

Office of Faculty Affairs

2012-13
Annual
Report

Building Partnerships for Faculty Success



*Luanne Thorndyke, MD
Vice Provost for
Faculty Affairs*

***UMMS receives
grant award to
promote faculty
career flexibility***

The Office of Faculty Affairs (OFA) has a lofty VISION—to be the premier resource for faculty, faculty development and faculty affairs at UMass Medical School (UMMS), in New England, and nationally.

We are thrilled to be one of only seven medical schools nationally to receive a grant for innovative work in career flexibility for academic faculty from the Alfred P. Sloan Foundation and the American Council on Education. The award recognizes promising practices at UMMS that provide opportunities for work-life balance, and leverages continued investment in issues critical to faculty satisfaction and retention.

The central theme of our UMMS accelerator plan is faculty talent management through academic career development and flexibility programs, policies and practices to support the needs of academic physicians and scientists throughout their careers—from onboarding through retirement. We have designed a portfolio of tailored programs for multiple types of faculty: newly recruited, junior, women, tenure track, mid-career, and senior faculty in the final phases of their academic career. These programs are being implemented over the two years of the grant.

Faculty talent management: proactive and innovative professional development and flexibility programs, policies and practices

OFA leaders are active at the regional and national levels, presenting posters, organizing conferences, and conducting workshops that disseminate the innovative and effective programs and initiatives developed at UMMS. The outstanding support that faculty enjoy at UMMS was recognized by reviewers in the successful NEASC reaccreditation process.

***The OFA helps
faculty be
successful in
their academic
careers***

Faculty are the “heart and soul” of UMMS. The OFA is committed to enhancing the development and advancement of our faculty.

We can help you navigate the complex academic environment to pursue academic excellence while maintaining a degree of work-life balance. Check out our newest offerings; browse our website; meet your colleagues at a networking lunch. Access and engage in mentoring!

Our vision is to be the premier resource for faculty, and faculty development and faculty affairs locally, regionally, and nationally.



Office of Faculty Affairs

Building Partnerships for Faculty Success

Onboarding & Networking

The OFA sponsors programs to educate faculty about UMMS, to encourage networking and collaboration, and to ensure that faculty receive important information and announcements.

Faculty Onboarding Program

In 2012–13, the Faculty Onboarding Program was initiated to provide new faculty with the support needed for orientation and success at UMMS. Major elements of the Onboarding Program include welcoming, orientation and mentoring.



Welcome Packet: New faculty receive a packet of information about UMMS and the surrounding community before they arrive on campus.

New Faculty Orientation: Quarterly sessions in collaboration with UMMMG include overviews of UMMS and UMMHC, processes for promotion and evaluation, and

changes in healthcare. Faculty develop an Individual Opportunity Plan—a career planning tool to provide faculty with a personal map for their career. Extensive resources and information for new faculty are available on the OFA website.

Onboarding Mentor: Each new faculty is assigned an onboarding mentor by their department. These experienced faculty are chosen to assist the new faculty in the transition to UMMS and to provide introductions, orienting information and integration during their first year at UMMS.

The OFA provides an orientation for onboarding mentors with a description of the program, resources for their role as onboarding mentors, and general mentoring skill development. In 2012–13, 103 new faculty were assigned onboarding mentors.



Networking Lunches



These events provide an opportunity for faculty to meet informally, network and exchange ideas. Brief programs provide updates on important initiatives and celebrate recently promoted and tenured faculty. Six lunches were held in 2012–13 with a total attendance of almost 500 faculty. Quarterly lunches are planned for 2013–14.

FACULTY NEWSWire *Get Plugged In*

The UMMS Faculty NewsWire keeps faculty up-to-date through weekly email notices of workshops, seminars, professional development programs, awards and funding opportunities administered by the OFA, and events of interest to faculty. Announcements also are posted on four OFA bulletin boards at strategic locations on the University campus.

Office of Faculty Affairs Website

The OFA website is a “one-stop” for useful information and tools for faculty. Visit the website to learn more about the programs and initiatives described in this report.

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

Development & Mentoring

The OFA provides support for faculty to gain new skills and knowledge through professional development and mentoring.

Mentoring at UMass Medical School

Mentoring is a primary focus of the OFA, and academic year 2013–14 is designated the Year of Mentoring. OFA mentoring initiatives include programs targeted to the needs of specific groups, such as junior, minority and women faculty. The OFA is also partnering with departments to develop their own mentoring programs to reach all faculty who desire mentoring.



These mentoring initiatives are informed by the results of the UMMS Mentoring Survey, conducted in 2012. The survey collected data on the status and needs for mentoring of UMMS faculty, trainees and students.

The Mentoring Advisory Board, composed of cross-campus leaders in mentoring, played a key role in the development and administration of the survey. Dr. Julia Andrieni, Joy McCann Professor of Women in Medicine and founding chair of the Board, will be succeeded in 2013–14 by Dr. Pranoti Mandrekar, Professor of Medicine.

Junior Faculty Development Program (JFDP)

The JFDP is a year-long intensive program for junior faculty designed to facilitate their success in academic medicine. A curriculum in research, education, and career development is combined with a project conducted with the guidance of a senior faculty mentor. Twenty faculty completed the program in 2012–13, representing nine departments and the Graduate School of Nursing.



Graduation Ceremony for the 2012–13 JFDP Class

Preparing for Promotion Workshops

These half-day sessions educate faculty on the processes of promotion and tenure at UMMS. Topics include promotion criteria, CVs and reference letters. In 2012–13 three workshops were attended by a total of 41 faculty. For 2013–14, sessions are scheduled in September, January and May.

Leadership Series

Seminars and workshops by national speakers and UMMS experts address various leadership competencies. Sixteen sessions were held in 2012–13, with an average attendance of 47 faculty. Eight seminars and seven workshops are planned for 2013–14.

Individual Career Consultation

The Vice Provost for Faculty Affairs and OFA professional staff are available for individual consultation with faculty on career planning, promotion and tenure, and general concerns about faculty life, policies or procedures.

Equity & Diversity

The OFA supports programs to foster equity and diversity within our faculty, particularly for minority and women faculty.

Faculty Diversity Scholars Program (FDSP)

The goal of the FDSP is to encourage recruitment and career advancement of faculty from backgrounds that are underrepresented in the health sciences. Three new scholarships were awarded in 2012–13 to Drs. J. Gordon Ogembo (Medicine), Stephanie Rodriguez (Psychiatry), and B. Marie Ward (Surgery).

UMMS Faculty Scholar Award

This competitive award provides up to \$30,000 to assist junior faculty during a period of increased family care responsibilities to continue research and scholarly effort while family obligations are addressed. Five awards were made in 2012–13. The program was spotlighted in a poster presented at the 2012 AAMC Annual Meeting (see OFA website).



Women in Public Service Project (WPSP)

The WPSP University Consortium Initiative hosted an inaugural event at UMass Lowell. Emerging women leaders from Northern Ireland, Afghanistan, Liberia, and Turkey attended the conference, organized by representatives from all UMass campuses and co-sponsored by university consortium partners in conjunction with the U.S. State Department and the Woodrow Wilson Center.

Executive Leadership in Academic Medicine (ELAM)

The OFA supports faculty to attend ELAM, a competitive and highly selective program to prepare senior women faculty for institutional leadership. Dr. Ellen Gravallese graduated from ELAM in 2012–13.

AAMC Conference Support

The OFA provides registration funding for a limited number of faculty to attend the AAMC Women and Minority Faculty Professional Development Seminars. In 2012–13, seven faculty members were sponsored to attend these conferences.

Advance Grant Award: Subtle Gender Bias Research

In 2012 Dr. Judith Ockene and a team including OFA members received funding from the National Science Foundation for development of a tool to measure subtle gender biases that may affect the advancement of women faculty. This project is a collaboration between UMMS and UMass Lowell.

Women's Faculty Committee (WFC)



WFC Award Recipients 2012-13

The mission of the WFC is to address the needs of women faculty and promote the status of women at UMMS and in the UMass Memorial Health Care system. The OFA cosponsors the annual WFC Awards Luncheon with the WFC and the Diversity and Equal Opportunity Office.

Academic Affairs

The OFA supports the academic affairs of faculty including academic advancement and recognition, and the policies, procedures and governance of the campus.

Governance & Policy

Over the past two years the OFA worked with a writing group and various constituencies to develop a revised and restructured UMMS Governance Document. The revision was endorsed by Faculty Council, Executive Council and the Faculty-at-Large, and received final approval by the University Board of Trustees in September 2013. The revision incorporates important changes:



- a new overall framework
- description and membership of the Governing Bodies
- description and membership of the Standing Committees
- a requirement that each school maintain Bylaws

In 2013–14, the OFA will work with Faculty Council, Executive Council and Standing Committees to implement changes resulting from the revision.

Faculty Advancement and Development Liaisons (FADL)



Each department has a designated faculty member to help faculty navigate the promotion process. FADL representatives are important links between the OFA, the department chair, the departmental personnel action committee, and faculty considering promotion.

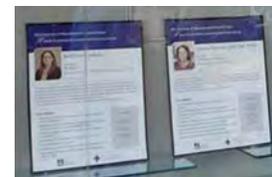
Appointment, Promotion & Tenure

The OFA administers the process for faculty appointments, promotion and tenure decisions, and supports the Personnel Action and Tenure Committees. In 2012–13,

- 238 faculty were appointed to SOM (210) and GSN (28)
- 52 faculty were promoted in rank (23 women, 29 men)
- 8 faculty received the award of tenure (5 women, 3 men)

Faculty Recognition

UMMS faculty who were recently promoted to professor, tenured or awarded emeritus status are recognized with elegant and informative posters displayed in the medical school lobby.



Annual Performance Review

All faculty are evaluated annually through a formal process that involves a review of progress for the year, a meeting with the chair or division chief, and setting goals for the next year. The OFA oversees this process and receives over 1500 faculty reviews annually.

Department Review

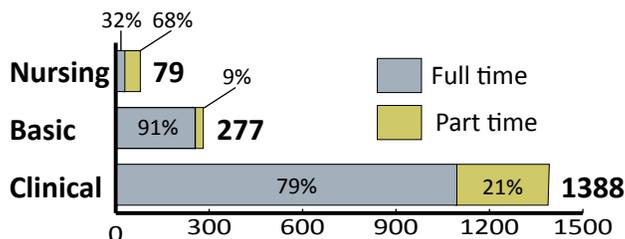
Each academic department is reviewed every 5–7 years in a process that includes an internal self-study and a site visit by external evaluators. The OFA administers these reviews in collaboration with departments. The department of Emergency Medicine was reviewed in 2012–13.

UMMS Faculty Fast Facts

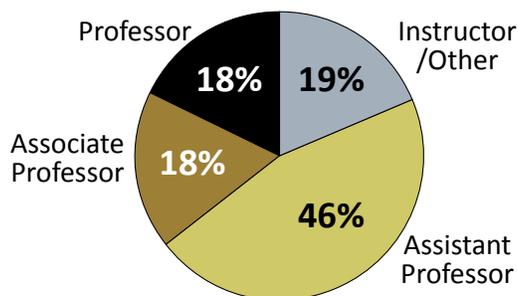
The OFA maintains a database of all faculty who hold academic appointments at UMMS. On June 30, 2013, UMMS had 3,022 faculty. The majority (89%) are appointed in the clinical departments. Our faculty includes:

- 1744 employed by UMMS, UMMMG or both
- 377 (22%) employed part time
- 154 tenured (8.5%) and 94 on the tenure track (5.2%)
- 1278 volunteer
- 2853 total in the School of Medicine (SOM)
- 169 total in the Graduate School of Nursing (GSN)
- 372 in the Graduate School of Biomedical Sciences (GSBS)

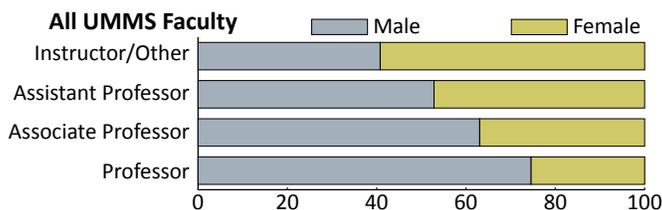
Employed Faculty (total = 1744)



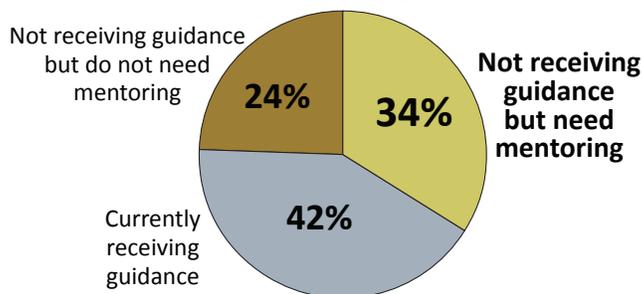
Distribution of Faculty by Rank



Distribution of Faculty by Gender



UMMS Mentoring Survey



The Mentoring Survey was conducted in Fall 2012 with a 42% response rate by employed UMMS faculty. The data reveal a “mentoring gap”— one third of all faculty respondents stated that they were not receiving guidance but needed mentoring.

Contact Us!

Office of Faculty Affairs

University of Massachusetts Medical School
55 Lake Avenue North, S2-343
Worcester, MA 01655-0002 USA

Tel: (508) 856-3224

Fax: (508) 856-2129

faculty.affairs@umassmed.edu

Please visit our website for more information about the activities of the OFA, detailed guidance on promotion and tenure, and schedules for faculty development programs

www.umassmed.edu/ofa



Office of Faculty Affairs Team 2013

From left:

- Gennette Ludovico, Academic Personnel Specialist
- Susan Tremallo, Program and Events Coordinator
- John Congdon, Administrative Manager
- Luanne Thorndyke, Vice Provost for Faculty Affairs
- Margie Rodriguez, Senior Administrative Assistant
- Judy Ockene, Associate Vice Provost for Gender & Equity
- Kathleen Rancourt, Administrative Assistant
- Robert Milner, Associate Vice Provost for Professional Development
- Joanna Cain, Director of Talent Management
- Julia Andrieni, Co-Director, Junior Faculty Development Program

