

**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)*

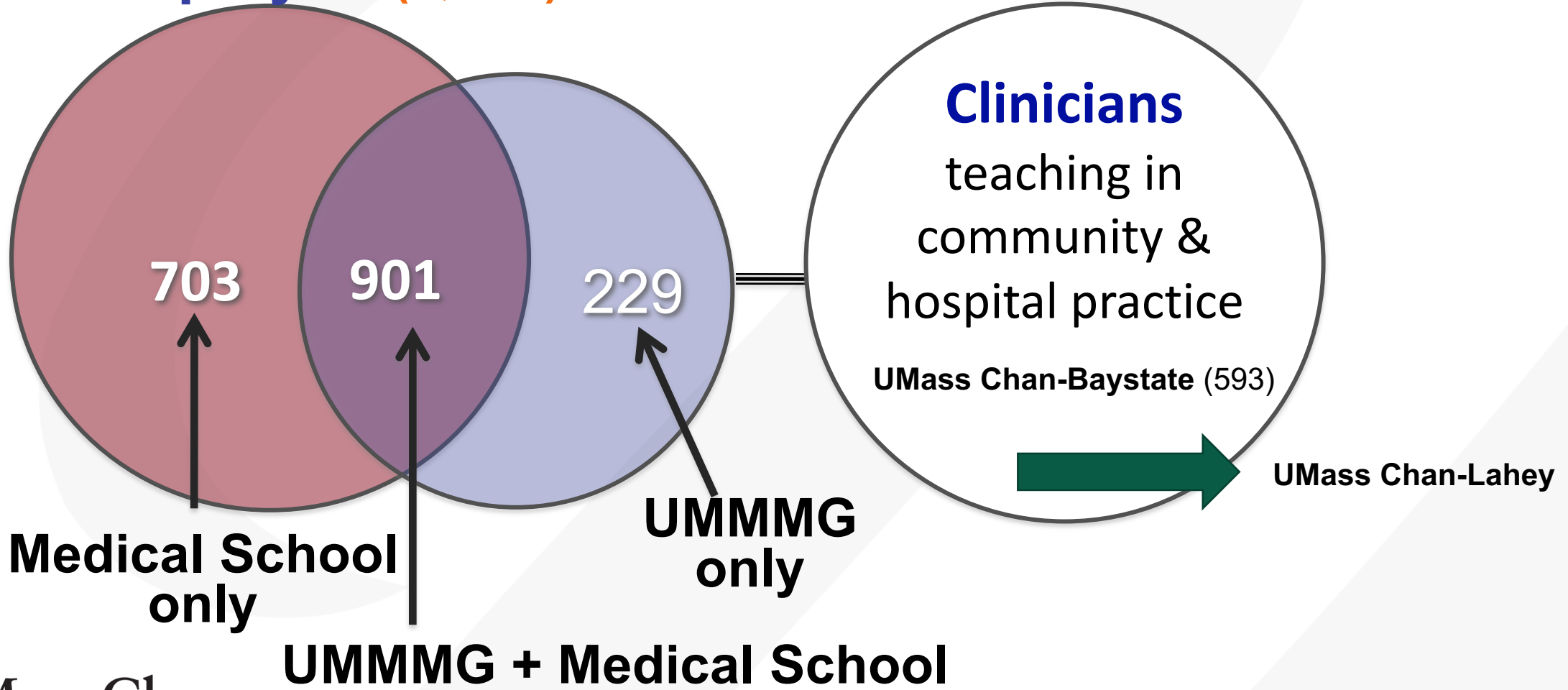
Faculty Development:

*Onboarding
Professional Development
Leadership Development
Faculty Advising on Promotion/Tenure*

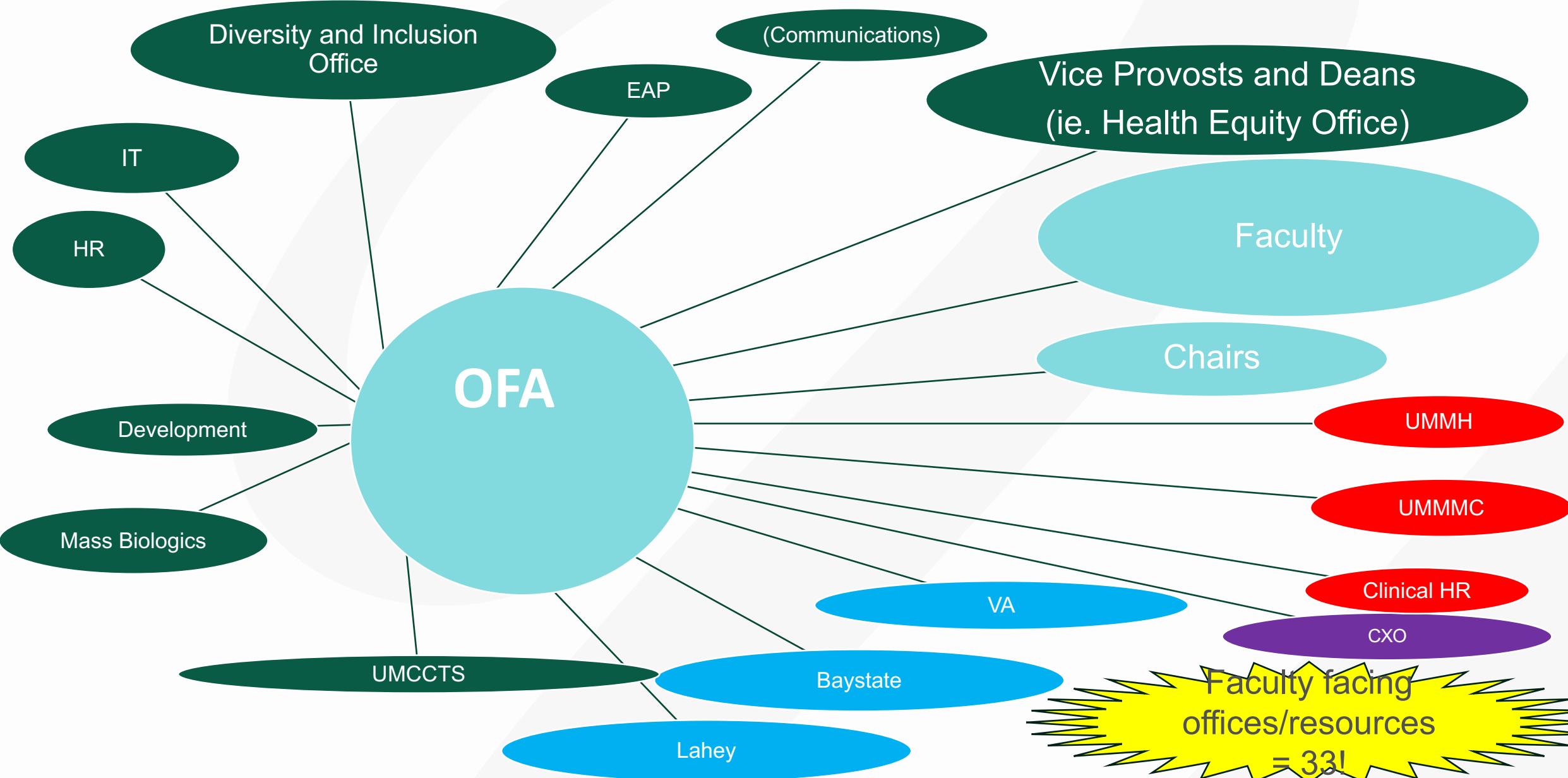
A total of 3,549 faculty have UMass Chan Medical School appointments

Employed (1,833)

Affiliate (1716)



Strengthen Bridges for Collaboration with OFA



Faculty Affairs Initiatives: Faculty Equity

- Salary equity for school employed faculty
- Gender equity

Women promoted to Professor in AY-23*

6 out 11 = 54%*

Name	Department
Carolynn DeBenedectis, MD	Radiology
Catherine Dube, EdD	PQHS
Gayle Galletta, MD	Emergency Medicine
Jessica Simons, MD	Surgery
Gina Vincent, PhD	Psychiatry
Mireya Wessolossky, MD, MPH	Medicine

****45% in 2022**

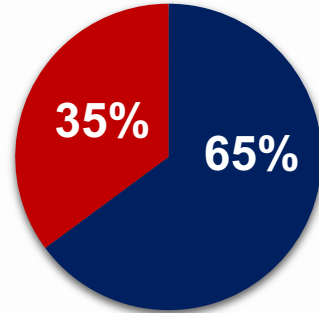
Employed Faculty as of June 30, 2023

Women promoted to Associate Professor in AY-22*18 out of 30 = 60%**

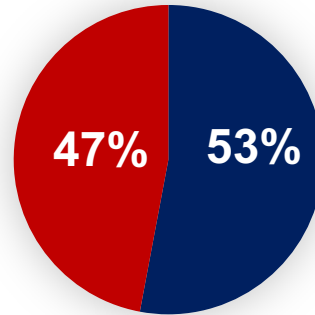
Name	Department	Name	Department
Hanna Ahmed, MD, MPH	Medicine	Baer, Christina, PhD	MaPS
Kathleen Barry, MD	FMCH	Katherine Callaghan, MD	Ob/Gyn
Jennifer Carey, MD	Emergency Medicine	Stephanie Henry, MD	FMCH
Yasmin Carter, PhD	Radiology	Kate Daniello, MD	Neurology
Amy Darukhanavala, MD	Pediatrics	Adalia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

We are outpacing our peer institutions in gender representation by academic rank

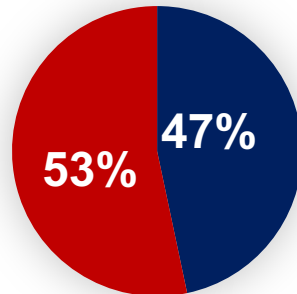
Professor
28%
nationally



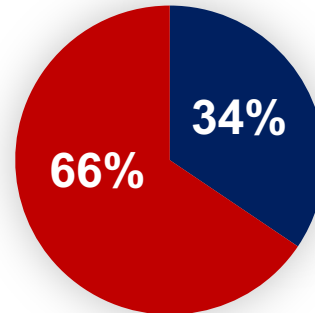
Associate Professor
41%
nationally



Assistant Professor
48%
nationally



Instructor
59%
nationally



Women

Men

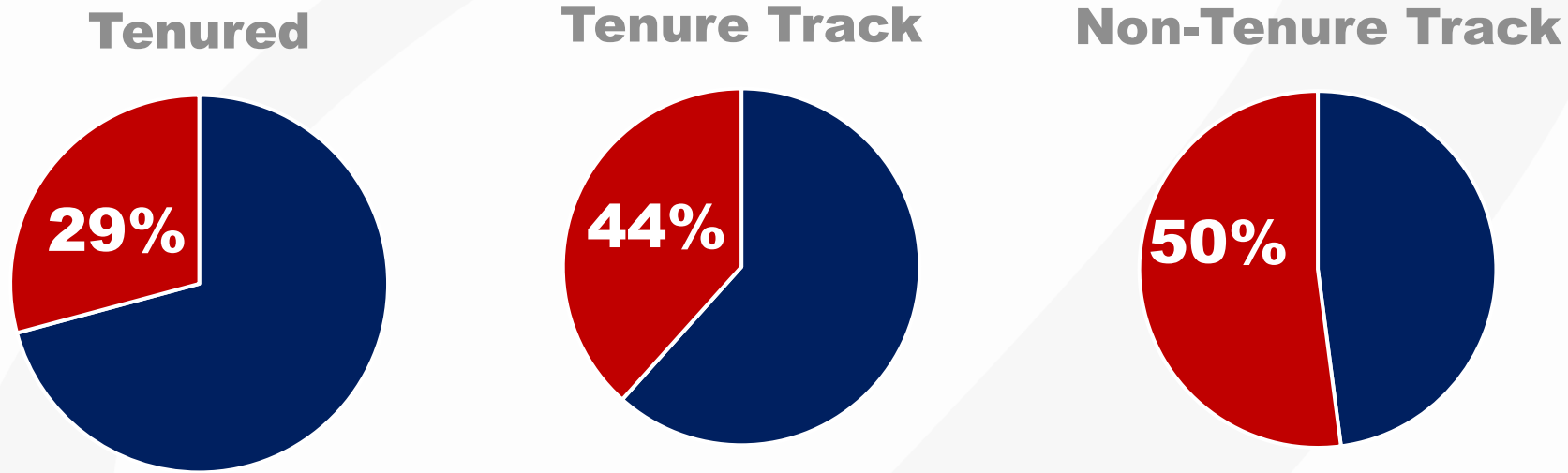
*% Women increased across all ranks in past year!

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**

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



Women **Men**

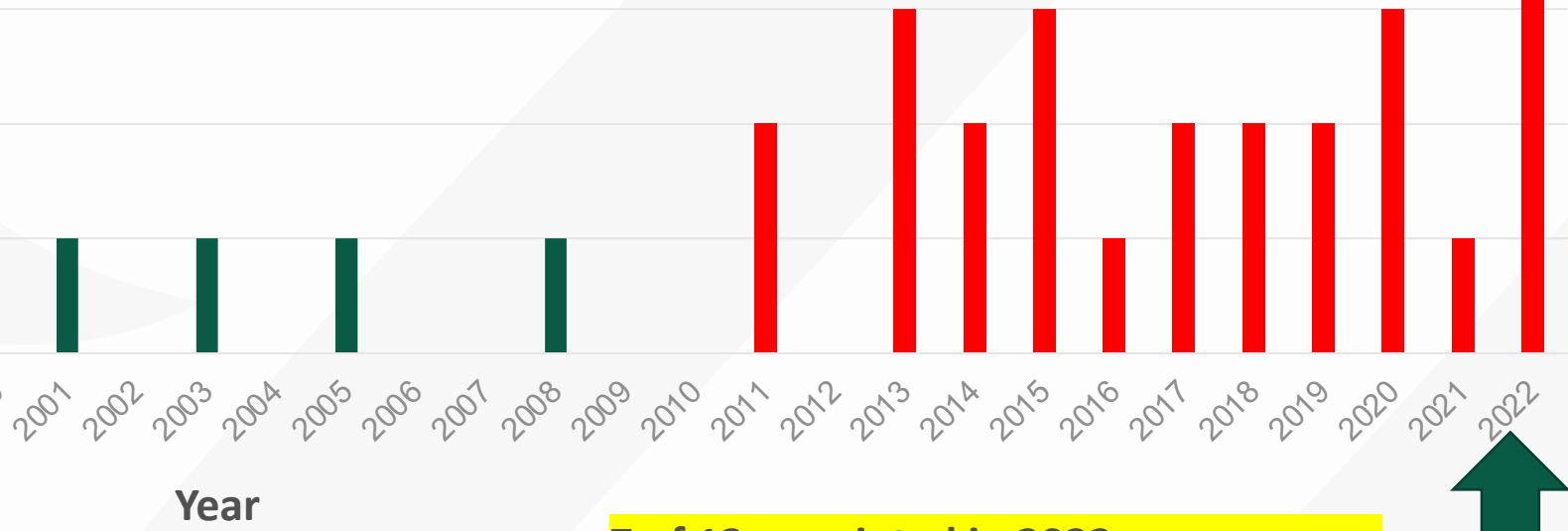
New Hires on TTR 7/1/22 – 6/30/23	Total Women 8	Total Men 10
Transfer to the TTR 7/1/22 – 6/30/23	Total Women 0	Total Men 1

Total Endowed Positions Held by Women



2010-2022
28/63 (44%) women

Number
Of Newly
Appointed
Positions



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

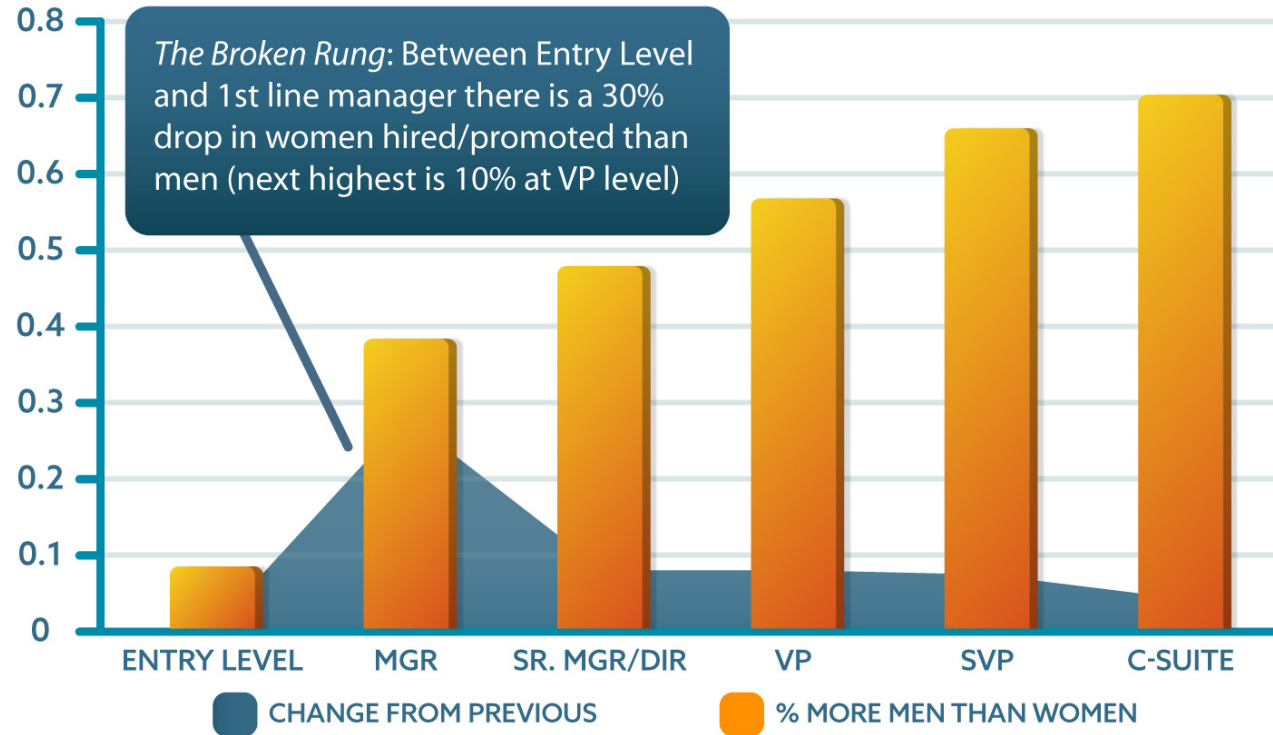
Kimberly Yonkers, MD

Katz Family Chair in Psychiatry

FUTURE DIRECTIONS:



The Broken Rung for Women in Leadership



Source: McKinsey Women in the Workplace 2019

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

Leaky pipeline and re-entry
Opportunities for WIM

FUTURE DIRECTIONS: Work-Work Balance

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

@leaninorg

FUTURE DIRECTIONS: Recognizing and Rewarding DEI



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 (ie. 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:



Next session
1/10/24

New Faculty Orientation
(virtual)
9:00am – 12:00pm

https://umassmed.co1.qualtrics.com/ife/form/SV_26a6sAyJujpNfCK



Next
session
Fall 2024

New Faculty Reception
(in-person, Faculty Conference Room)
4:30 – 6:00pm

https://umassmed.co1.qualtrics.com/ife/form/SV_3eDyVwD1aGR2NPE



Sample Agenda: New Faculty Orientation on ZOOM

9:00-9:05am

Welcome

Mary Ahn, MD

Vice Provost for Faculty Affairs

9:05-9:20am

Chancellor's Welcome

Michael F. Collins, MD, FACP

Chancellor, UMass Chan Medical School

9:20-9:25am

Dean's Welcome

Terence R. Flotte, MD

Dean, Provost and Executive Deputy Chancellor

9:25-9:35am

Ice Breaker Activity

9:35-9:55am

Overview of UMass Chan Medical School

Mary Ahn, MD

Vice Provost for Faculty Affairs

9:55-10:00am

BREAK

10:00-10:05am

Diversity and Inclusion at UMass Chan

Marlina Duncan, EdD

Vice Chancellor for Diversity and Inclusion

10:05-10:30am

Diversity, Representation and Inclusion for Value in Education (DRIVE)

William Jesdale, PhD & Melissa Augustine, MLIS

10:30-10:55am

Overview of Faculty Appointment & Promotion

Pranoti Mandrekar, PhD

10:55-11:00am

Closing Remarks

Mary Ahn, MD

Vice Provost for Faculty Affairs

11:00am-12:00pm

Breakout Sessions 1 (11:00-11:20am), 2 (11:20-11:40am) & 3 (11:40-12:00pm)

**Academic Technology *BRIDGE Innovation & Business Development
*Center for Clinical & Translational Science *Diversity & Inclusion Office
*DRIVE *Foundation Relations & the Advancement Office *Grants &
Contracts Administration *Information Technology *Institutional Animal
Care & Use/Institutional Biosafety Committees *Institutional Research,
Evaluation & Assessment *IRB Office *Lamar Soutter Library *Office of
Faculty Affairs *Office of Management *Office of Well-Being *Research
Core Administration *Women's Faculty Committee*

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

Emily Green, PhD, MA



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!**

Session 1	Session 2	Session 3	Session 4	Session 5	Session 6
Overview of the promotions process, and CV development & maintenance	Selection of an area of distinction, and demonstration of scholarly productivity	Development of a narrative statement	Demonstration of educational effectiveness	Letters of evaluation, and development of a promotion timeline	Wrap-up & next steps *post-program 1:1 consultations

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



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



Faculty Resource Fair

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

Participating Offices

Academic Technology Support
Bridge Innovation
CCTS

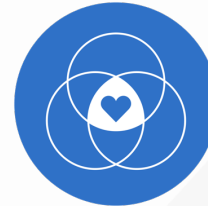
Clinician Experience Office
Albert Sherman Fitness Center
Department of Animal Medicine
Diversity & Inclusion Office
DRIVE

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!



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!

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



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



SaveWell (Session 1 of 3)

September 26 | 12:00-1:00pm

In this first of three sessions on financial wellness for faculty, you will learn to manage your significantly increased cash flow, and the risks that can jeopardize the integrity of your personal finances. We will focus on the first step of planning for a successful retirement: Helping you understand your retirement goals and the factors that will impact those goals. *This session is open to all faculty and is especially appropriate for early career clinicians and researchers.*



InvestWell (Session 2 of 3)

October 24 | 12:00-1:00pm

In this second of three sessions on financial wellness for faculty, we will cover how you can manage your cash flow to maximize the tax and market opportunities to accumulate wealth. From identifying levels of risk tolerance to exploring the investment vehicles available to you, we provide a clearer picture of how to grow a nest egg by investing it. *This session is open to all faculty clinicians and researchers.*



ProtectWell (Session 3 of 3)

November 28 | 12:00-1:00pm

In this third of three sessions on financial wellness for faculty, we will cover how you can protect your ability to make and save money. Even more importantly, we cover how you can protect yourself financially against the unexpected hardships that life can throw your way. Learn the financial risk factors associated with transitions from active practice to active retirement, and how you can successfully address end of life financial and estate planning issues. *This session is open to all faculty and is especially appropriate for mid-senior career clinicians and researchers.*



Registration for financial wellness sessions

https://umassmed.co1.qualtrics.com/jfe/form/SV_9zCdwpp04Xq1OIM

Events for All Faculty (of particular interest to researchers)



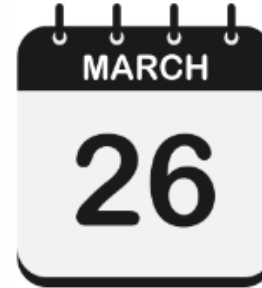
Redesigning scientific publishing and writing with user experience design

December 19 | 12:00-1:00pm

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



Getting the best out of your team

March 26 | 12:00-1:00pm

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?

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Visit our website
www.umassmed.edu/ofa

