

# **VPFA Update for Faculty Council**

**February 1, 2024**

Mary Ahn, MD

Vice Provost for Faculty Affairs

Professor of Psychiatry and Pediatrics



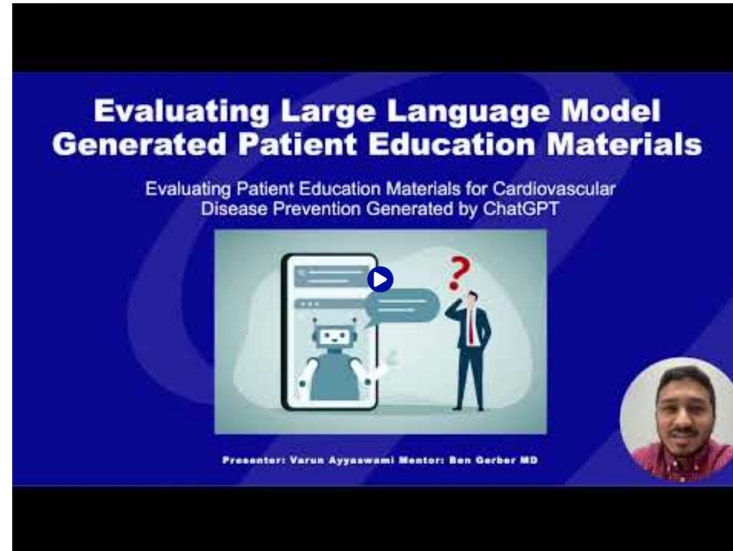


Junior Faculty Development  
2024 Virtual Poster Event

Lindsey Bazzone, MD, PhD



Varun Ayyaswami, MD



Junior Faculty Development Program  
2024 Cohort

**Virtual Poster Event**  
**Monday February 5**  
**5:30-7:00pm**

*Participants share overviews of their  
JFDP projects*

<b>Name</b>	<b>Department</b>
Parzych, Julia	Anesthesiology
Merideth, Flannery	Baystate-Psychiatry
Friedrich, Ann-Kristin	Baystate-Surgery
Mortzfeld, Benedikt	Department of Microbiology and Physiological Systems
St. John, Jessica	Dermatology
Cathcart, Erin	Family Medicine and Community Health
Gwaltney, Rebecca	Family Medicine and Community Health
Amoah, Rita	GSN
Cornine, Amanda	GSN
Ayyaswami, Varun	Medicine
Bazzone, Lindsey	Medicine
Bindal, Porva	Medicine
Gillis-Smith, Andrew	Medicine
Yoon, Jungwon	Medicine
Durham, Natasha	Microbiology and Physiological Systems
Lalla, Rakhee	Neurology
Meyer, Erin	Pediatrics
Zimmermann, Martha	Psychiatry
Agrawal, Anushree	Radiology
Rade, Matthew	Surgery

# JFDP Participants



**UMass Chan**  
MEDICAL SCHOOL

Office of  
Faculty Affairs

## New Program Announcement

UMass Chan Medical School's **Summer Intensive for Presentation Skills** (SIPS) is a three-day in-person program for faculty interested in improving their ability to design and deliver outstanding presentations.

*July 24-26, 2024*

### Key Academic Skill

The ability to present information clearly and concisely is an essential academic skill that cuts across all disciplines, departments, and academic ranks. Presentation skills are an important component of educational effectiveness and leadership, and are implemented in numerous academic contexts including lecturing within a course, grand rounds presentations, oral conference presentations, keynote or invited talks, job interviews, and meeting facilitation.

### Program Participation

The program includes training on the following elements:

- Content selection and organization
- Purpose and use of learning objectives
- Integration of opportunities for active learning
- Evidence-based principles of slide design
- Presenting on virtual platforms
- Data visualization
- Use of audiovisual technology
- Public speaking

### Information Sessions

**Date:** February 20, 2024

**Time:** 4:00 pm

**Location:** Virtual

**Date:** February 22, 2024

**Time:** 12:00 pm

**Location:** Virtual

# Annual Performance Reviews: Current State



**UMass Chan Medical School  
UMass Memorial Health, UMass Memorial Medical Center & Group**

**FACULTY ANNUAL PERFORMANCE REVIEW FORM**

A Guide to the APR is available online: <https://www.umassmed.edu/ofa/academic/faculty-reviews/apr>

**I. General Information**

**Dates of Evaluation: From:**  **To:**   
**Name:**  **Date:**   
**Department:**  **Division:**   
**Rank:**  **Years in Present Rank:**

**Percentage effort in the following activities during the evaluation period (To be completed by Department. Faculty member should *not* complete this section.):**

**Current:**  
 Clinical:  % Education:  % Research:  % Other:  % Other:  %

**Proposed:**  
 Clinical:  % Education:  % Research:  % Other:  % Other:  %

**II. Educational Activities (identify interprofessional teaching activities with \*)**

- Educational leadership, administration and service
- Teaching in programs and courses
- Clinical education and mentoring
- Research education and mentoring
- External education (e.g., CME)
- Education for public/community
- Development of curricula, courses and educational materials

Satisfactory  Unsatisfactory; If "U" include in section 12  N/A

**III. Investigation**

- Divide grants, contracts and clinical trials into active and pending (i.e., submitted during reported period)
- List other research activities (e.g. patents, development of software, unfunded research activities).

Satisfactory  Unsatisfactory; If "U" include in section 12  N/A

# APR Issues- Faculty

- Word document formatting is too cumbersome
- Unable to easily transfer historical information
- No consistent communication flow between Chair and faculty member
- Faculty don't always keep their prior APRs
- TIME wasted
- **FRUSTRATION**

# APR Issues- Chairs and Departments

- Unable to reliably track goals from the previous year for accountability
- Easy for faculty to miss required entries
- Supervisors may miss the mandatory Satisfactory/Unsatisfactory evaluations
- Difficulty in tracking APR completions
- Manual PDF uploads- staff time
- No reliable workflow for communication to faculty  
(Faculty- Supervisor- Faculty- Supervisor- Chair- Faculty)



# Interfolio: Online Faculty Management System

- After initial implementation, will save Faculty, Chairs and other Supervisors, and Staff TIME
- Ability for departments to do some of their own faculty analytics
- Increased integrity of personnel information
- Decrease human error with reporting
- Highlight faculty opportunities (ie. Readiness for promotion)



# Interfolio: Projected Timeline

- Feb 2024:  
Pilot cohort (n=10 faculty, n=10 administrators)
- Spring/Summer 2024:  
Faculty and Administrator Trainings  
Genius Café-like office hours
- Fall 2024:  
APRs on Interfolio for Clinical Faculty
- Spring 2025:  
APRs on Interfolio for School Faculty

# Interfolio: Future Capacities with APRs

- Teaching evaluations
- Research grants
- Publications

# Interfolio: Wave 2

- Appointments
- Promotion
- Tenure



# Faculty Fast Facts

**3,549** Faculty

**107**

Tan Chingfen  
Graduate  
School of  
Nursing

**3,442**

TH Chan School of  
Medicine

**1,833**

Employed

**1,716**

Affiliate

**703**

Medical School  
only

Community &  
hospital practices

**901**

Medical School  
& UMMMG

**593**

UMass Chan  
Baystate

**229**

UMMMG  
only

# **Interfolio: Initial investment of time will yield future benefits**



# Initial investment of time will yield future benefits



# UMass Chan- Interfolio Project Team

## Office of Faculty Affairs

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

**Gennie Ludovico**  
Senior Academic Personnel Specialist

## Leadership

**Cynthia Nicholson**  
Executive Director, Administration &  
Finance

**Greg Wolf**  
Chief Information Officer, Information  
Technology

## Information Technology

**Chris Milton**  
Senior Director, IT Operations

**Vivek Srivastava**  
Manager, DevOps

**Sada Basani**  
Senior Database Administrator

**Mohan Sharma**  
Senior Database Administrator

**Abhi Yalamanchili**  
Senior Director, Academic Technology

**Dave Reddish**  
Contractor, IT Infrastructure

**Jigar Padhiar**  
Contractor, IT Infrastructure

## ACES2

**Brian Morante**  
Director, Informatics & Analytics

**Bill Lachapelle**  
Senior Technical Project Manager

**Robin Doughty**  
Senior Project Manager Analyst