00am</td>
<td>Closing Remarks</td>
</tr>
<tr>
<td></td>
<td>Terence R. Flotte, MD, Dean, Provost and Executive Deputy Chancellor</td>
<td></td>
<td>Mary Ahn, MD, Vice Provost for Faculty Affairs</td>
</tr>
<tr>
<td>9:25-9:35am</td>
<td>Ice Breaker Activity</td>
<td>11:00am-12:00pm</td>
<td>Breakout Sessions 1 (11:00-11:20am), 2 (11:20-11:40am) &amp; 3 (11:40-12:00pm)</td>
</tr>
<tr>
<td>9:35-9:55am</td>
<td>Overview of UMass Chan Medical School</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mary Ahn, MD, Vice Provost for Faculty Affairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:55-10:00am</td>
<td>BREAK</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00-10:05am</td>
<td>Diversity and Inclusion at UMass Chan</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marilina Duncan, EdD, Vice Chancellor for Diversity and Inclusion</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Annual New Faculty Reception
Fall 2024 TBD
4:30pm- 6:00pm
Faculty Conference Room

✓ Meet the Deans, Department Chairs, and other Senior Leadership

✓ Enjoy an IN PERSON venue for networking amongst other faculty

✓ Hors d’oeuvres and Drinks will be served
Professional and Leadership Development Across the Academic Career Lifespan

Junior Faculty Development Program (JFDP):
- Year long, tuition-based program
- Flagship OFA program for high potential future leaders
- Hybrid format classroom curriculum
- Independent project
- Senior faculty mentor matching
- For Assistant Professors

Peers for Promotion (PfP):
- Six-session group coaching program
- For Assistant Professors within 1-3 years of promotion
- Call for applications annually

iCAPS Program (Office of Health Equity):
- Investigator Career Advancement Program
- ALL incoming Tenure-Track faculty
- Cohort based, to launch successful independent research groups
The JFDP is a longitudinal cohort-based program for junior faculty

The Junior Faculty Development Program prepares junior faculty for their academic roles

Twenty-four faculty have joined the 2023-2024 cohort

Director is Jen Reidy, MD, MS, FAAHPM

Co-Director is Pranoti Mandrakar, PhD, FAASLD
**Peers for Promotion** is an annual cohort-based program to support, motivate, & prepare faculty for promotions process. Sessions focus on the development of a faculty member’s “basic file.” *Next applications due 12/15/23!*

<table>
<thead>
<tr>
<th>Session 1</th>
<th>Session 2</th>
<th>Session 3</th>
<th>Session 4</th>
<th>Session 5</th>
<th>Session 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overview of the promotions process, and CV development &amp; maintenance</td>
<td>Selection of an area of distinction, and demonstration of scholarly productivity</td>
<td>Development of a narrative statement</td>
<td>Demonstration of educational effectiveness</td>
<td>Letters of evaluation, and development of a promotion timeline</td>
<td>Wrap-up &amp; next steps <em>post-program 1:1 consultations</em></td>
</tr>
</tbody>
</table>
Professional and Leadership Development Across the Academic Career Lifespan

1:1 Faculty Consults:
- Promotion consultations for faculty who do not have a departmental advisor as a resource
- Promotion consultations for faculty seeking a second opinion
- Individual Opportunity Plans (IOP) to discuss general career development and strategic planning

Equip (pilot program):
- Peer coaching group offer more in-depth skills coaching on communication and leadership skills
- Nomination by department chair or Dean
- Joy McCann Professorship - for women physician faculty
Equip is a communication skills program for women faculty

The program was the Joy McCann Professorship project of Dr. Jen Reidy

Offered in 2023 with 10 participants

Six in-person sessions using simulation

2024 Application/nomination cycle coming soon!
Professional and Leadership Development Across the Academic Career Lifespan

Under Construction!

**Vice-Chairs Incubator Program (VIP):**
- For future vice-chairs or equivalent (divisions chiefs, senior PDs)
- Associate Professors or above
- Stand alone program AND supplement to PLDP (Medical Group)
- In-person seminars
- 1:1 coaching consultation (2 hours)
- Peer coaching sessions
- Chair/Dean nominations and application process
Professional and Leadership Development Across the Academic Career Timeline

1:1 Faculty Consultations and Referrals:
- Coaching assessment on leadership competencies
- Personalized referral to external coaches based on coaching goals
- Referrals based on conversation between Chair/Deans and VPFA
Professional and Leadership Development Across the Academic Career Timeline

- Hire
- Early Career
- Mid Career
- Advanced Mid Career
- Advanced Career
- Retirement

Under Construction!
- Topical Seminars (Similar to Advance)
- Checklist
- 1:1 advising/counseling
Other OFA Sponsored Professional Development

• 1:1 Faculty Affairs Consultations
• 1:1 Academic Affairs Consultations
• EMPOWER/ELUM (Tiffany Moore-Simas, MD, MPH, MEd, FACOG)
  - EMPOWER Summit 3/31/23 (next Summit scheduled for 3/21/24!)
  - ELAM program for ELUMs 4/1/23
• Peer coaching groups (Mary Ahn, MD)
  - Academic Affairs vice chair/advisors group (qoMonthly, N= 14)
  - CXO wellness coach group (TBD)
• Talk Review and Feedback 1:1 sessions (Emily Green, PhD, MA)
• Advance: monthly speaker series
Faculty Affairs Consultations

1:1 consultations conducted by Mary Ahn, MD

- Safe space to talk
- Opportunity for informal mediation
- Follows the core values of the International Ombuds Association
- Transparent disclosure of Confidentiality
- Collaboration with HR, EAP, DIO, CMO (UMMH), etc.
- De-identified themes may be presented to the Provost

N=89 Direct Faculty sessions
N=137 Supervisor consultations re: Faculty
N=25 Collaboration meetings re: Faculty
Academic Affairs Consultations

1:1 consultations conducted by Emily Green, PhD, MA

- Advising on promotion process and promotion basic file
- Consultations on Educational and curriculum development
- Talk Review and Feedback sessions on presentation content, organization and delivery

N=18 on promotion
N=6 on educational and curriculum development
N=13 Talk Review and Feedback sessions
The EMPOWER Summit is a leadership development program for women faculty

The annual program is the Joy McCann Professorship project of Dr. Tiffany Moore-Simas

Offered in 2023 with 88 participants

Now under the direction of OFA

Scheduled for March 21, 2024
Advance is a monthly faculty development program for all faculty

Session topics include areas on which faculty are evaluated such as educational effectiveness and scholarly writing.

Offered starting in 2023 with eight virtual sessions.

Utilizes local expertise- RFP released and proposals due 12/1/23

There was a lot of information packed into a 1 hour talk, and yet we still had time to practice the skills and break down the feedback....so helpful.

Faculty participant in Advance session

Wonderful presentation. I wish that I had this when I first started teaching.

Faculty participant in Advance session

UMass Chan Medical School
Faculty Resource Fair

Resources to support faculty research, teaching, well-being and professional development

Join us on

Thursday September 28, 2023
11:30am – 1:30pm

in the lobby of the medical school for an old-fashioned, in-person resource fair! Access essential information and make in-person contacts with offices that help support faculty endeavors and faculty advancement.

We look forward to seeing you there!

Participating Offices

Academic Technology Support
Bridge Innovation
CCTS
Clinician Experience Office
Albert Sherman Fitness Center
Department of Animal Medicine
Diversity & Inclusion Office
DRIVE
General IT Support & Helpdesk
Grants & Contracts Administration
Human Resources - Benefits
Human Resources – Immigration
iCELS
IRB Office
Lamar Soutter Library
Office of Advancement
Office of Continuing Medical Education
Office of Faculty Affairs
Office of Well-Being
Research Core Administration
Tissue Culture & Enzyme Freezer Supply
Women’s Faculty Committee

faculty white/lab coat vendor
...and more!

Information!
Free Covid test kits!
(limited #, one per faculty)
Snacks!

UMass Chan
MEDICAL SCHOOL
Office of
Faculty Affairs
Events for All Faculty

**Faculty Resource Fair**

*September 28 | 11:30am-1:30pm*

This in-person resource fair (held in the lobbies of the medical school) is an opportunity to interact with various offices that provide support for our UMass Chan faculty. The goal of the event is for faculty attendees to access resources and information, and make in-person contacts. There will be snacks, give-aways, and representatives from CCTS, the Office of Well-Being, the Library, IRB, Advancement, and many more!

No registration required

**Registration for financial wellness sessions**

https://umassmed.co1.qualtrics.com/jfe/form/SV_9zCdwpp04Xq1OIM
Events for All Faculty (of particular interest to researchers)

**December 19**

*Redesigning scientific publishing and writing with user experience design*

*Presenter: Mike Morrison*

Sometimes the hard parts of science are hard for inefficient, fixable reasons — like outdated publishing systems and bad communication. In this talk, you will learn how user experience design principles can speed up scientific publishing, improve your own scientific communication, and make your work less frustrating. All of this will be communicated through live demos, silly graphics, and design games. Learn tips and skills that will improve your science communications for the rest of your career. And have fun doing it!

https://umassmed.co1.qualtrics.com/jfe/form/SV_246E6PwxJfRoqNg

**March 26**

*Getting the best out of your team*

*Presenter: Sharon Milgram*

Facilitated by an expert on research leadership and management, Dr. Sharon Milgram, this session will review best practices for leading teams and getting the best out of our team members including learners and trainees. Setting expectations, communication strategies, and goal setting will all be topics of conversation.

https://umassmed.co1.qualtrics.com/jfe/form/SV_bCugY9SqQzO41f0
Mentorship programming is provided to improve mentor-mentee relationship

The Office of Faculty Affairs provides coaching support/advisory function for mentorship programming to enhance the mentoring skills of UMass Chan faculty.

Steering Committee led by Mary Munson, PhD and Ben Gerber, MD, MPH

Curriculum is based on the CIMER program from the University of Wisconsin-Madison.
Your OFA Team

Mary Ahn, MD
Vice Provost for Faculty Affairs

Emily Green, PhD, MA
Associate Vice Provost for Faculty Development

Jennifer Reidy, MD, MS, FAAHPM
Director, Junior Faculty Development Program

Pranoti Mandrekar, PhD, FAASLD
Co-Director, Junior Faculty Development Program

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

Margie Rodriguez
Executive Assistant to VPFA

Gennie Ludovico
Sr Academic Personnel Specialist

Carrie Wambach
Academic Personnel Specialist
Any questions?

Office of Faculty Affairs (OFA):
Faculty.Affairs@umassmed.edu
508-856-3244

Visit our website
www.umassmed.edu/ofa