



**UMass Chan**  
MEDICAL SCHOOL

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Office of  
Faculty Affairs

Annual Report AY23

# Message from the Vice Provost for Faculty Affairs

Dear Colleagues,

Greetings from the **Office of Faculty Affairs (OFA)**! Our team is pleased to present to you our annual report for 2022-2023, highlighting the amazing people that make up our UMass Chan faculty community.

When I assumed the role of Vice Provost for Faculty Affairs in May 2021 in the midst of the COVID pandemic, the OFA was down to primarily essential functions. With the support of Provost Flotte and Chancellor Collins, I saw the potential for OFA to be revitalized into the high functioning office it is today, and to create a unified strategy and ecosystem around how we support our faculty. As a faculty member since 2009, I have been the recipient of wonderful resources not only from OFA sponsored programs, but also from other faculty-facing offices within UMass Chan, my department (Psychiatry), our major clinical partner, UMass Memorial Health and other external resources. This takes time and effort to inventory the multiple pools of resources available to faculty here. For a busy faculty member, it is important that resources are presented in an integrated and informed way. Therefore, OFA strives **to be the major HUB to evaluate and drive resources that support our diverse faculty**. Only by creating strong partnerships with the Diversity and Inclusion Office, Human Resources, Office of Health Equity, the Clinician Experience Office, our departments and beyond can we achieve this aim to serve our faculty.

In this report, you will see highlights from the past year:

1. Faculty recruitment
2. Gender equity data
3. Faculty recognition and honors
4. Faculty consultations offered by OFA
5. Faculty professional development offered by OFA

UMass Chan is a special place due to collaborative and talented people like YOU. I look forward to seeing our faculty continue to grow professionally AND personally, and to be an integral part of fostering support for each and every member of our diverse community.

OFA is here for YOU. Please let us know how we're doing as we strive towards *Advancing Together!* In the next academic year, Dr. Green and I plan to meet with your departmental faculty groups to continue to hear ideas and feedback. Don't hesitate to reach out to us at any time.

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



**Gennette Ludovico**

Senior Academic Personnel Specialist



**Margie Rodriguez**

Executive Assistant to the Vice Provost



**Carrie Wambach**

Academic Personnel Specialist

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

**3,549**

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 AY23, the reviews included the **Program in Bioinformatics and Integrative Biology**, the department of **Microbiology and Physiological Systems**, and the **Morningside Graduate School Biomedical Sciences**.



## Chancellor's Medals

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

The **Chancellor's Medal for Distinguished Teaching** was awarded to **Susan Zweizig, MD**, Professor of Obstetrics & Gynecology.

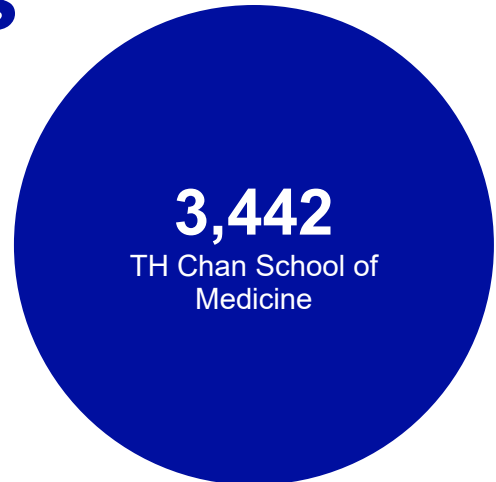
The **Chancellor's Medal for Distinguished Scholarship** was awarded to **Douglas Golenbock, MD**, the Neil and Margery Blacklow Chair in Infectious Diseases and Immunology, Professor of Medicine, Chief of the Division of Infectious Diseases and Immunology, and Co-Director of the Program in Innate Immunity.

The **Chancellor's Medal for Distinguished Clinical Excellence** was presented to **Kathryn Edmiston, MD**, Associate Professor of Medicine.

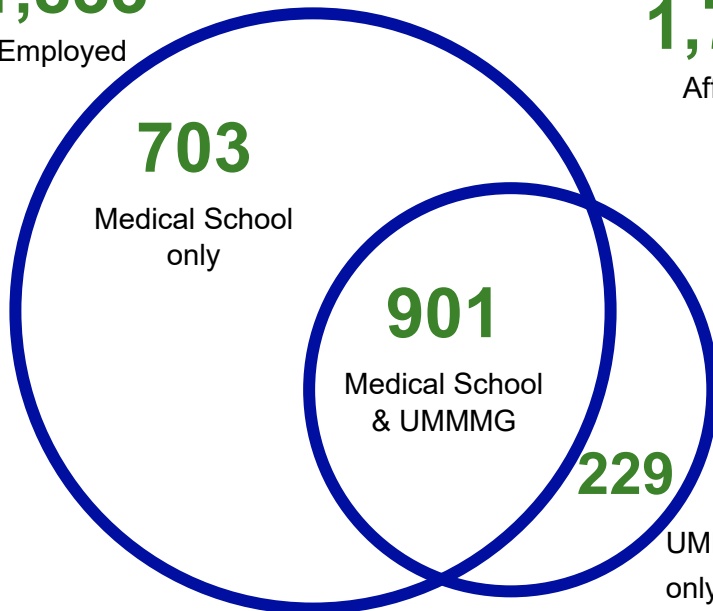
The **Chancellor's Medal for Distinguished Service** was awarded to **Jill Terrien, PhD**, Associate Professor of Nursing.

# Faculty Fast Facts

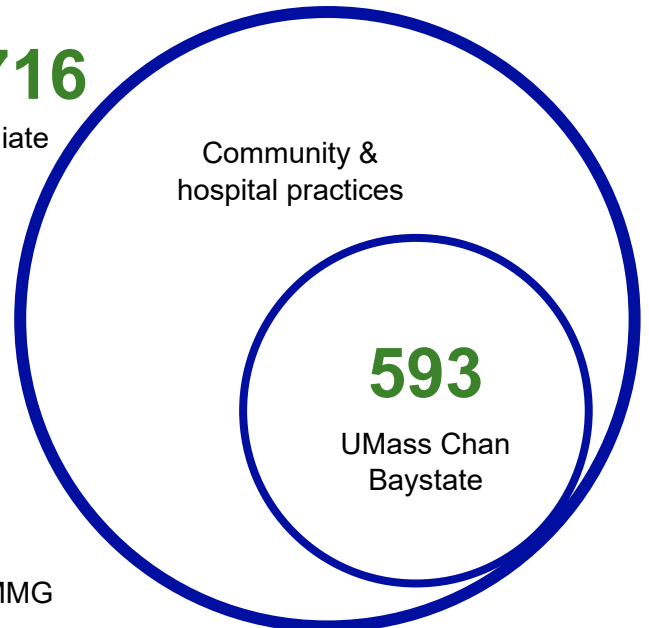
**3,549** Faculty



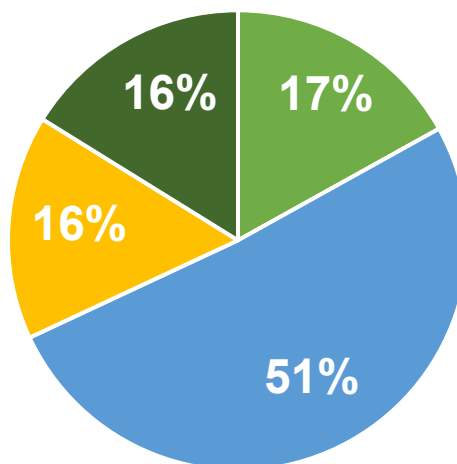
**1,833**  
Employed



**1,716**  
Affiliate

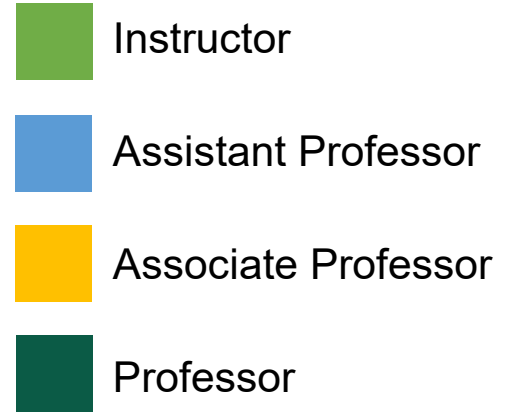
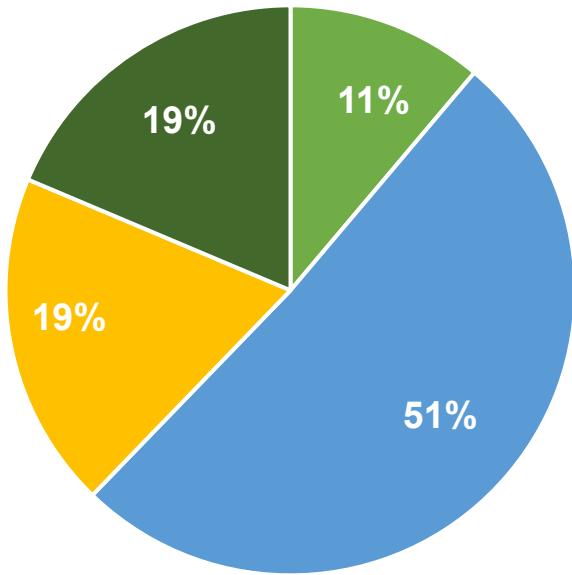


All Faculty  
Distribution  
by Rank

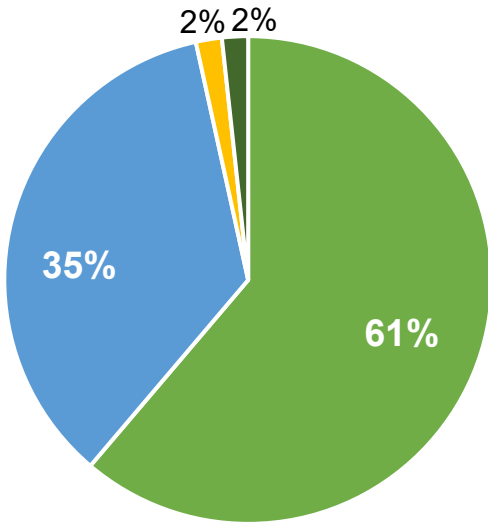


■ Instructor ■ Assistant Professor ■ Associate Professor ■ Professor

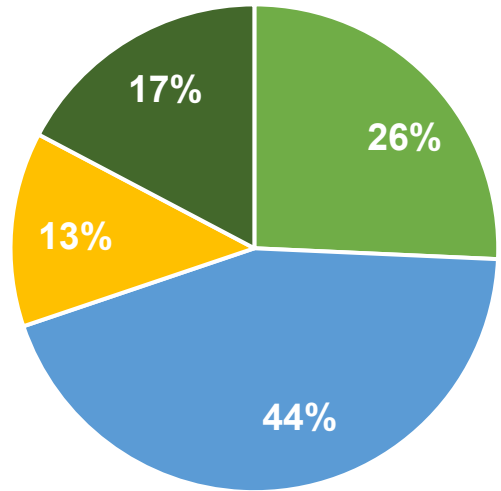
Employed Faculty by Rank



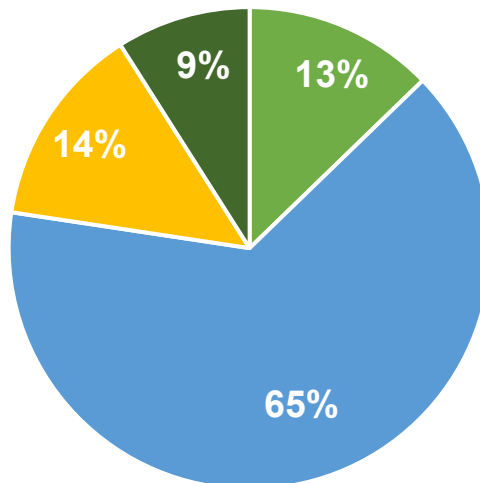
Affiliate Faculty by Rank  
Tan Chingfen Graduate School of Nursing



Affiliate Faculty by Rank  
TH Chan School of Medicine



Affiliate Faculty by Rank  
UMass Chan- Baystate



# Personnel Actions in AY23

## 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

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**47%** Male

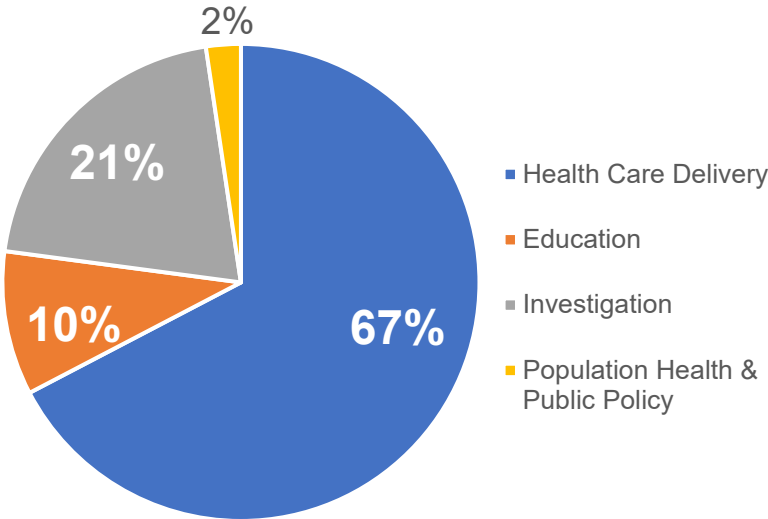
**53%** Female

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**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

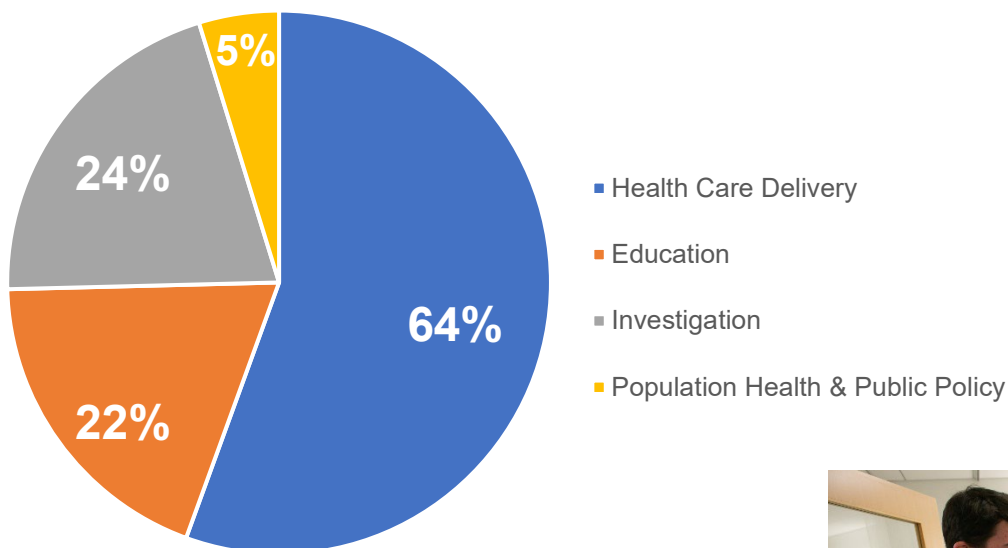
**33** to Associate Professor

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





# 7 Tenure

*Congratulations to our newly tenured faculty.*

<u>Name</u>	<u>Department</u>	<u>Rank</u>
Stefania Gallucci, MD	Medicine	Professor
Gilles Martin, PhD	Neurobiology	Associate Professor
James Munro, PhD	MaPS	Associate Professor
Jonathan Watts, MD	RNA Therapeutics	Professor
Guido Musch, MD, MBA	Anesthesiology	Professor
Read Pukkila-Worley, MD	Medicine	Associate Professor
Amy Walker, PhD	PMM	Associate Professor

# 9 Emeriti

*Congratulations to our new Emeriti faculty.*

<u>Name</u>	<u>Dept</u>
Suzanne Cashman, DSc	FMCH
John Stock, MD	Medicine
Susan Sullivan Bolyai, DNSc, MN, RN, CNS, FAAN	GSN
Shan Lu, MD	Medicine
Wilson Mertens, MD	Medicine
Timothy Mader, MD	Emergency Medicine at UMass Chan- Baystate
Mary Maloney, MD	Dermatology
Richard Brown, MD	Medicine at UMass Chan- Baystate
Warren Ferguson, MD	FMCH



## Thank you to our Personnel Action Committee members!

### TH Chan School of Medicine

Romolo Gaspari, MD, PhD	Emergency Medicine
Jonathan Gerber, MD	Medicine
Madelyn Hicks, MD, FRCPsych	Psychiatry
Paulo Martins, MD, PhD	Surgery
Kristen Matteson, MD	Obstetrics & Gynecology
James Munro, PhD	Microbiology & Physiological Systems
Lori Pbert, PhD	Population & Quantitative Health Sciences
Sean Ryder, PhD (Co-Chair)	Biochemistry & Molecular Biotechnology
Susan Zweizig, MD (Chair)	Obstetrics & Gynecology

### Tan Chingfen Graduate School of Nursing

Terese Aronowitz, PhD  
James Fain, PhD  
Jill Terrien, PhD



## Thank you to our Tenure Committee members!

Neil Aronin, MD	Medicine
Alexei Bogdanov, PhD	Radiology
Silvia Corvera, MD	Program in Molecular Medicine
Charles Emerson, PhD	Neurology
Patrick Emery, MD	Neurobiology
Rachel Gerstein, PhD	Microbiology & Physiological Systems
Michelle Kelliher, PhD	Molecular, Cell & Cancer Biology
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
Jeffrey Stoff, MD	Medicine
Susan Swain, PhD	Pathology



# Women Leadership

## Vice/Associate/Assistant Chancellors – 11 of 24 = 46%

**Lisa Colombo, DNP, MHA, RN**  
Executive Vice Chancellor, ForHealth Consulting

**Marcy Culverwell**  
Associate Vice Chancellor, Administration & Finance

**Mireli Fino, MBA**  
Executive Vice Chancellor, MassBiologics

**Jennifer Berryman**  
Vice Chancellor, Communications

**Marlina Duncan, EdD**  
Vice Chancellor, Diversity and Inclusion

**Carolyn Brownawell, MBA**  
Deputy Executive Vice Chancellor, Human Resources

**Lynn Hernández, PhD**  
Assistant Vice Chancellor for Diversity and Inclusion

**Lisa Larson**  
Assistant Vice Chancellor for Content

**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 – 5 of 8 = 62%

**Jean Frazier, MD**  
Director of the Eunice K. Shriver Center

**Zhiping Weng, PhD**  
Director of Bioinformatics & Integrative Biology

**Beth McCormick, PhD**  
Director of Program in Microbiome Dynamics

**Celia Schiffer, PhD**  
Director of Institute for Drug Resistance

**Katherine Luzuriaga, MD**  
Director of the Center for Clinical and Translational Science

## Current 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

## Department Chairs

### UMass Chan – 9 of 26 = 34%

**AM Barrett, MD;** Chair of Neurology\*

**Vivian Budnik, PhD;** Chair of Neurobiology

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

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

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

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

**Celia Schiffer, PhD;** Chair of Biochemistry & Molecular Biotechnology

**Marian Walhout, PhD;** Chair of Systems Biology

**Kimberly Yonkers, MD;** Chair of Psychiatry

### UMass Chan- Baystate – 3 of 12 = 25%

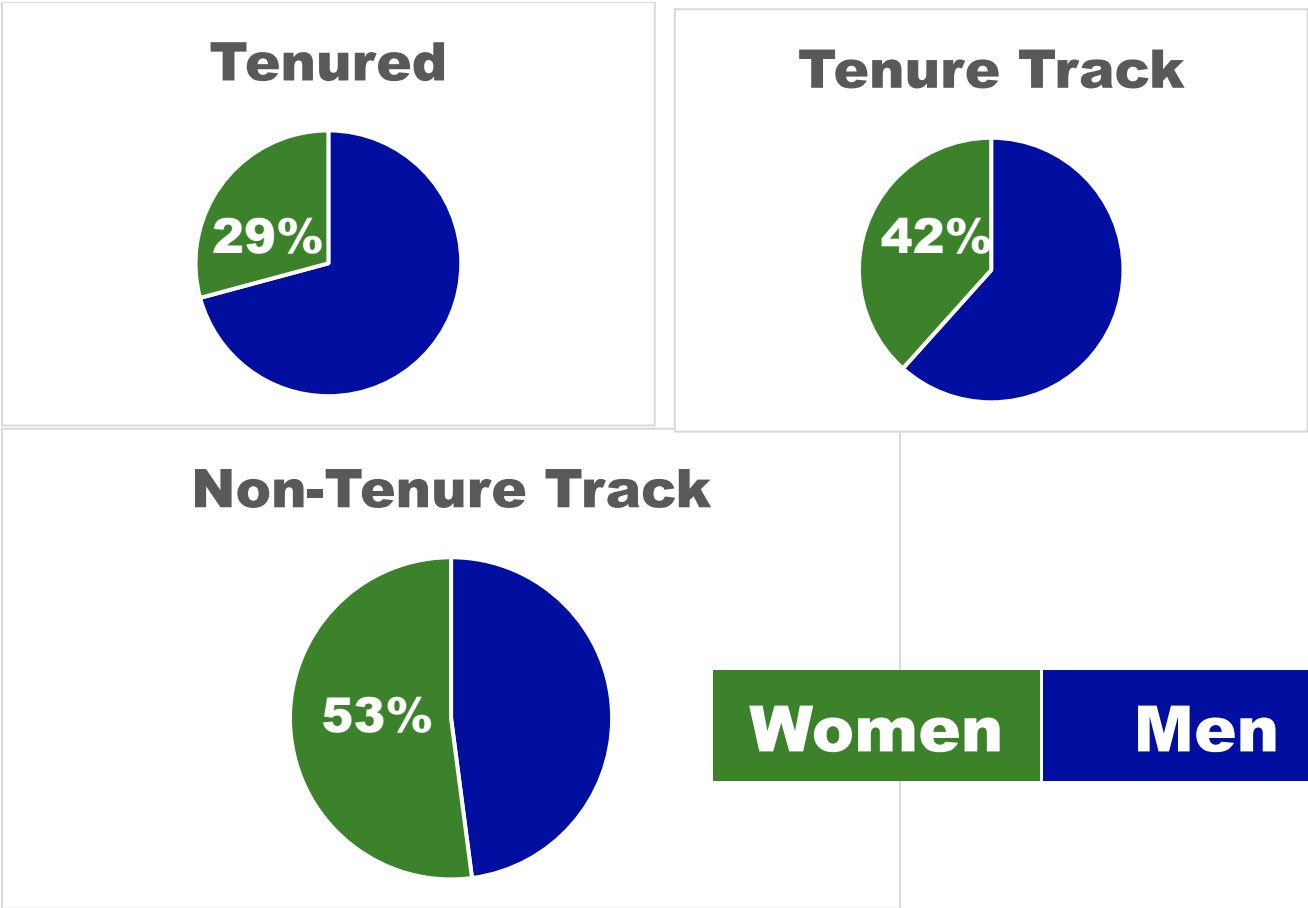
**Charlotte Boney, MD;** Chair of Pediatrics - UMass Chan-Baystate

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

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

*\* Congratulations to our new Endowed and Department Chairs.*

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



<b>New Hires on TTR</b> 7/1/22 – 4/1/23	<b>Total Women</b> 7	<b>Total Men</b> 9
<b>Transfer to the TTR</b> 7/1/22 – 4/1/23	<b>Total Women</b> 0	<b>Total Men</b> 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

**89** Direct Faculty sessions

**18** Promotion Consultations

**137** Supervisor consultations re: Faculty

**6** Curriculum Development Consultations

**25** Collaboration meetings re: Faculty

**13** Talk Review and Feedback Sessions

## 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*



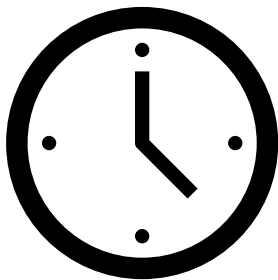
# Welcome new Associate Vice Provost for Faculty Development

In 2022 we were pleased to welcome **Emily Green, PhD, MA** as our new Associate Vice Provost for Faculty Development. An educator by training, Dr. Green joined us after fifteen years at The Warren Alpert Medical School of Brown University where she served most recently as the Assistant Dean for Faculty Development.



In her new role, Dr. Green will be responsible for our professional development offerings including program implementation, 1:1 consultations with faculty, and the development of resources to support faculty growth and success.

The Office of Faculty Affairs strives to support UMass Chan faculty and to facilitate their academic growth and advancement. We want every faculty member to have access to the resources and opportunities they need to meet their professional development goals across their career. Dr. Green will continue to grow and expand our offerings in the coming years.



**109 hours** of programming facilitated

**58 hours** of CME issued



Congratulations to **Anne Larkin, MD**, Associate Professor of Surgery and Vice Provost and Senior Associate Dean for Educational Affairs at UMass Chan Medical School, who was selected for the 2022 Hedwig van Ameringen [Executive Leadership in Academic Medicine \(ELAM\)](#) program at Drexel University College of Medicine.

One component of the ELAM program is for each fellow to complete an institutional action project. Dr. Larkin is planning to develop an academy of teachers and educators that will serve as a central hub or a learning and information repository for UMass Chan.

## 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

**26**

faculty

**3**

schools

**13**

departments

**2**

campuses

## Peers for Promotion

**18**

faculty

**2**

schools

**10**

departments

**2**

campuses

## EMPOWER Summit

**88**

faculty

**3**

schools

**20**

departments

**2**

campuses

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*

This was fantastic and I'm learning about all the incredible resources at UMass Chan!

*Faculty participant in Advance session*

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

*Faculty participant in Advance session*

Great topic choice, broadly applicable to all audiences...Just what I needed.

*Faculty participants in Advance session*



Congratulations to **Jennifer Reidy, MD, MS, FAAHPM** on the completion of her three-year Joy McCann Professorship. As part of her professorship, Dr. Reidy developed and implemented the Equip program, a communication skills curriculum for mid-career women.

Dr. Reidy is also now the Director of the Junior Faculty Development Program with Co-Director Pranoti Mandrekar, PhD, FAASLD.

Congratulations to **Jeannette Wolf, MD** the recipient of the 2022 Joy McCann Professorship. Dr. Wolfe is a Professor of Emergency Medicine, UMass Chan- Baystate. As part of her professorship, Dr. Wolfe will develop and implement a networking “pods” program for women faculty with a novel professional development curriculum.

