

# New Faculty Orientation



## Overview of UMass Chan Medical School and UMass Memorial Health

# Welcome to UMass Chan Medical School

UMass Chan Year in Review



# Goals for the New Faculty Orientation

- ✓ Provide an overview of UMass Chan Medical School and UMass Memorial Health system
- ✓ Introduce new faculty to the institution, its programs, processes and people
- ✓ Provide essential information that new faculty need to know for career advancement
- ✓ Provide a venue for networking among faculty

<b>9:00 am - 9:05 am</b>	<b>Welcome</b> Mary Ahn, MD Vice Provost for Faculty Affairs
<b>9:05 am - 9:20 am</b>	<b>Chancellor's Welcome</b> Michael F. Collins, MD, FACP Chancellor, UMass Chan Medical School
<b>9:20 am - 9:30 am</b>	<b>Dean and Provost's Welcome</b> Terence R. Flotte, MD Dean, Provost & Executive Deputy Chancellor
<b>9:30 am - 9:40 am</b>	<b>Ice Breaker Activity</b> Mary Ahn, MD
<b>9:40 am - 10:00 am</b>	<b>Overview of UMass Chan Medical School</b> Mary Ahn, MD
<b>10:00 am - 10:05 am</b>	<b>BREAK</b>
<b>10:05 am - 10:30 am</b>	<b>DRIVE: Diversity, Representation and Inclusion for Value in Education</b> Yasmin Carter, PhD Associate Professor, Radiology
<b>10:30 am - 10:55 am</b>	<b>Overview of Faculty Appointments and Promotions</b> Susanne Muehlschlegel, MD, MPH Professor of Neurology
<b>10:55 am - 11:00 am</b>	<b>Closing Remarks</b>
<b>11:00 am - 11:20 am</b>	<b>Breakout Rooms Sessions 1, 2 &amp; 3</b>
<b>11:20 am - 11:40 am</b>	<b>Information sessions with representatives from:</b>
<b>11:40 am - 12:00 pm</b>	<b>1) Lamar Soutter Library, 2) UMass Chan IRB Office, 3) Diversity and Inclusion Office, 4) Office of Faculty Affairs, 5) Office of Well-Being, 6) Academic Technology, 7) DRIVE, 8) Women's Faculty Committee, 9) Corporate &amp; Foundation Relations, 10) Grants &amp; Contracts Administration/Office of Sponsored Projects, 11) Institutional Research Evaluation &amp; Assessment</b>

# New Faculty Orientation



## Overview of UMass Chan Medical School and UMass Memorial Health

# **Check Your Emails- Coming this Fall! Annual New Faculty Reception Fall 2023 TBD 5pm- 7pm**

- ✓ Meet the Deans, Department Chairs departments, and other Senior Leadership
- ✓ Enjoy an IN PERSON venue for networking amongst other faculty
- ✓ Hors d'oeuvres and Drinks will be served



# Your OFA Team



**Mary Ahn, MD**  
Vice Provost for Faculty Affairs



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



**Eileen O'Brien, MA, CAGS, LSW**  
Academic Administrative Manager III



**Gennie Ludovico**  
Senior Academic Personnel Specialist



**Margie Rodriguez**  
Executive Assistant to VPFA



**Margaret Clancey, BS**  
Academic Personnel Specialist

For more information, visit the Office of Faculty Affairs website.

**Office of Faculty Affairs**

UMASS MEDICAL SCHOOL

Home ABOUT OFA FACULTY DEVELOPMENT WELLNESS EQUITY & DIVERSITY ACADEMIC AFFAIRS GOVERNANCE & POLICIES

NEW FACULTY  
INDIVIDUAL OPPORTUNITY PLAN  
PREPARING FOR PROMOTION  
FACULTY DEVELOPMENT PROGRAMS  
MENTORING  
CAREER FLEXIBILITY

NEW FACULTY ORIENTATION  
ONBOARDING MENTOR  
CVS AND NIH BIOSKETCHES  
ABOUT WORCESTER, MA  
LOCAL RESTAURANTS LISTING

**Quicklinks**

- Academic Personnel Policy
- Annual Performance Reviews
- CVs and NIH Biosketches
- Individual Opportunity Plan
- Part Time Guidelines
- Promotions Process
- Recruitment & Hiring Process
- Transition Through Retirement

Welcoming UMMS...  
New Faculty Orientation  
Read more >>

<http://www.umassmed.edu/ofa>

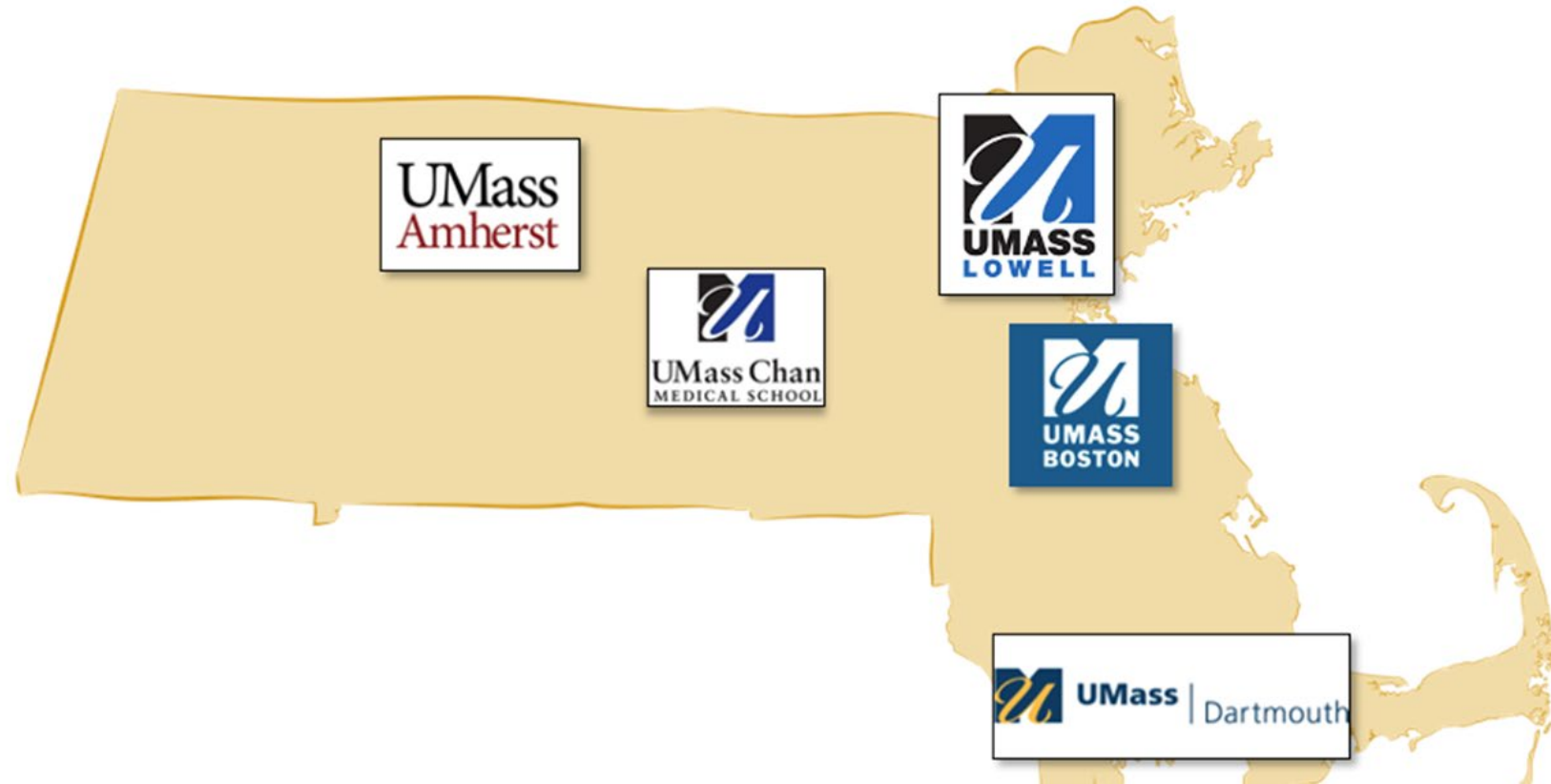
**Revised Academic Personnel Policy (APP) Approved!**

We are happy to report the revised Academic Personnel Policy (APP) has been approved by the the University of Massachusetts Board of Trustees (BOT) at their December 8, 2017 meeting.

Tuesday, May 22, 2018  
**New Faculty Orientation**  
Time: 7:45 AM - 11:30 AM  
Instructor: Robert Milner, PhD



# UMass Chan Medical School is one of five campuses within the UMass System.



# Leadership responsibilities are divided between campus leadership and academics.



## Campus Leadership

Finances and Administration,  
Human Resources, Legal,  
Diversity  
Communications, Advancement,  
Government Relations



## Academics

Oversight of 3 Schools  
Office of Research,  
UMCCTS  
Office of Education  
Office of Faculty Affairs

# Academic Programs and the Faculty are managed among the three Schools.

**TH Chan School  
Of Medicine**



**Dean**  
Terence Flotte, MD

**Academic Departments  
(School of Medicine Faculty)**

**Undergraduate Medical  
Education**

**Graduate Medical Education**

**Morningside Graduate  
School of  
Biomedical Sciences**



**Dean**  
Mary Ellen Lane, PhD

**Graduate  
Programs**

**Postdoctoral  
Training**

**Tan Chingfen  
Graduate School  
of Nursing**



**Dean**  
Joan Vitello, PhD

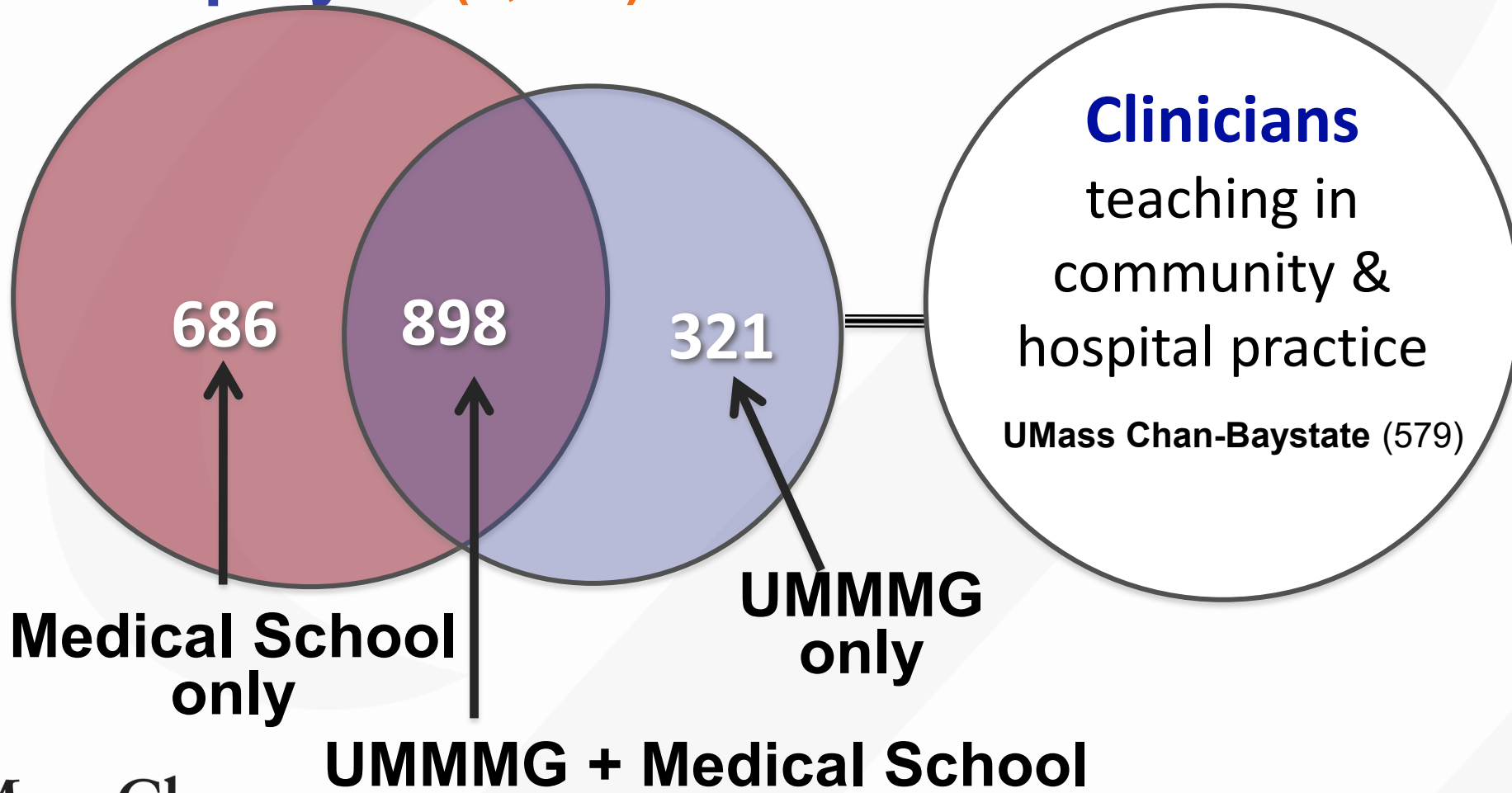
**Nursing  
Faculty**

**Nursing  
Programs**

# A total of 3,650 faculty have UMass Chan Medical School appointments.\*

**Employed (1,897)**

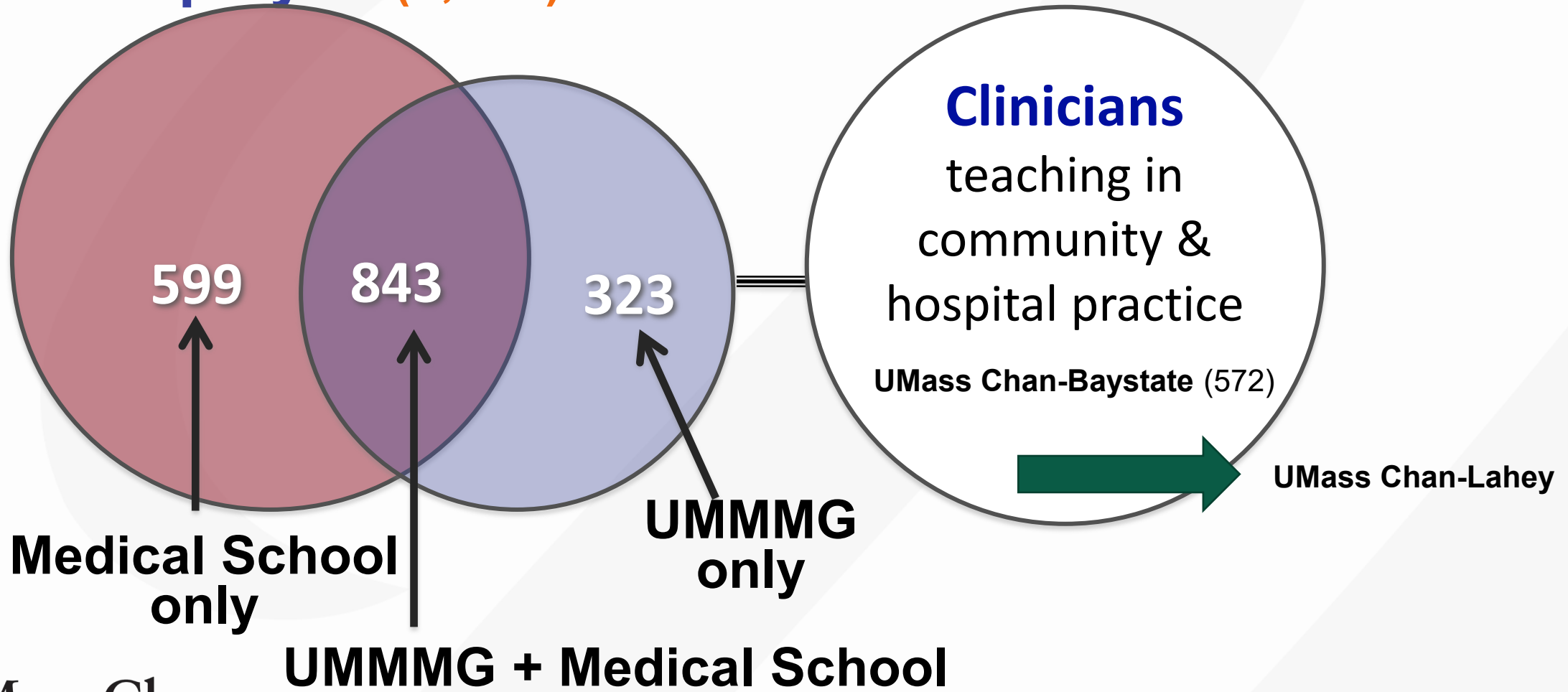
**Affiliate (975)**



# A total of 3,300 faculty have TH Chan Medical School appointments.\*

**Employed (1,765)**

**Affiliate (963)**





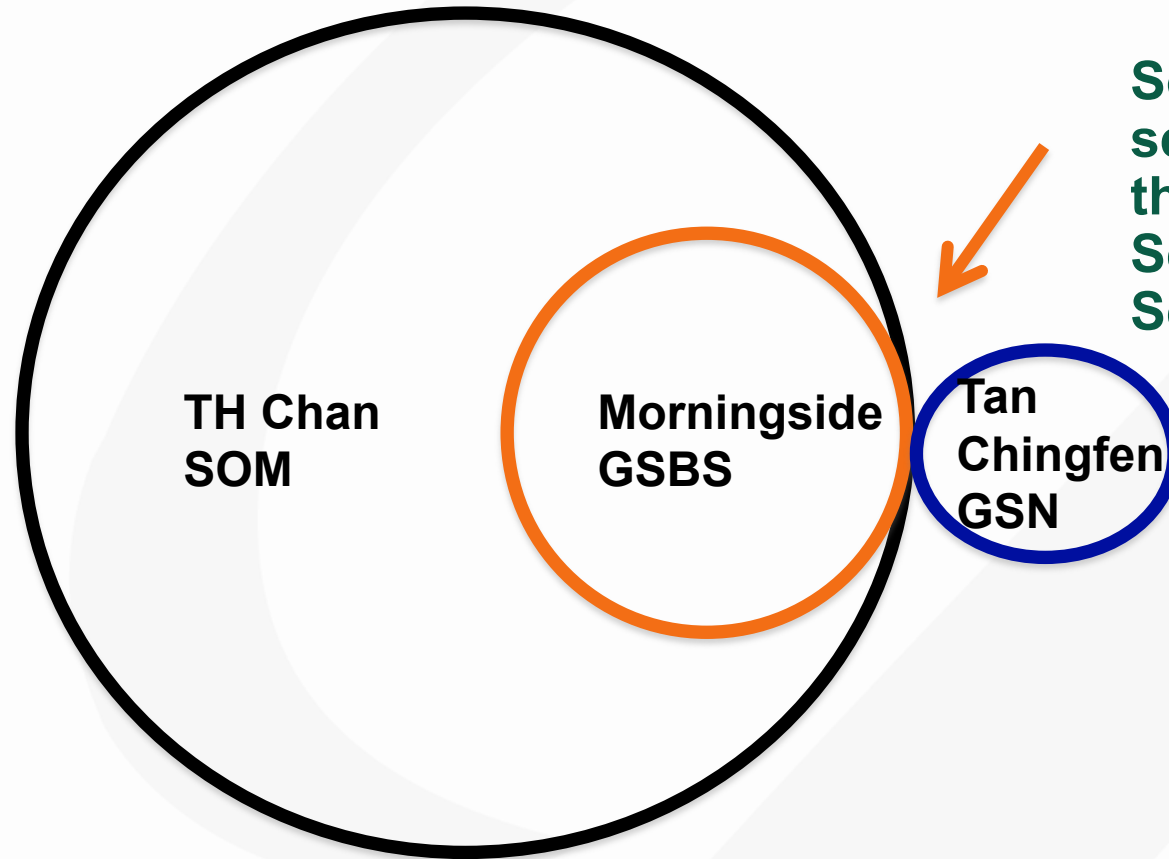
# UMass Chan–Baystate Regional Campus (Springfield, MA)



Andrew Artenstein, MD  
Regional Exec. Dean  
UMass Chan-Baystate

- **579 affiliate faculty**
- **12 academic departments**
- **Faculty from UMass Chan-Baystate serve on various committees:**
  - Executive Council
  - Faculty Council
  - Admissions Committee
  - All Curriculum Committees
  - Vista Curriculum Development
  - Etc. as stated in SOM bylaws

**All faculty have a primary appointment in either the TH Chan School of Medicine or Tan Chingfen Graduate School of Nursing.**



**Some faculty have a secondary appointment in the Morningside Graduate School of Biomedical Sciences.**

# Tan Chingfen Graduate School of Nursing Prepares practice-focused (DNP) and research-focused (PhD) nursing leaders.



- 284 students
- 199 faculty (30 core faculty)

## Educational Programs:

- Graduate Entry Pathway (GEP) - Prelicensure
- Master of Science (MS) Program - Nursing & Interprofessional Leadership
- Post-Graduate Certificates (PGC)
- Doctor of Nursing Practice (DNP) Program
- Doctor of Philosophy in Nursing (PhD)

**Nursing School Rank:** #2 in Massachusetts  
(*Nursing Schools Almanac*) #4 in New England  
#23 in USA (public schools)  
#41 in USA (all schools)

# The Morningside Graduate School of Biomedical Sciences educates graduate students in research.



**PhD in Biomedical Sciences**

- **11 program concentrations**

**Masters of Clinical Science Investigation**

**Preparatory programs**

**322 PhD students**

**76 MD/PhD students**

**246 postdoctoral scholars**

**338 faculty**

# The TH Chan School of Medicine, founded in 1962, admitted its first class in 1970 and has >4000 alums.

## Class size now 175/year

- 627 MD students
- 76 MD/PhD students
- 104 PURCH students

629 residents and fellows

23 accredited residencies

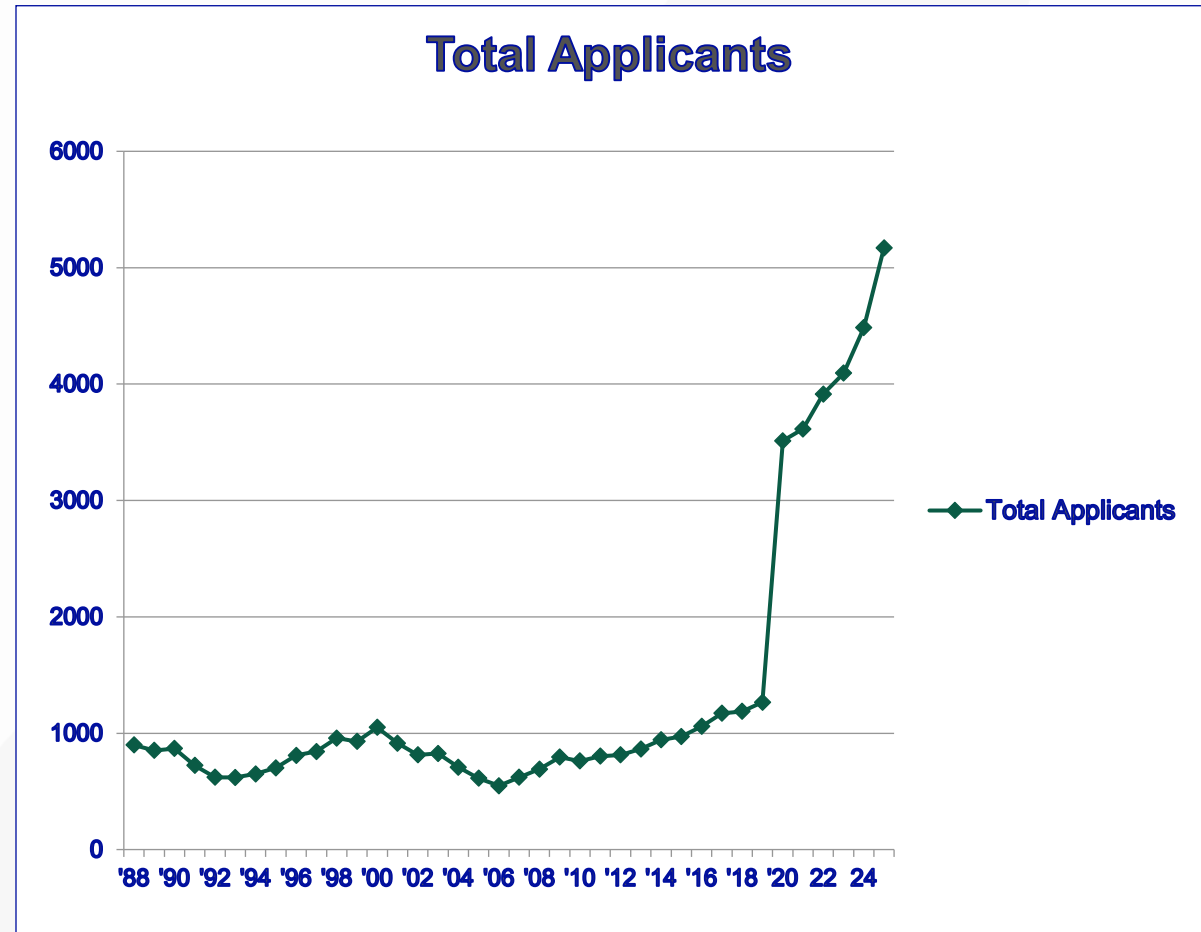
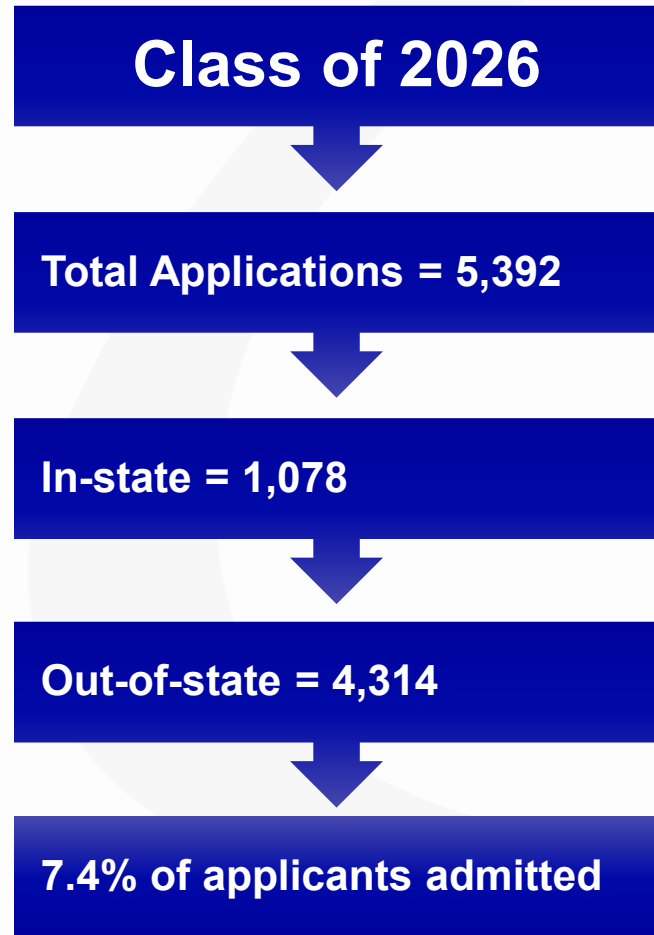
37 accredited fellowships

24 non-accredited fellowships





# Admission into T.H. Chan Medical School is highly competitive.



# Class of 2026



**Average total GPA = 3.76**

**Average MCAT Percentile = 88**

**Average Age = 24**

**Female = 108**

**Male = 66**

**Economically & Educationally Disadvantaged = 23**

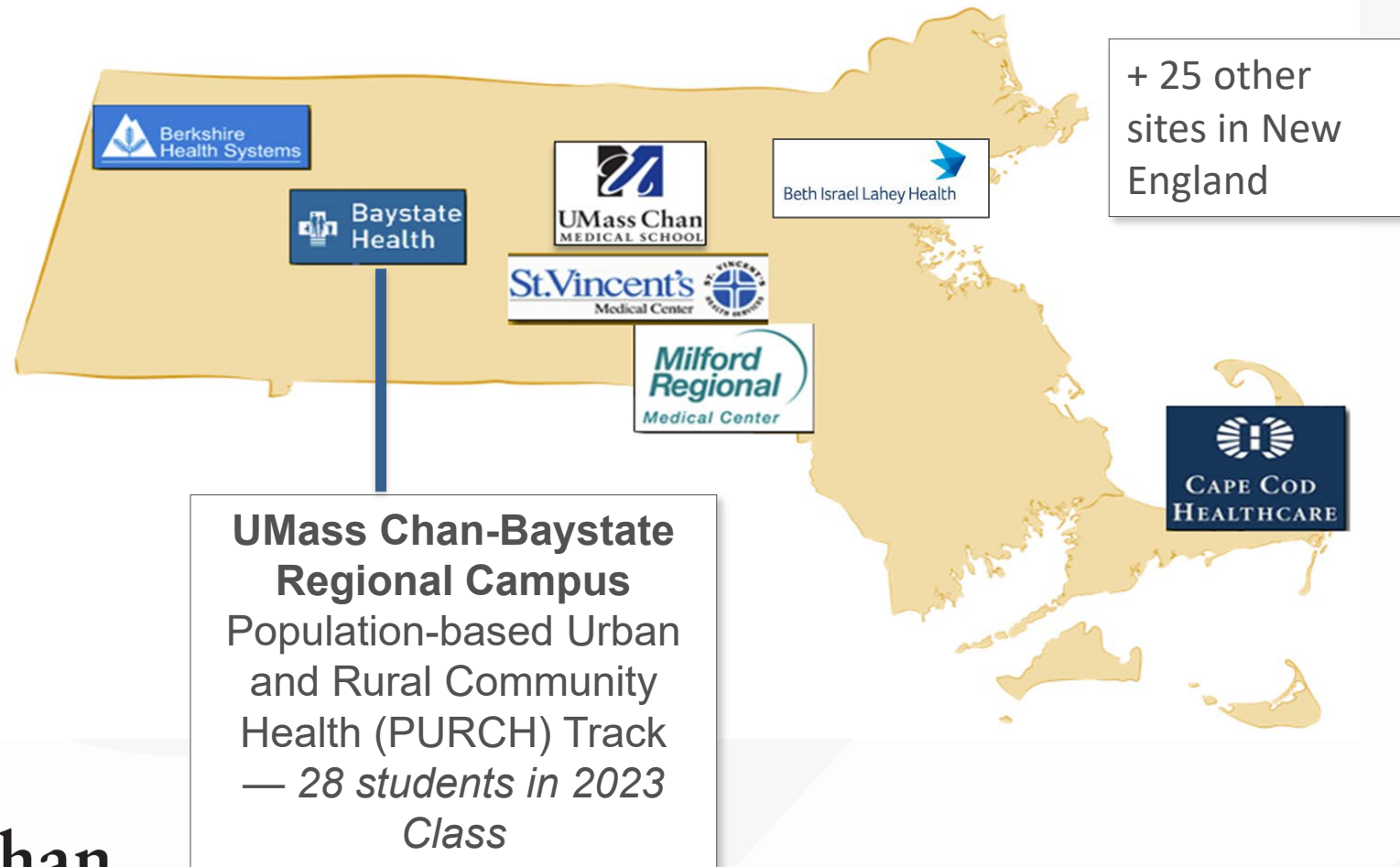
**Groups under-represented in medicine = 40**

# The T.H. Chan School of Medicine perennially ranks in the **top 10 percent nationwide** for primary care education.

UMass Chan Medical School ranks **10th** among the 192 medical schools accredited in 2021 by the Liaison Committee on Medical Education (LCME) and American Osteopathic Association.



# UMass Chan Medical School has affiliations with other healthcare systems for medical student education — *major affiliations.*





# University Campus is home to a state-of-the-art Veterans Affairs Community based Outpatient Clinic (CBOC)

The clinic opened in **December 2021**

The CBOC is a collaboration between UMass Chan Medical School and the VA Central Western Massachusetts Healthcare System.





# NIH Funding to New England Medical Schools

Ranking	Institution	NIH Funding Total
8	Yale University	\$511,699,920
37	Harvard Medical School	\$171,919,628
<b>38</b>	<b>UMass Chan Medical School</b>	<b>\$168,521,425</b>
46	Boston University	\$120,647,220
63	Dartmouth College	\$66,000,542
67	Brown University	\$60,700,165
68	UConn School of Medicine/Dentistry	\$58,199,337
75	University of Vermont	\$51,400,054
77	Tufts University School of Medicine	\$46,920,270

Source: Blue Ridge Institute for Medical Research, 2021

# UMass Chan faculty are world renowned.

## 1 Nobel Prize for Physiology or Medicine

Craig Mello

## 1 Albert Lasker Award for Basic Medical Research

Victor Ambros

## 1 Breakthrough Prize in Life Sciences

Victor Ambros

## 7 National Academy of Science Members

Victor Ambros  
Roger Davis  
Katherine Fitzgerald  
Michael Green  
Nikolaus Grigorieff  
Craig Mello  
Raul Padron  
Job Dekker



## 4 National Academy of Medicine Members

Robert H. Brown  
Job Dekker  
Kate Fitzgerald  
Michael Green

## 5 American Academy of Arts & Sciences Members

Victor Ambros  
Roger Davis  
Michael Green  
Craig Mello  
Thoru Pederson

## 4 Howard Hughes Medical Institute Investigators

Job Dekker  
Nikolaus Grigorieff  
Craig Mello  
Phillip Zamore



# State-of-the-Art Research Facilities

Total institutional research facilities, FY 2021: **1,037,884 sq ft**

- Current laboratory/research facilities: **825,746 sq ft**
- NERB\* laboratories/research facilities: **212,138 sq ft**

*Program in Molecular Medicine  
Gene Therapy Center  
Human Genetics  
Neurobiology \**

New Education and Research Building \*

➤ *under construction*; 350,000 sq ft

*Gene Therapy Center  
RNA Therapeutics  
Population and Quant Health Sciences*

Albert Sherman Center

➤ opened 2012; 512,000 sq ft

*Biochemistry/Molecular Biotech  
Cancer Center  
Neurobiology  
Medicine*



Lazare Research Building

➤ opened 2001; 360,000 sq ft

*Mixed clinical and research space  
Cardiovascular Center  
Diabetes Center  
Cancer Center Clinical Trials  
UMCCTS Clinical Research Center*



Ambulatory Care Center \*

➤ opened 2010; 253,000 sq ft

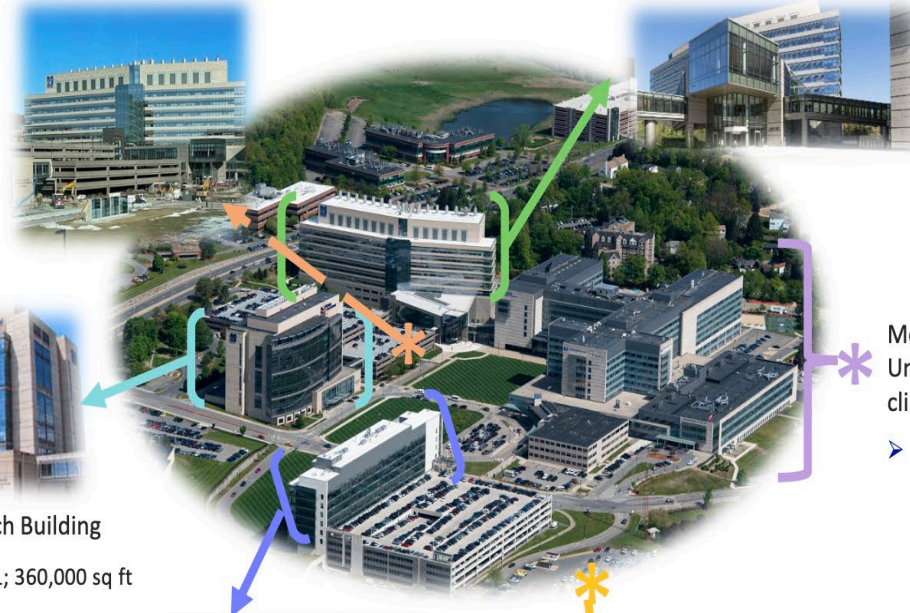


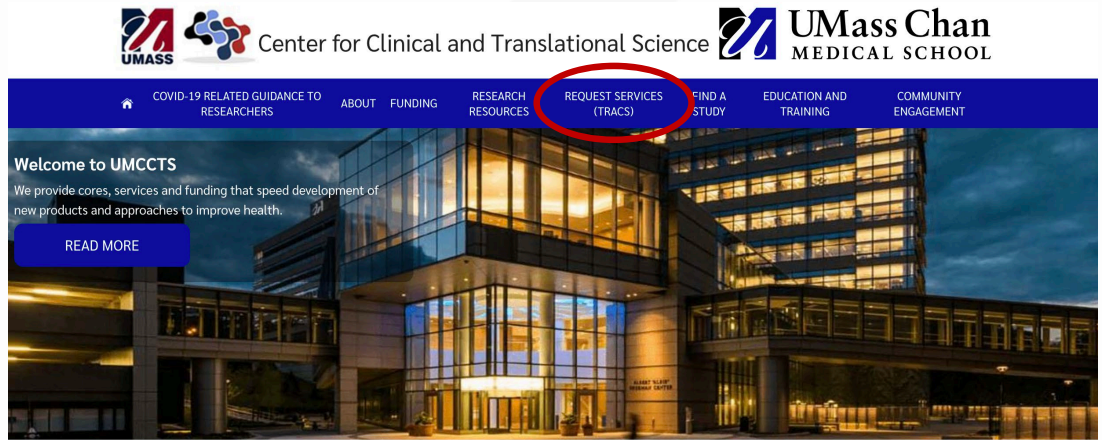
VA Outpatient Clinic

➤ *under construction*; 53,000 sq ft

Memorial University Campus clinical facilities \*

➤ opened 2012; 512,000 sq ft





*The UMCCTS provides oversight for all human subject research, as well as cores, services, training, and funding to advance clinical and translational research, including:*

- Institutional Review Board (IRB)***
- Office of Clinical Research: Clinical Trials Agreements, clinical study and clinical trials budgets***
- Clinical Research Center: Experienced clinical trials personnel, regulatory support, facilities***
- Cores: Small Molecule Screening, Bioinformatics, Tissue Bank and Biorepository***
- With PQHS: Community Engagement, Informatics, and Quantitative Methods Cores***

Center for Clinical and Translational Science (CCTS)

- Home
- COVID-19 Related Guidance to Researchers
- About >
- Funding >
- Research Resources >
- Request Services (TRACS)
- Find a Study
- Education and Training >
- Community Engagement >

Center for Clinical and Translational Science (CCTS) > Request Services (TRACS)

**Request Services through TRACS**



**Translational Research Accelerator (TRAcS) Portal**

The UMass Center for Clinical and Translational Science offers a host of services, tools and resources across the University's 5-campus system to enhance collaboration, research and data management.

The new Translational Research Accelerator (TRAcS) portal provides a single point of coordinated access to UMCCTS cores and services, including those related to clinical trial development and implementation, biorepository, research navigation, access to study cohorts, data analysis, and dissemination of results.

Have a question? Not sure where to find what you need? As always, you can contact the UMCCTS with any questions at [ccts@umassmed.edu](mailto:ccts@umassmed.edu)

**TRAcS Guidelines**

For information on the options available in the UMCCTS TRAcS along with the files to be uploaded and required information, please visit the link below:

- [TRAcS Menu \(12-21-2021\)](#)

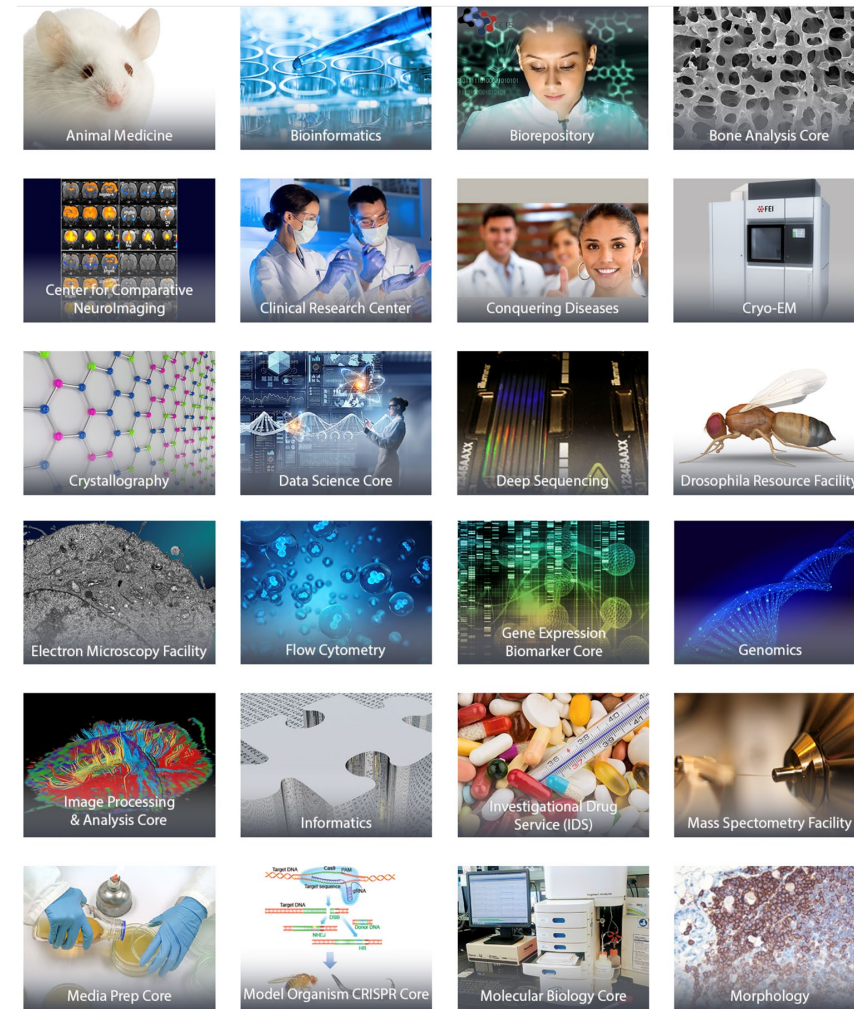
**UMCCTS**  
[www.umassmed.edu/ccts](http://www.umassmed.edu/ccts)

**REQUEST SERVICES**  
<https://www.umassmed.edu/ccts/request-services/>



# How We Excel – Core Facilities

- UMass Research Core Facilities
  - **~50 scientific cores** available to all internal investigators for a fee-for-service charge
  - Offer a wide range of services to the research community including cutting edge technologies, high-end instrumentation and technical support for basic, translational and clinical research
  - Core Directors are leaders in their fields, offer consultation on projects, and are collaborative partners



Example Core Facilities

- Established in 1999
- Over 1,000 employees and annual revenues in excess of \$250 M
- Partners with states and other entities to maximize federal support of health care expenditures
- Generated \$2.2B in revenue and \$4.55B in cost avoidance in FY21 for EOHHS agencies



**Lisa Colombo, DNP, MHA**  
Executive Vice Chancellor  
Commonwealth Medicine



# Developer and manufacturer of vaccines and biologics

- Founded in 1894 to provide vaccines and antisera to the citizens of Massachusetts
- Only FDA-licensed publicly-owned facility in US and approved for commercial production of Gene Therapy drugs in Europe
- Expertise from product discovery to product and process development, clinical, registration and commercial production
  - More than 25 licensed vaccines and biologics. TDVax current licensed product supplies >50% of US market. Two recent MassBiologics discoveries (Zinplava & Rabishield) are licensed biologics.
  - Operating through partnerships, as a CDMO and commercialization of internal products
- Large scale, GMP capabilities across biological modalities from vaccines, proteins and mAbs to viral vectors and oligonucleotides



**Mireli Fino, MBA**  
**Executive Vice Chancellor**  
**Mass Biologics**

# UMass Memorial Health Leadership



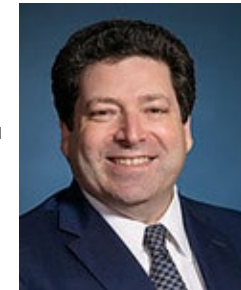
**Eric Dickson, MD, MHCM, FACEP**  
President and CEO



**Shlomit Schaal, MD, PhD, MHCM**  
President, UMass Memorial Medical  
Group

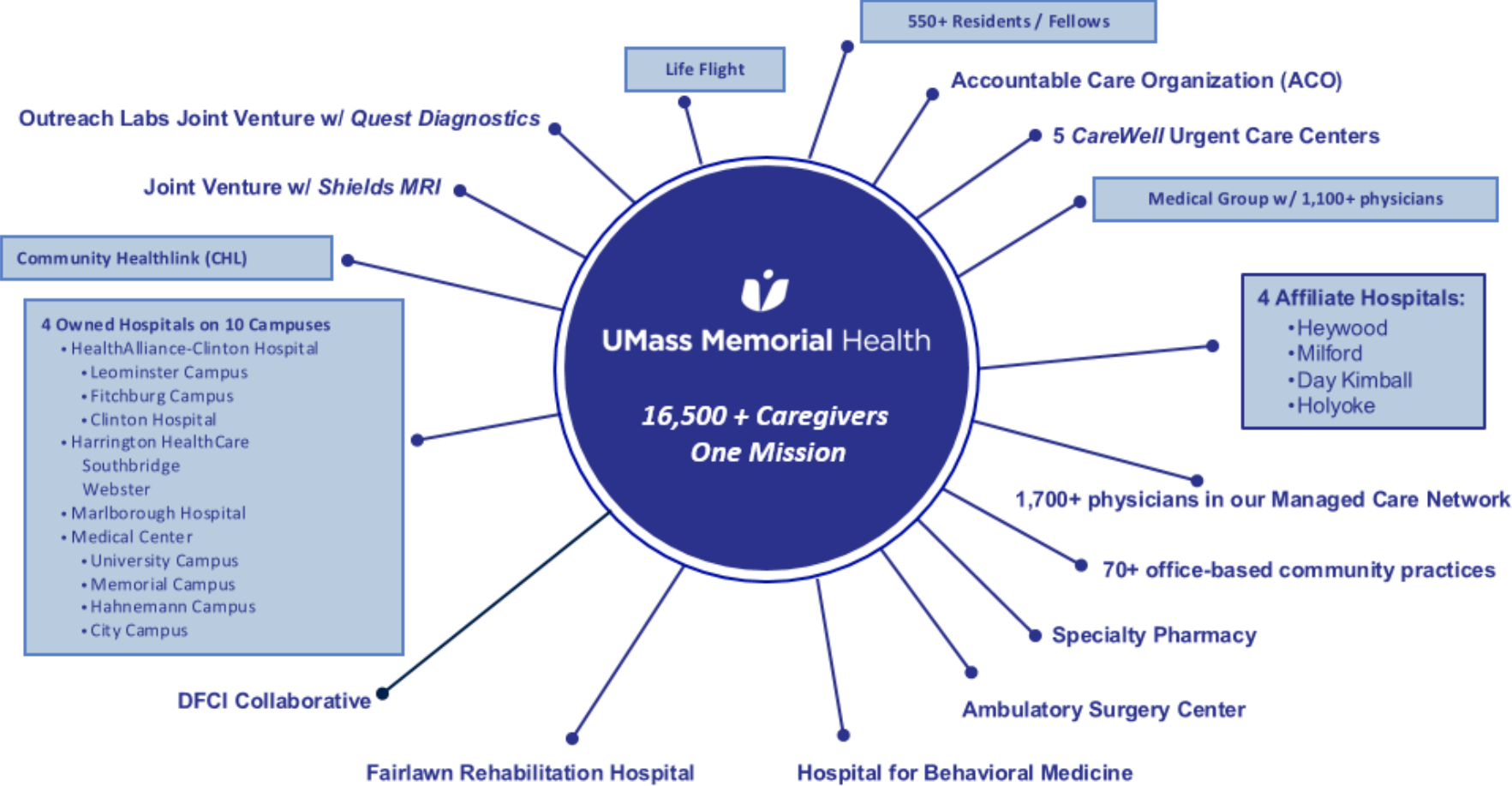


**Michael Gustafson, MD, MBA**  
President, UMass Memorial Medical  
Center



**Andrew Karson, MD, MPH**  
Chief Medical Officer, UMass  
Memorial Medical Center

# OUR MAJOR CLINICAL PARTNER



# UMass Memorial Medical Group



[UMass Memorial Medical Group](#) is a dedicated, multispecialty network of more than 1,100 doctors who serve at more than 200 health care facilities throughout Central Massachusetts. One of the largest group medical practices on the East Coast, we also are the clinical partner of the [UMass Chan Medical School](#).

UMass Memorial Medical Group is focused on four priorities to drive improvement of both the patient and physician experience. These are our **LEAD** priorities (**Lean**, **Engagement**, **Access**, **Diversity**):

## Lean/Leadership Development

*Disseminate LEAN management tools to all physicians and offer leadership development to our providers*

## Physician Engagement

*Work together to combat the effects of burnout — and help elevate physician satisfaction*

## Access - (Inpatient/ED and Ambulatory)

*Continue to work with UMass Memorial leadership, as well the leaders of other entities where we provide services, to make it as easy as possible for our patients to receive our exceptional care*

## Diversity

*Make sure we learn from each other and make the Medical Group a safe community where everyone feels that they belong – no matter their color, culture, religious belief or sexual orientation*

# 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](mailto:umasschanhelpdesk@umassmed.edu)

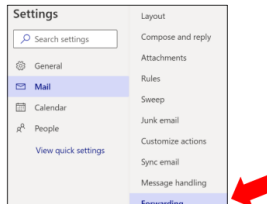
2. Once in your email account, click on the Settings gear located in the top right corner of the screen.



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



4. Under Mail settings, choose "Forwarding"



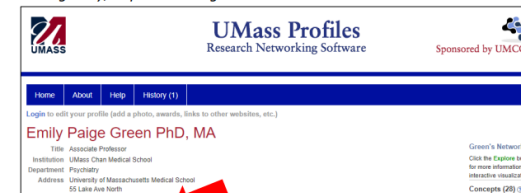
## Changing your preferred email

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.





# Any questions?

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

Visit our website  
[www.umassmed.edu/ofa](http://www.umassmed.edu/ofa)

