



Annual Report
AY24

Message from the Vice Provost for Faculty Affairs

Dear Colleagues,

Greetings from the Office of Faculty Affairs! As we reflect on the past academic year at UMass Chan Medical School, I am filled with pride and gratitude to be part of this remarkable faculty community, and the collective progress we have made advancing together. The Office of Faculty Affairs (OFA) Annual Report celebrates the faculty accomplishments in education, research, clinical care, public policy and academic service. As you shall see, our faculty have been essential drivers of UMass Chan's excellence in academic medicine.

This year, we made significant strides in several areas. UMass Chan has successfully recruited talented new faculty members who bring diverse perspectives and expertise in both basic science and clinical care. We continue to provide skills training to both faculty and their departments in academic promotion. We have also begun the process of adding faculty from our new regional medical campus, UMass Chan- Lahey.

To meet the growing professional needs of our diverse faculty coming from across the Commonwealth, our office has continued to expand our faculty development initiatives. My vision is for OFA to become the **hub** for all professional development opportunities open to our faculty. Many thanks to Dr. Emily Green, Associate Vice Provost for Faculty Development, who has expanded her outreach to faculty-facing offices across the UMass Chan enterprise to identify and amplify the many resources available to our faculty.

Our office has continued to prioritize faculty development by enhancing OFA resources and support across all career stages. From mentorship programs for early-career faculty to leadership training for mid-career faculty, to staging retirement for our senior faculty, we are dedicated to ensuring that all faculty members have the tools they need to excel both professionally and personally.

The challenges of the past year have underscored the complexities of our work in academic medicine. The demands of patient care, research, and teaching are ever evolving. Looking forward, we must continue to prioritize and adapt our resources to best support our faculty's needs. Our efforts to address well-being and ensure equity in all aspects of our institution will remain critical in the years ahead.

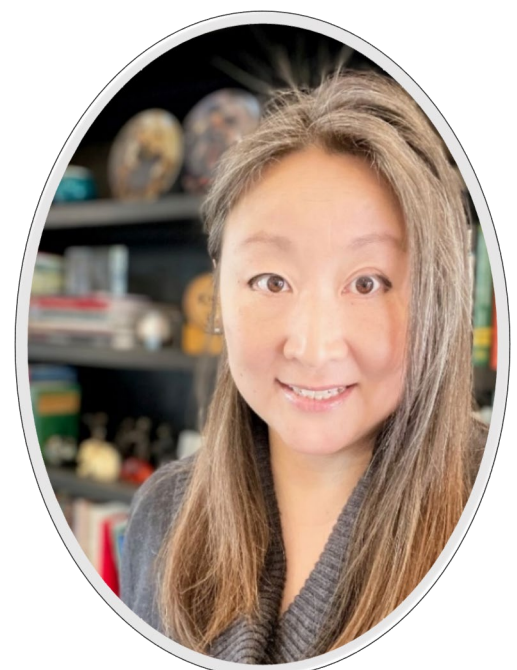
I want to express my sincere gratitude to Provost Flotte and Chancellor Collins for their outstanding leadership and support of our office. We would not have been able to maximize our impact without their unwavering support!

Best wishes,



Mary Ahn, MD

*Vice Provost for Faculty Affairs
Professor of Psychiatry and Pediatrics*



The OFA Team



Mary Ahn, MD

Vice Provost for Faculty Affairs

Professor of Psychiatry and Pediatrics



Emily Green, PhD, MA

Associate Vice Provost for Faculty Development

Associate Professor of Psychiatry



Jennifer Reidy, MD, MS, FAAHPM

Director, Junior Faculty Development Program

Associate Professor of Family Medicine & Community Health and Medicine



Pranoti Mandrekar, PhD, FAASLD

Co-Director, Junior Faculty Development Program

Professor of Medicine



Eileen O'Brien, MA, CAGS, LSW

Academic Administrative Manager III

Supports faculty members' respective careers from the hiring and promotion processes through to retirement



Janice Robert

Senior Academic Personnel Specialist

Manages academic personnel records and data, and acts as point of contact for faculty affairs issues and questions



Margie Rodriguez

Executive Assistant to the Vice Provost

Supports the Vice Provost for Faculty Affairs in day-day administrative tasks and manages all Department Reviews



Carrie Wambach

Academic Personnel Specialist

Provides administrative support for faculty development programs, and the academic appointment and promotion processes

The Office of Faculty Affairs has oversight of the records of all of our UMass Chan faculty.

3,816

OFA also oversees faculty governance which includes support of the Faculty and Executive Councils, and implementation of the Academic Personnel Policy and Annual Performance Review process. Each year the OFA facilitates other types of review processes and reports as well.

Department Reviews

The Academic Quality Assessment and Development (AQAD) is an external review process for assessing the core academic functions of each department or program at the university, including teaching and learning; research, professional, and creative activity; and public service and academic outreach. The AQAD review provides a rigorous quality assessment, identifying strengths and targeting areas for growth and development.

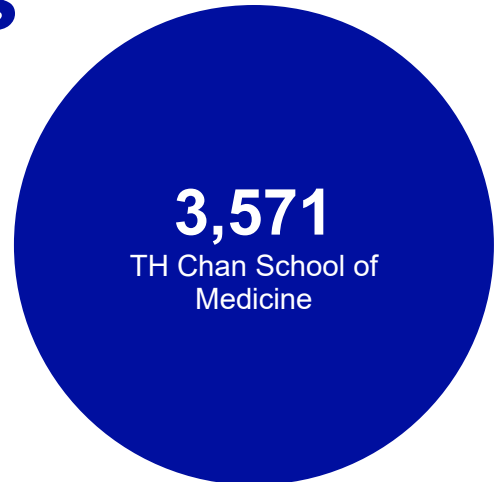
The Office of Faculty Affairs facilitates the review of each UMass Chan department every 5-7 years. In AY 24, the reviews included:

- Graduate School of Nursing Programs, PhD, DNP, MS
- Department of Anesthesiology & Perioperative Medicine
- Program in Molecular Medicine
- Surgery Department
- Horae Gene Therapy Center and Vector Core

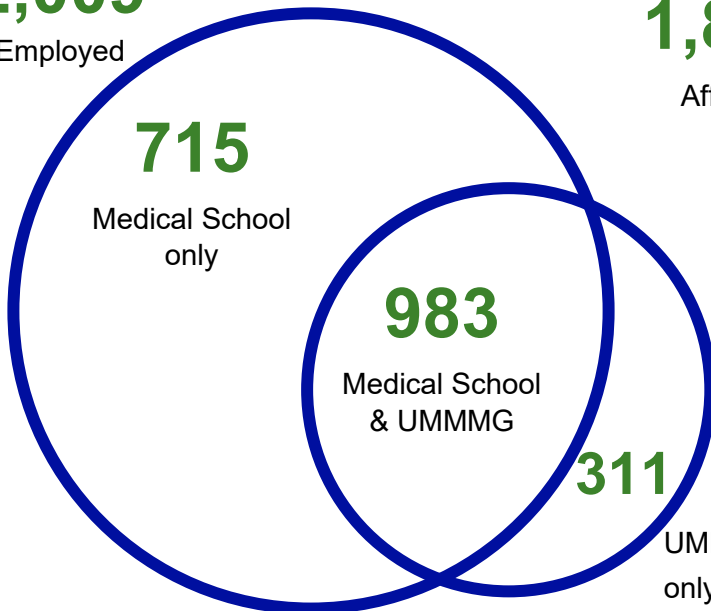


Faculty Fast Facts

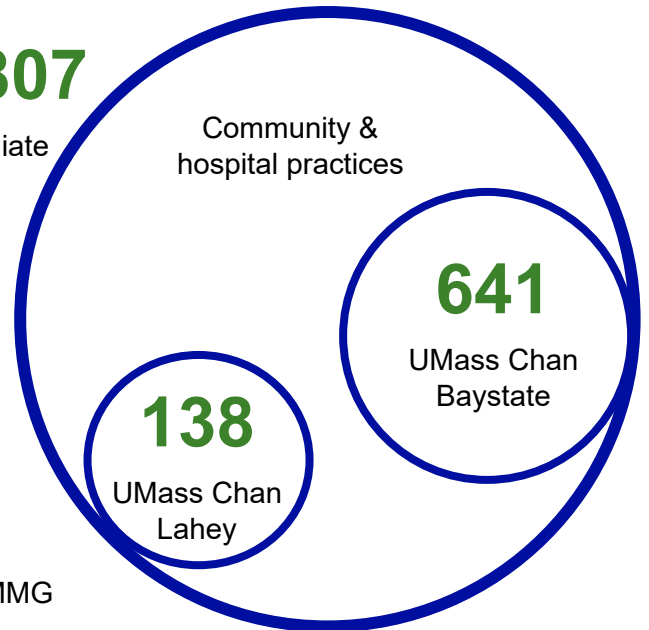
3,816 Faculty



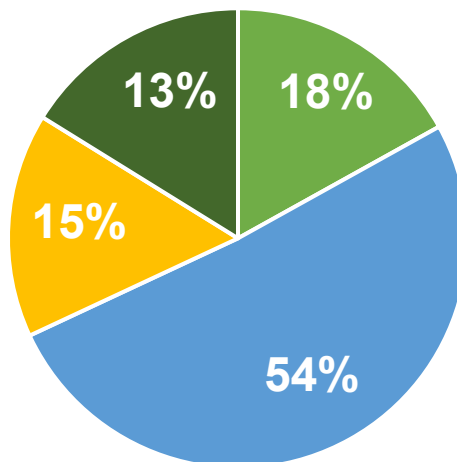
2,009
Employed



1,807
Affiliate

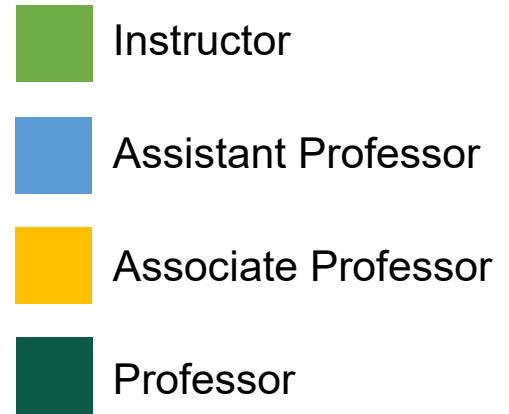
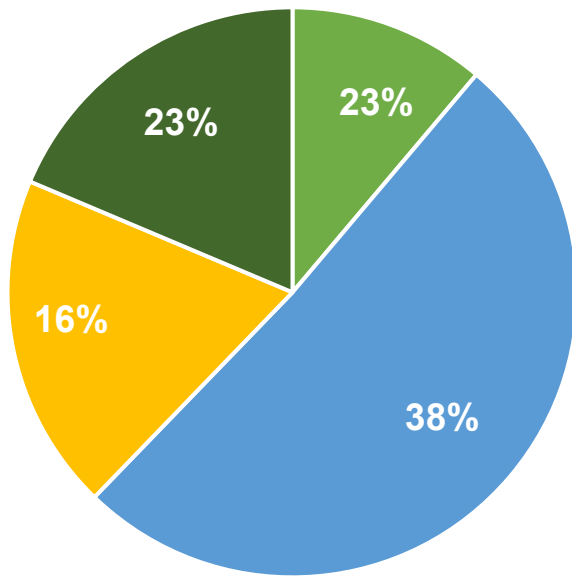


All Faculty
Distribution
by Rank

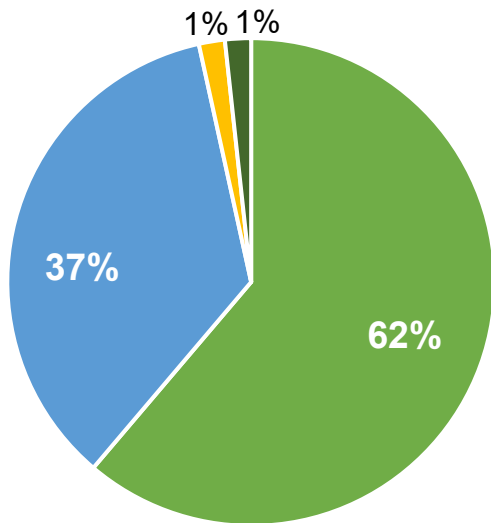


■ Instructor ■ Assistant Professor ■ Associate Professor ■ Professor

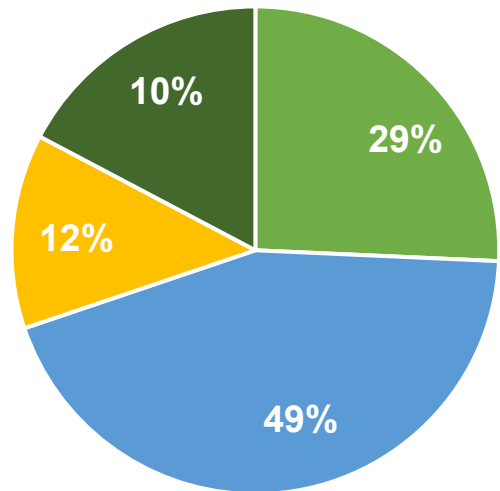
Employed Faculty by Rank



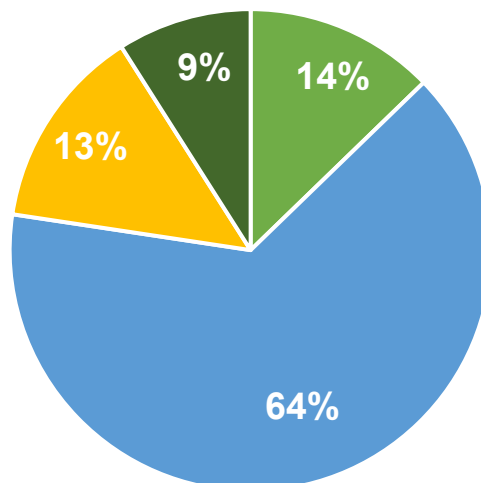
Affiliate Faculty by Rank
Tan Chingfen Graduate School of Nursing



Affiliate Faculty by Rank
TH Chan School of Medicine

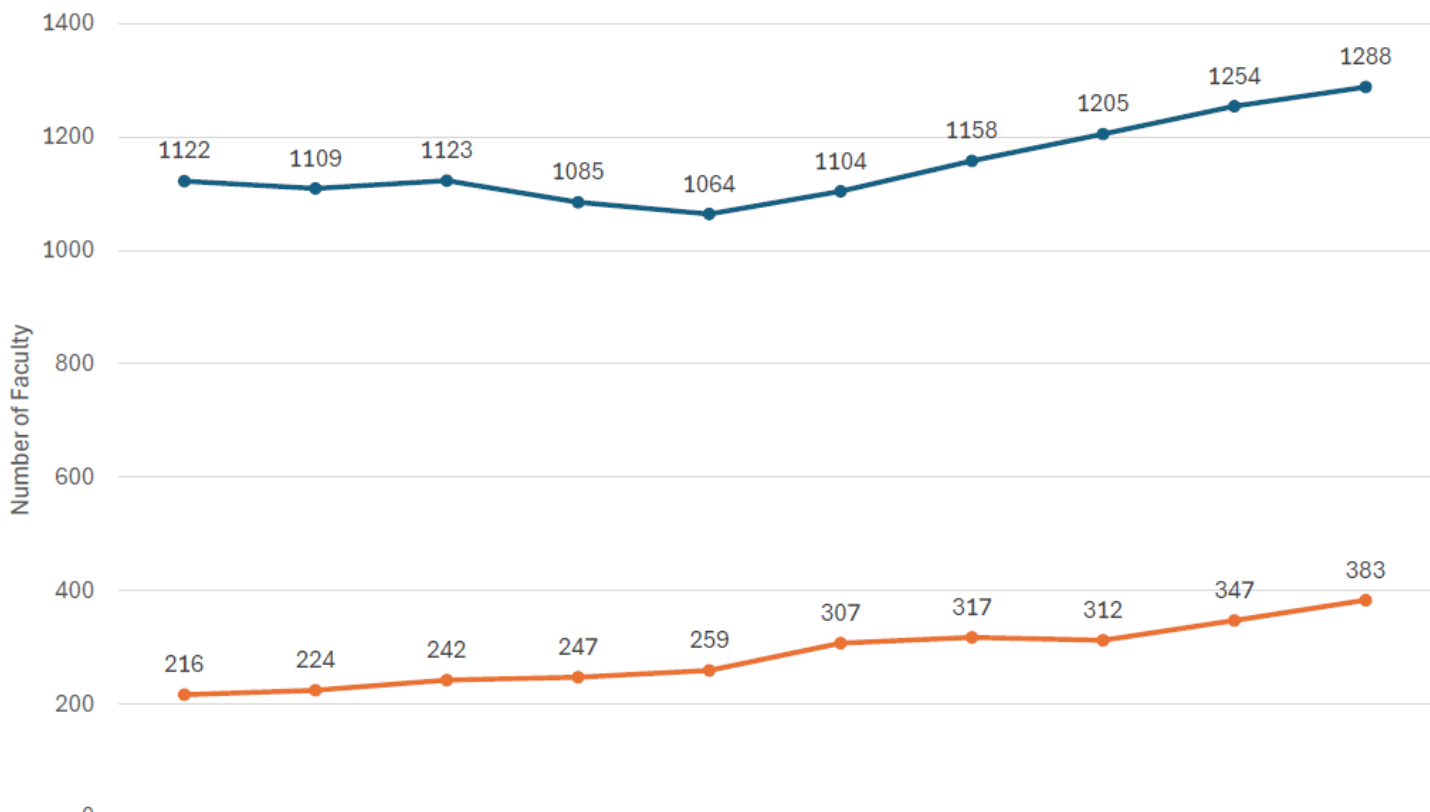


Affiliate Faculty by Rank
UMass Chan- Baystate



UMass Chan Employed Faculty Full Time and Part Time Ten Year Graph

Data from yearly June 30th snapshots



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
FT	1122	1109	1123	1085	1064	1104	1158	1205	1254	1288
PT	216	224	242	247	259	307	317	312	347	383



Chancellor's Medals

The OFA provides administrative support and organization for the annual awarding of the Chancellor's Medals.

Chancellor's Medal for Distinguished Teaching

Susan Zweizig, MD

Professor of Obstetrics & Gynecology



Chancellor's Medal for Distinguished Scholarship

Douglas Golenbock, MD

Chief of the Division of Infectious Diseases, Professor of Medicine



Chancellor's Medal for Distinguished Clinical Excellence

Kathryn Edmiston, MD

Associate Professor of Medicine



Chancellor's Medal for Distinguished Service

Jill Terrien, PhD, ANP-BC

Associate Professor of Nursing and Medicine



Chancellor's Award for Excellence in Mentoring: 2023

Mark Johnson, MD, PhD

Chair & Professor of Neurological Surgery



Personnel Actions in AY24

297 Appointments

Welcome to all our new faculty!

14

Tan Chingfen Graduate School of Nursing

66

UMass Chan Baystate

217

T. H. Chan School of Medicine

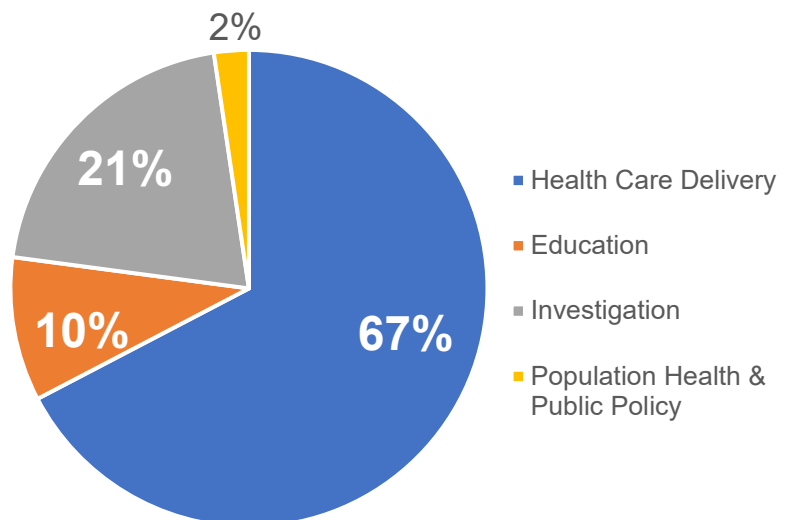
47% Male

53% Female

7% Tenure Track

93% Non-Tenure Track

Appointments by Areas of Distinction



55 Promotions

Congratulations to all faculty promoted during this academic year.

8 to Assistant Professor

4 Medicine, 1 Pathology, 2 Program in Molecular Medicine, 1 Radiology

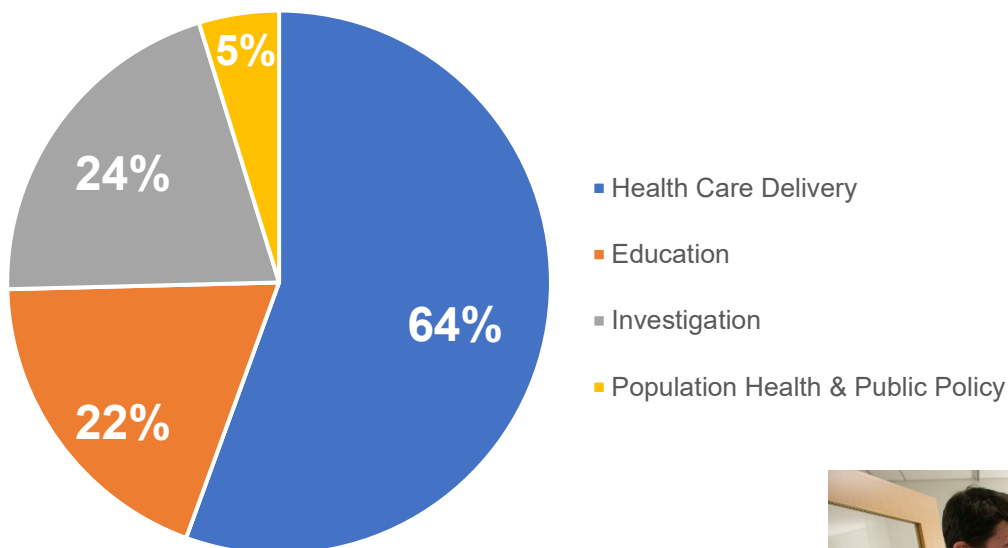
33 to Associate Professor

1 Emergency Medicine, 3 Family Medicine & Community Health, 3 Tan Chingfen Graduate School of Nursing, 1 Microbiology & Physiological Systems, 2 Molecular, Cell & Cancer Biology, 6 Medicine, 3 Neurology, 3 Obstetrics & Gynecology, 1 Otolaryngology, 1 Pathology, 2 Pediatrics, 2 Population & Quantitative Health Sciences, 3 Psychiatry, 2 Radiology

14 to Professor

2 Emergency Medicine, 1 Family Medicine & Community Health, 1 Tan Chingfen Graduate School of Nursing, 3 Medicine, 1 Population & Quantitative Health Sciences, 1 Psychiatry, 3 Radiology, 1 RNA Therapeutics, 1 Surgery

Promotions by Areas of Distinction



9 Tenure AY24

Congratulations to our newly tenured faculty.

First Name	Last	Degree	Rank	Primary Academic Department
James	Munro	PhD	Associate Professor	Microbiology & Physiological Systems
Gilles	Martin	PhD	Associate Professor	Neurobiology
Elinor	Karlsson	PhD	Associate Professor	Genomics and Computational Biology
Eduardo	Torres	PhD	Associate Professor	Molecular, Cell and Cancer Biology
Bo	Wang	PhD	Professor	Population and Quantitative Health Sciences
Wen	Xue	PhD	Associate Professor	RNA Therapeutics Institute
Hyun	Youk	PhD	Associate Professor	Systems Biology
Arvin	Garg	MD, MPH	Professor	Pediatrics
Jae-Hyuck	Shim	PhD	Associate Professor	Medicine



16 Emeriti AY24

Congratulations to our new Emeriti faculty.

First	Last	Degree	Rank	Primary Academic Department
David	Ayers	MD	Professor & Chair Emeritus	Orthopedics & Physical Rehabilitation
Giacomo	Basadonna	MD, PhD	Professor Emeritus	Surgery
Vivian	Budnik	PhD	Professor and Chair Emeritus	Neurobiology
Maryann	Davis	PhD	Professor Emeritus	Psychiatry
Andrew	Fischer	MD	Professor Emeritus	Pathology
Allan	Jacobson	PhD	Professor and Chair Emeritus	Microbiology & Physiological Systems
Grace	Makari-Judson	MD	Professor Emeritus	Medicine at UMass Chan - Baystate
Kathleen	Mazor	EdD	Professor Emeritus	Medicine
Judith	Ockene	PhD, MEd, MA	Professor Emeritus	Population & Quantitative Health Sciences
Lori	Pbert	PhD	Professor Emeritus	Population & Quantitative Health Sciences
Peter	Rice	MD	Professor Emeritus	Medicine
Ann	Sattler	MD	Professor Emeritus	Pediatrics
Scott	Shaffer	PhD	Professor Emeritus	Biochemistry & Molecular Biotechnology
Jeffrey	Stoff	MD	Professor Emeritus	Medicine
Paul	Visintainer	PhD	Professor Emeritus	Medicine at UMass Chan - Baystate
Michael	Volkert	PhD	Professor Emeritus	Microbiology & Physiological Systems

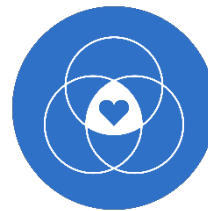
Thank you to our Personnel Action Committee members!

TH Chan School of Medicine

Romolo Gaspari, MD, PhD (Co-Chair)	Emergency Medicine
Ben Gerber, MD, MPH	Population and Quantitative Healthy Sciences
Madelyn Hicks, MD, FRCPsych	Psychiatry
Paulo Martins, MD, PhD	Surgery
Kristen Matteson, MD	Obstetrics & Gynecology
James Munro, PhD (Chair)	Microbiology & Physiological Systems
Lori Pbert, PhD	Population & Quantitative Health Sciences
Muthalagu Ramanathan, MD	Medicine
Anil Chandraker, MD	Medicine

Tan Chingfen Graduate School of Nursing

Nancy Morris, PhD, ANP (Chair)
Teri Aronowitz, PhD, APRN, FNP-BC, FAAN
Jill Terrien, PhD



Thank you to our Tenure Committee members!

Neil Aronin, MD	Medicine
Silvia Corvera, MD	Program in Molecular Medicine
Charles Emerson, PhD	Neurology
Patrick Emery, MD	Neurobiology
Rachel Gerstein, PhD	Microbiology & Physiological Systems
Andrei Korostolev, PhD	RNA Therapeutics
Francesca Massi, PhD	Biochemistry & Molecular Biotechnology
Oliver Rando, PhD	Biochemistry & Molecular Biotechnology
Milagros Rosal, PhD	Population & Quantitative Health Sciences
Anthony Rothschild, MD	Psychiatry
Susan Swain, PhD	Pathology
Chinmay Trivedi, MD, PhD	Medicine
Scot Wolfe, PhD	Molecular, Cell & Cancer Biology



Women Leadership

Vice/Associate/Assistant Chancellors – 15 of 24 = 63%

Jennifer Berryman

Vice Chancellor, Communications

Carolyn Brownawell, MBA

Deputy Executive Vice Chancellor, Human Resources

Kimberly Canty

Assistant Vice Chancellor, Advancement

Lisa Colombo, DNP, MHA, RN

Executive Vice Chancellor, ForHealth Consulting

Marcy Culverwell

Associate Vice Chancellor, Administration & Finance

Marlina Duncan, EdD

Vice Chancellor, Diversity and Inclusion

Mireli Fino, MBA

Executive Vice Chancellor, MassBiologics

Carolyn Gorham

Associate Vice Chancellor, People Strategies

Lynn Hernández, PhD

Assistant Vice Chancellor for Diversity and Inclusion

Lisa Larson

Assistant Vice Chancellor for Content

Jackie McGravey

Assistant Vice Chancellor, People Development and Wellness

Catherine Mick, MSW, MBA

Associate Executive Vice Chancellor, Strategy & Chief of Staff

Amy Mirecki

Assistant Vice Chancellor, Grants & Contracts Administration

Patti Onorato, RN, MS, APN

Deputy Executive Vice Chancellor for Operations, ForHealth Consulting

Jennifer Robinson

Assistant Vice Chancellor for Admin/Finance/Control

Vice Provosts – 4 of 5 = 80%

Mary Ahn, MD

Vice Provost for Faculty Affairs

Anne Larkin, MD

Vice Provost of Educational Affairs

Katherine Luzuriaga, MD

Vice Provost for Research

Milagros Rosal, PhD

Vice Provost for Health Equity

Associate and Assistant Vice Provosts – 5 of 8 = 63%

Katherine Fitzgerald, PhD

Associate Vice Provost for Basic Science Research

Melissa A. Fischer, MD, MEd

Assistant Vice Provost for Interprofessional and Instructional Innovation

Maria Garcia, MD

Assistant Vice Provost for Student Diversity

Emily Green, PhD, MA

Associate Vice Provost for Faculty Development

Mary Munson, PhD

Assistant Vice Provost for Health Equity

Deans of Schools – 2 of 3 = 67%

Mary Ellen Lane, PhD

Dean of the Morningside Graduate School of Biomedical Sciences

Joan Vitello, PhD, RN

Dean of Tan Chingfen Graduate School of Nursing

Centers/Programs/Institute Directors – 4 of 7 = 62%

Jean Frazier, MD

Director of the Eunice K. Shriver Center

Katherine Luzuriaga, MD

Director of the Center for Clinical and Translational Science

Celia Schiffer, PhD

Director of Institute for Drug Resistance

Beth McCormick, PhD

Director of Program in Microbiome Dynamics

Department Chairs

UMass Chan – 10 of 27 = 37%

AM Barrett, MD; Chair of Neurology

Michelle Kelliher, PhD; Chair of Molecular, Cell & Cancer Biology (interim)

Diane McKee, MS, MS; Chair of Family Medicine & Community Health

Beth McCormick, PhD; Chair of Microbiology and Physiological Systems

Tiffany Moore Simas, MD, MPH, MEd; Chair of OB-GYN

Celia Schiffer, PhD; Chair of Biochemistry & Molecular Biotechnology

Johanna Seddon, MD, ScM; Chair of Ophthalmology & Visual Sciences (interim)

Marian Walhout, PhD; Chair of Systems Biology

Zhiping Weng, PhD, Chair of Genomics and Computational Biology

Kimberly Yonkers, MD; Chair of Psychiatry

UMass Chan-Baystate – 3 of 12 = 25%

Charlotte Boney, MD; Chair of Pediatrics - UMass Chan-Baystate

Sarah Haessler, MD, MS; Chair of Medicine - UMass Chan-Baystate

Heather Sankey, MD, MEd; Chair of Ob/Gyn - UMass Chan-Baystate

UMass Chan-Lahey – 2 of 8 = 25%

Sheri Keitz, MD; Chair of Medicine – UMass Chan Lahey

Jayashri Srinivasan, MD; Chair of Neurology – UMass Chan Lahey



Current Endowed Chairs/ Professorships – 21 of 64 = 33%

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

Elinor K. Karlsson, PhD

Dr. Eileen L. Berman and Stanley I. Berman Foundation Chair in Biomedical Research

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

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

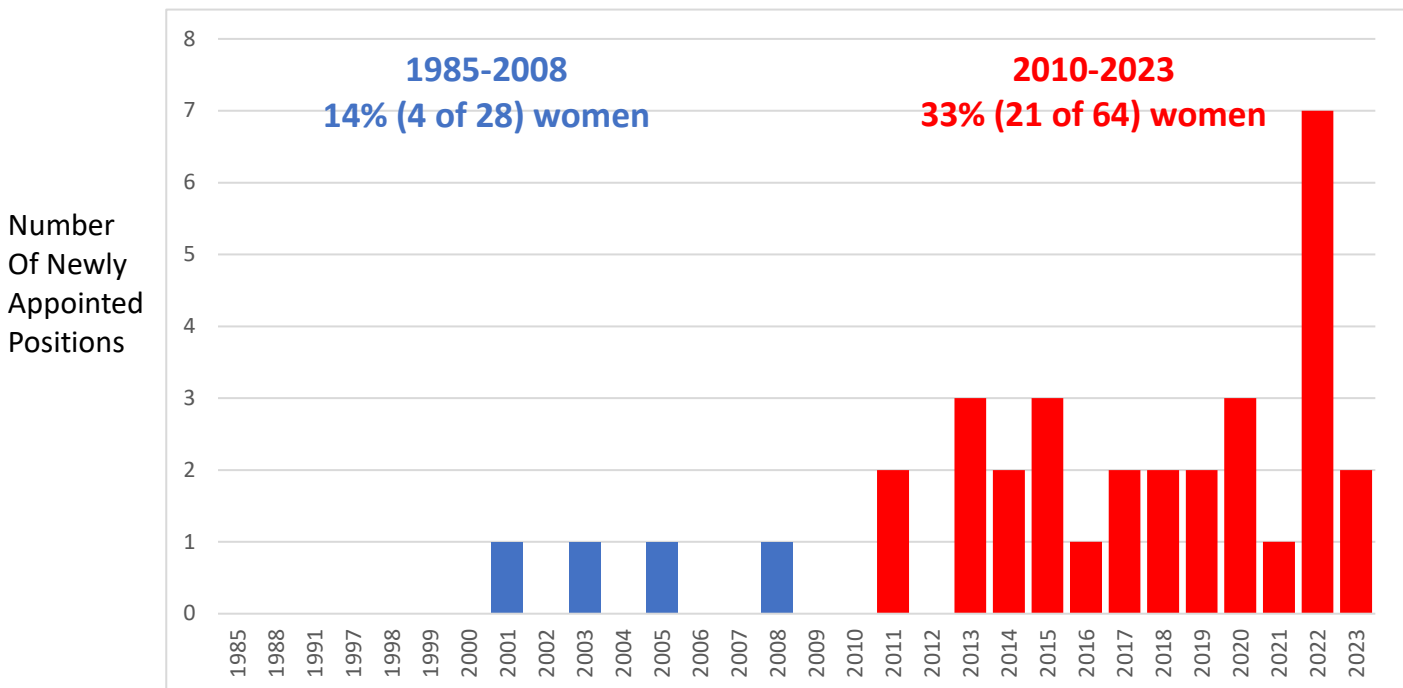
Jeannette Wolfe, MD

Joy McCann Professorship for Women in Medicine

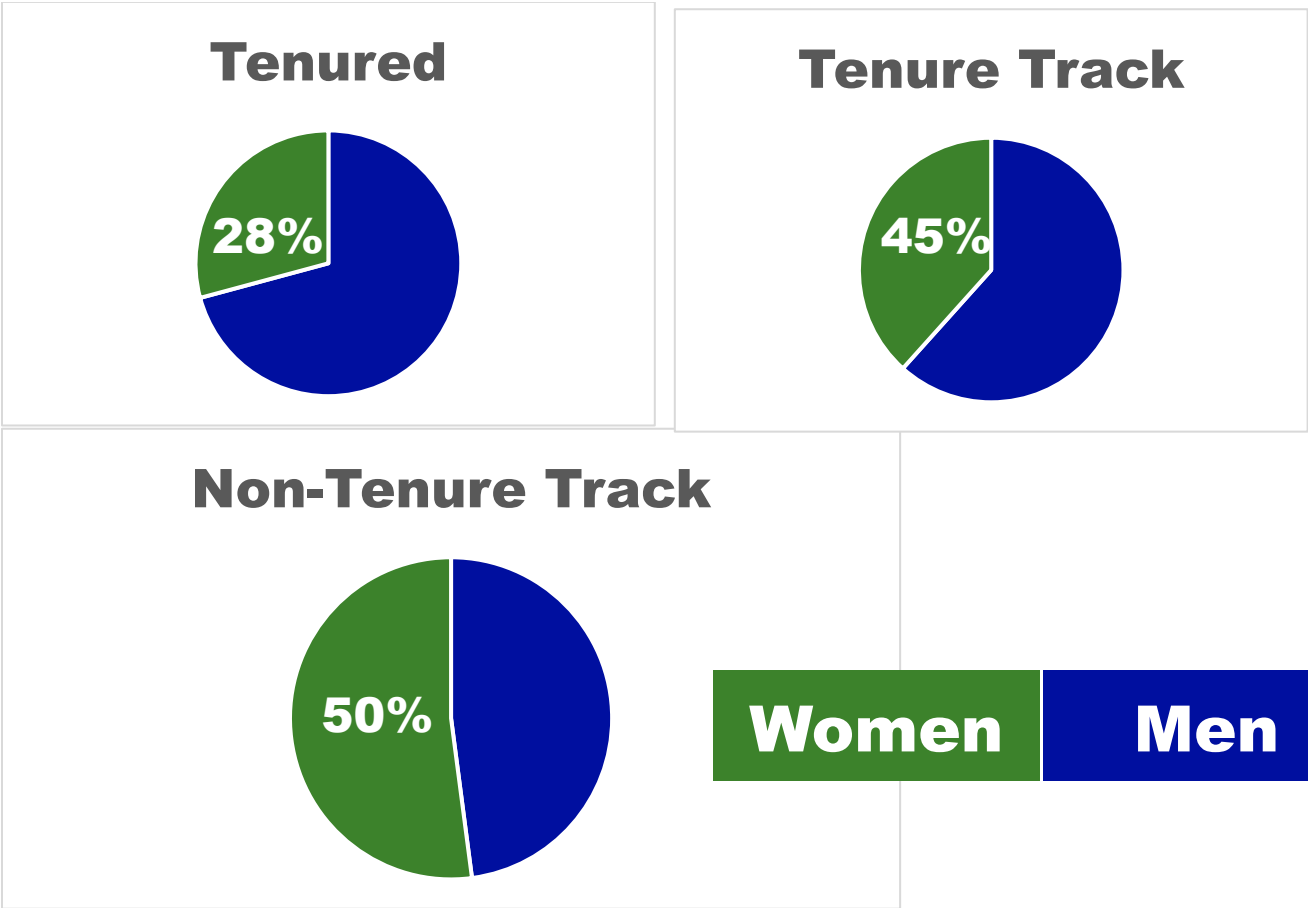
Kimberly Yonkers, MD

Katz Family Chair in Psychiatry

Endowed Positions Held by Women



The path to gender equity in tenure/tenure track is gaining traction



New Hires on TTR 7/1/23 – 6/30/24	Total Women 4	Total Men 7
Transfer to the TTR 7/1/22 – 4/1/23	Total Women 0	Total Men 1



Consultations

Faculty Affairs leadership engage in 1:1 consultations with faculty across the schools and campuses. In AY23 Faculty Affairs leadership facilitated:

1:1 consultations with **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

1:1 consultations with **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

151 Direct faculty sessions

20 Promotion consultations

123 Supervisor consultations to support faculty affairs

16 Talk Review and Feedback sessions

34 Collaboration meetings to support faculty affairs

Professional and Leadership Development Across the Academic Career Lifespan

"Faculty professional development stretches along an academic career lifespan. OFA resources are developed using this model to be inclusive of all faculty wherever they are in this journey." - Mary Ahn, MD



Message from the Associate Vice Provost for Faculty Development

We want every faculty member to have access to the resources and opportunities they need to meet their professional development goals across their career. We provide an array of professional development offerings including leadership and educational programs, programs and consultations around career development, and resources to support faculty growth and success.

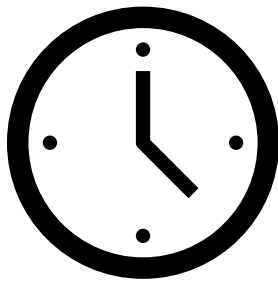
UMass Chan Medical School is a wonderful place to make a career as a faculty member, and the talent and expertise of the faculty across our three schools is truly inspiring!



A Professional Development Roadmap for UMass Chan Faculty



OFA supports faculty in their career planning and helps create professional development “roadmaps” that align with their goals and professional identity as clinicians, educators and researchers.



135 hours of programming facilitated

58 hours of CME issued



Programs for New & Junior Faculty

- **New Faculty Orientation** offered 3x per year as a 3-hour virtual program
- **New Faculty Reception** offered annually as an in-person event
- **Junior Faculty Development Program** a weekly cohort-based longitudinal career development program
- **Peers for Promotion** a 6-session program designed to support and prepare Assistant Professors for promotion
- **Investigator Career Advancement Program (iCAP)** a career development program for early career tenure-track faculty *sponsored by the Office of Health Equity*

Programs for Women Faculty

- **EMPOWER Summit** a one-day leadership summit for women faculty
- **Equip** a 6-session communications skills program for women faculty
- **Women's Health Talk** sponsored by the Women's Faculty Committee
- **Women's History Month Talk** sponsored by the Women's Faculty Committee
- **Joy McCann Professorship** a 3-year funded professorship to enhance the professional experience of women faculty

Programs for All Faculty

- **Advance** a monthly virtual program addressing areas in which faculty are evaluated as part of the promotions process including educational effectiveness, scholarship and academic reputation
- **Mentorship Skill Building** various sessions intended for faculty mentors based on the CIMER curriculum

Programs By Request

- **Promotions Process Presentations** by request for departments or groups
- **Presentation Skills Workshops** by request for groups interested in honing their ability to design and deliver professional talks
- **Education Workshops** on topics such as feedback, positive learning environments, active learning, and presentation skills by request for departments and groups

Faculty Development Program Highlights

Junior Faculty Development Program

20

faculty

3

schools

13

departments

2

campuses

Peers for Promotion

10

faculty

2

schools

6

departments

EMPOWER Summit

68

faculty

3

schools

20

departments

3

campuses

Hot topic and very timely discussion as academic institutions are grappling with how to leverage AI in educational settings. Well-organized and interactive.

Faculty participant in Advance session

This program transformed my work life overnight. Beyond knowledge and technique, Equip gave me the opportunity to practice concepts in real-time, in a safe peer supported environment, guided by superb mentors.

Faculty participant in Equip program

EMPOWER always over-delivers and I remain a raving fan. I particularly appreciate the presentation / data sharing session. The fireside chat was heart-warming and their authenticity was palpable. All sessions were profoundly impactful, and enrich my journey, as I continue developing my leadership identity.

Faculty participant in EMPOWER

Program Spotlight

EMPOWER is the Joy McCann Professorship project of Tiffany A. Moore Simas, MD, MPH, MEd, FACOG, Professor of Obstetrics & Gynecology and Chair of the Department of Obstetrics and Gynecology.

The event, a one-day immersive, interactive leadership development opportunity designed to enhance the leadership skills of those marginalized because of their gender, has been offered five times and in March 2024 it featured various interactive sessions and a fireside chat with guest speaker Nicole Alexander-Scott, MD, MPH, former Director of the Rhode Island Department of Health, and UMass Chan's very own Crista Johnson-Agbakwu, MD, MSc, Executive Director of the Collaborative in Health Equity. Participants also heard from Storytelling with Data about how to present compelling verbal and visual stories with data.

EMPOWER Summit



“Fabulous content, with the fireside discussion as the highlight of the morning. Really inspiring!”

