



Office of Faculty Affairs

Annual Report AY2024



UMass Chan Faculty & Governance

As of AY2024 (June 2024)

The Office of Faculty Affairs supports **3816** UMass Chan faculty.

OFA also oversees Faculty governance which includes:

- Support of the Faculty and Executive Councils
- Implementation of the Academic Personnel Policy
- Annual Performance Review process
- Facilitates other types of review processes and reports
- Salary equity for school employed faculty

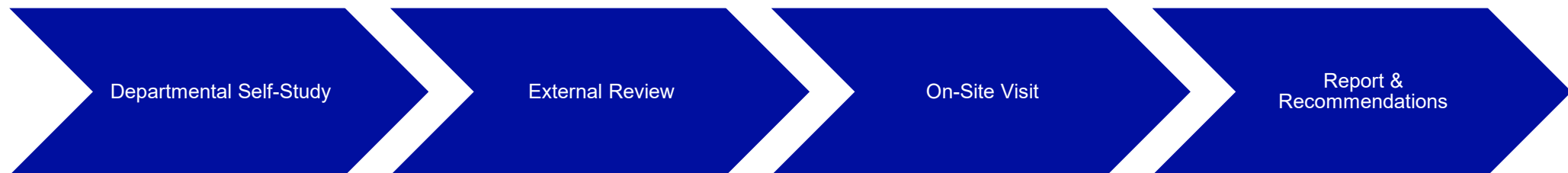
Department Reviews

The Academic Quality Assessment and Development (AQAD) is a formal review process for assessing the core academic functions of each department or program at UMass Chan.

The Office of Faculty Affairs oversees the review of each UMass Chan department/program as well as each center/institute every 5-7 years.

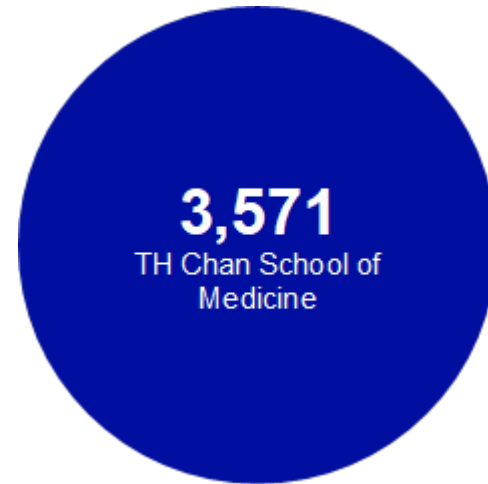
In AY 24, the reviews included:

- Graduate School of Nursing Programs, PhD, DNP, MS
- Department of Anesthesiology & Perioperative Medicine
- Program in Molecular Medicine
- Surgery Department
- Horae Gene Therapy Center and Vector Core

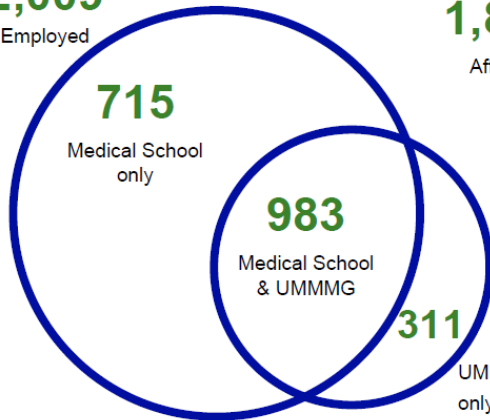


Faculty Fast Facts

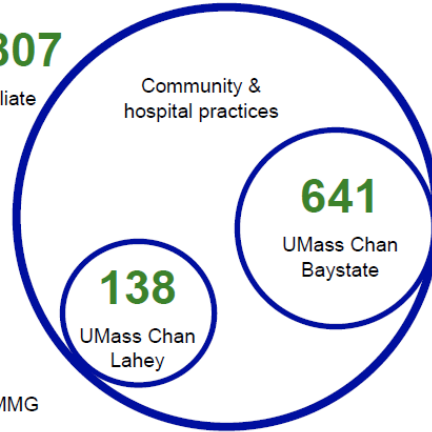
3816 faculty



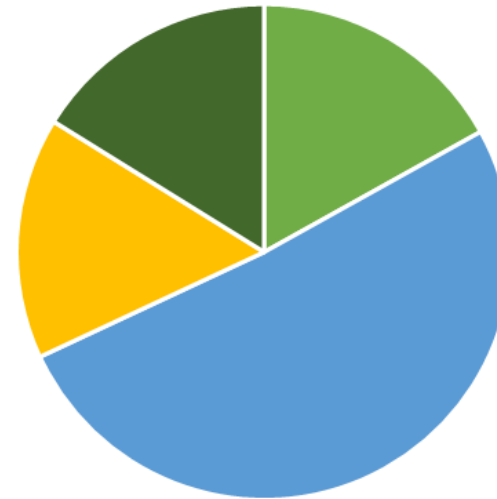
2,009
Employed



1,807
Affiliate

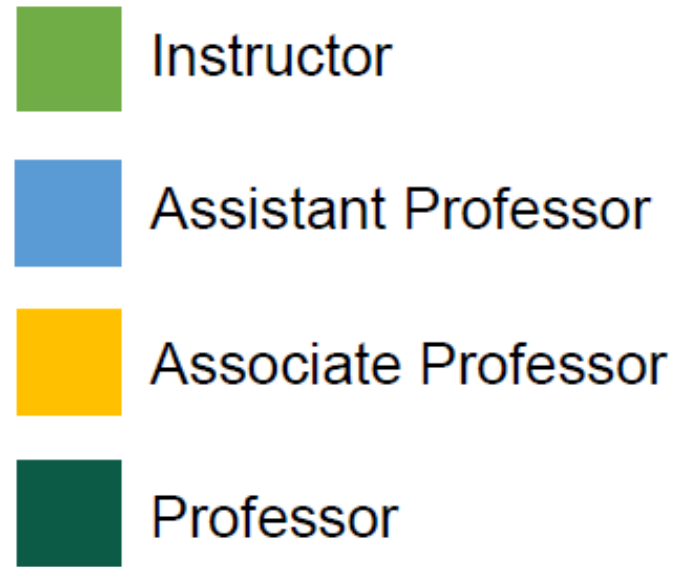
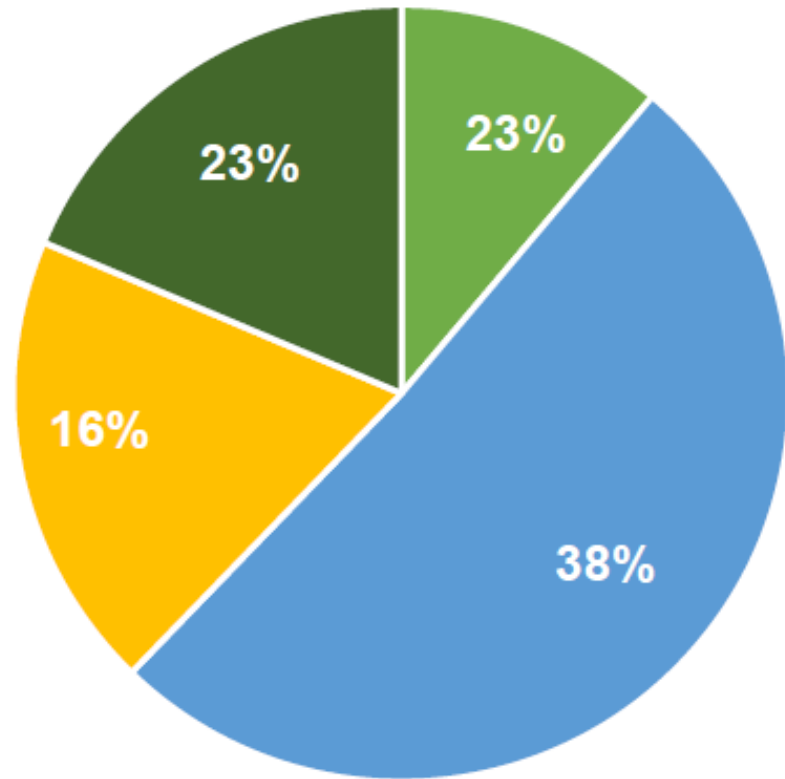


All Faculty
Distribution
by Rank

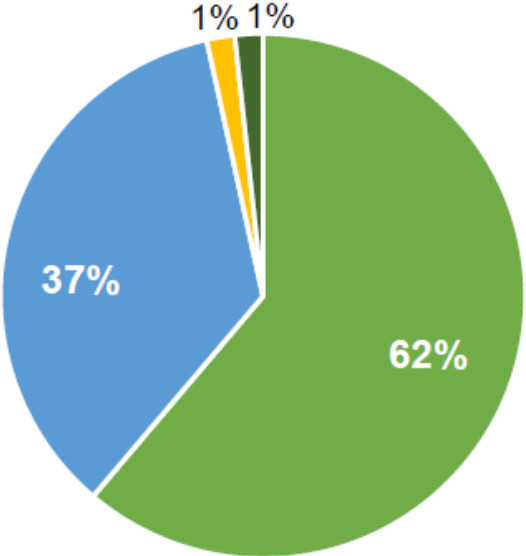


■ Instructor ■ Assistant Professor ■ Associate Professor ■ Professor

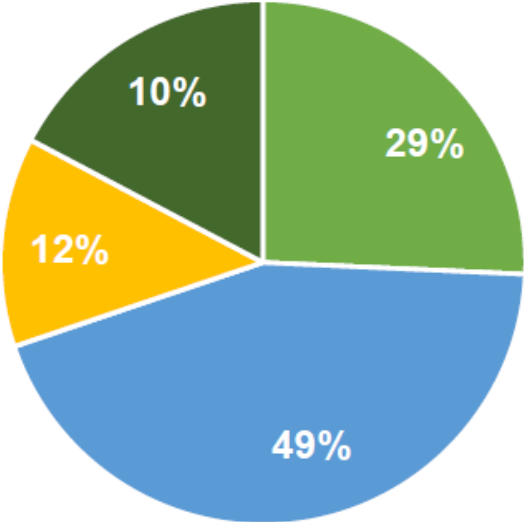
Employed Faculty by Rank



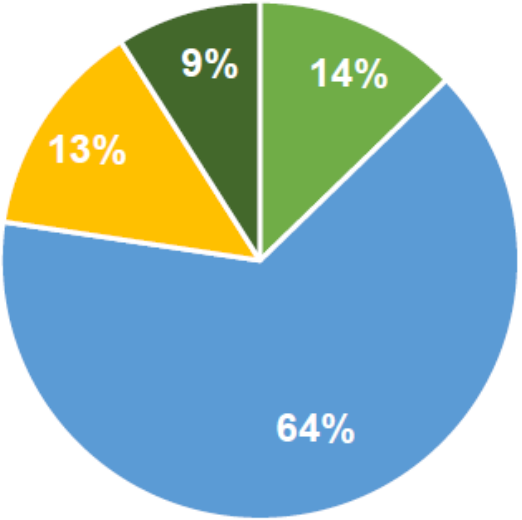
Affiliate Faculty by Rank
Tan Chingfen Graduate School of Nursing



Affiliate Faculty by Rank
TH Chan School of Medicine

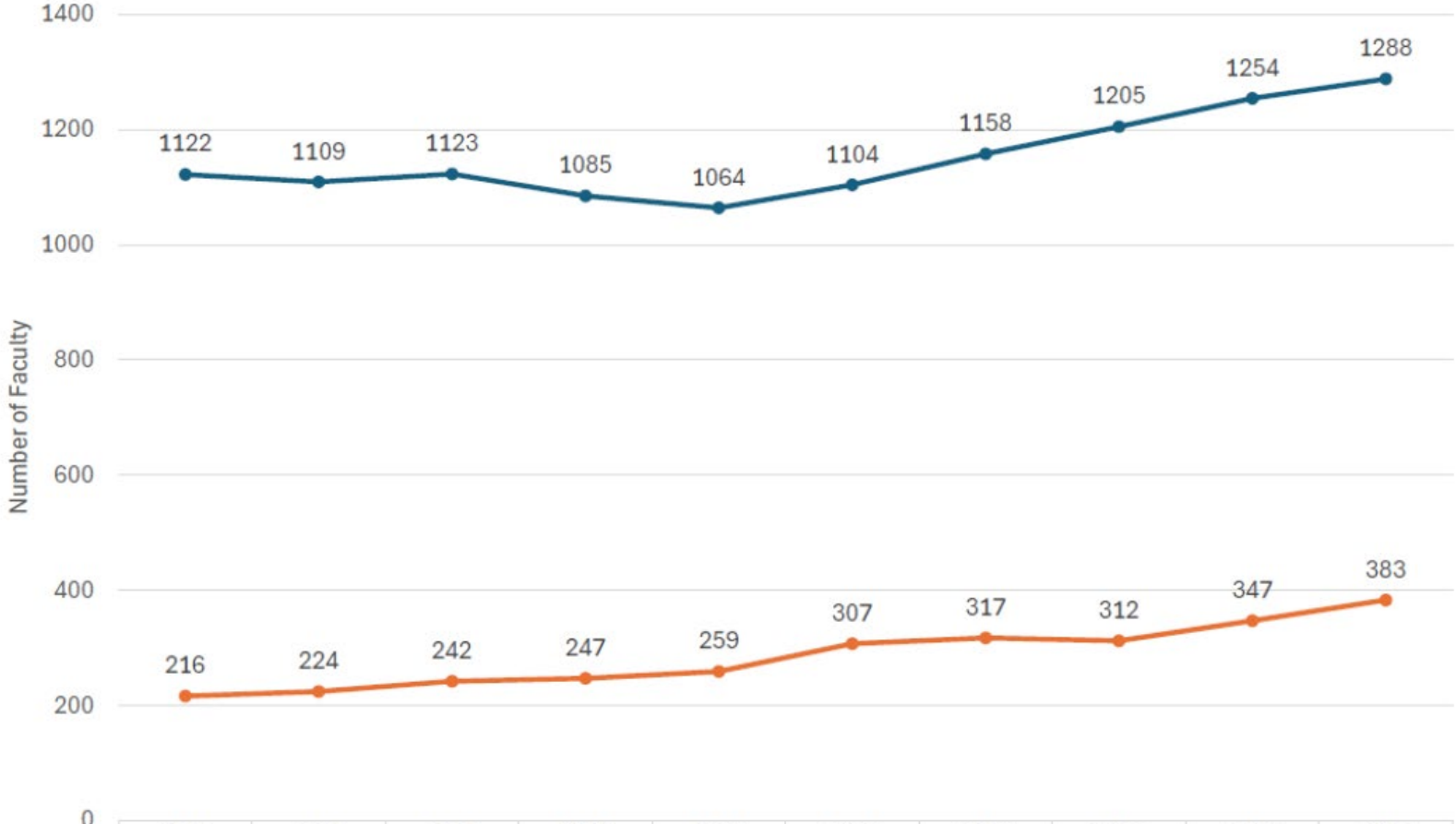


Affiliate Faculty by Rank
UMass Chan- Baystate



UMass Chan Employed Faculty Full Time and Part Time Ten Year Graph

Data from yearly June 30th snapshots



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
FT	1122	1109	1123	1085	1064	1104	1158	1205	1254	1288
PT	216	224	242	247	259	307	317	312	347	383

2024 Chancellor's Medals

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



Chancellor's Medal for Distinguished Teaching

Susan Zweizig, MD

Professor of Obstetrics & Gynecology



Chancellor's Medal of Distinguished Scholarship

Douglas Golenbock, MD

Chief of the Division of Infectious Disease, Professor of Medicine



Chancellor's Medal of Distinguished Clinical Excellence

Kathryn Edmiston, MD

Associate Professor of Medicine

2024 Chancellor's Medals



Chancellor's Medal of Distinguished Service

Jill Terrien, PhD, ANP-BC

Associate Professor of Nursing and Medicine



Chancellor's Award for Excellence in Mentoring: 2023

Mark Johnson, MD, PhD

Chair and Professor of Neurological Surgery

Personnel Actions in AY24

402 Appointments

22 Tan Chingfen Graduate School of Nursing

49 UMass Chan Baystate

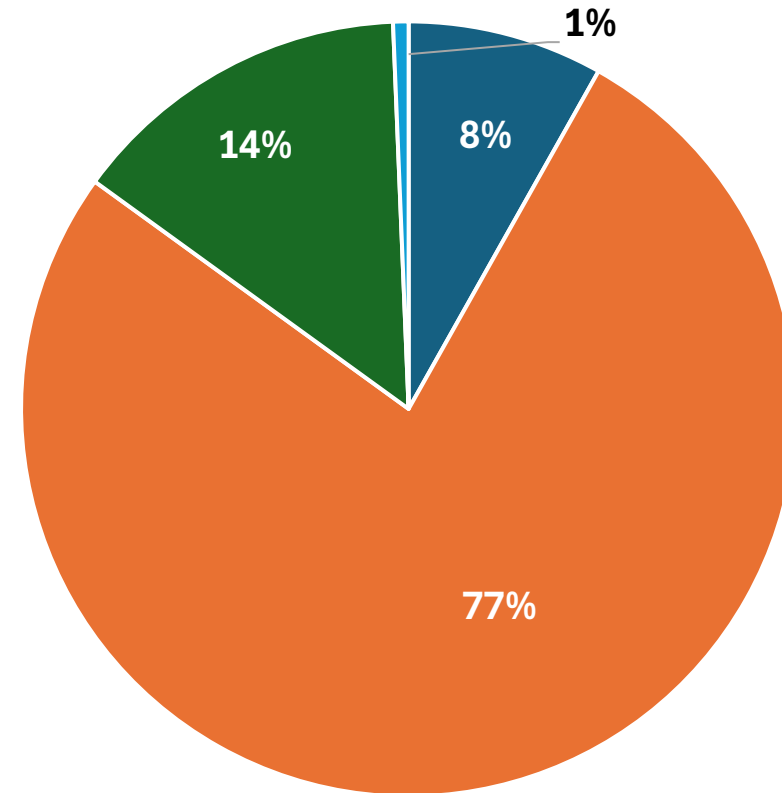
132 UMass Chan Lahey

199 T.H. Chan School of Medicine

2% Tenure, Tenure Track and Term Tenure

98 % Non- Tenure Track

Appointments by Area of Distinction



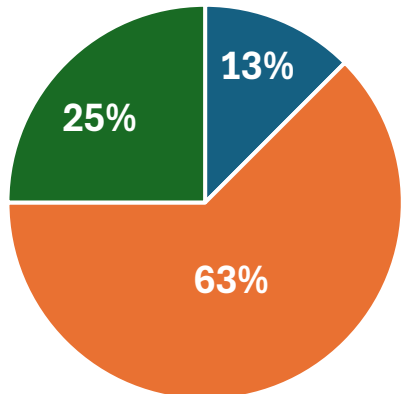
64 Promotions

Assistant Professor	19
Dermatology	1
Medicine	4
Ob/Gyn	2
Otolaryngology	2
Pathology	1
Pediatrics	3
Psychiatry	4
Radiology	1
Family Medicine & Community Health	1
Total	19

Associate Professor	30
Anesthesiology	2
Emergency Medicine	4
Medicine	4
Neurobiology	1
Neurological Surgery	1
Ob/Gyn	1
Otolaryngology	1
Pediatrics	2
Psychiatry	1
Radiology	3
Surgery	3
Urology	1
Family Medicine & Community Health	3
Program in Molecular Medicine	1
Population & Quantitative Health Science	1
Tan Chingfen Graduate School of Nursing	1
Total	30

Professor	15
Anesthesiology	1
Medicine	7
Ob/Gyn	1
Radiation Oncology	1
Radiology	2
Surgery	1
Family Medicine & Community Health	1
Molecular, Cell & Cancer Biology	1
Total	15

Promotion by Area of Distinction



- Health Care Delivery
- Education
- Investigation

9 Tenure AY24

Congratulations to our newly tenured faculty.

First Name	Last	Degree	Rank	Primary Academic Department
James	Munro	PhD	Associate Professor	Microbiology & Physiological Systems
Gilles	Martin	PhD	Associate Professor	Neurobiology
Elinor	Karlsson	PhD	Associate Professor	Genomics and Computational Biology
Eduardo	Torres	PhD	Associate Professor	Molecular, Cell and Cancer Biology
Bo	Wang	PhD	Professor	Population and Quantitative Health Sciences
Wen	Xue	PhD	Associate Professor	RNA Therapeutics Institute
Hyun	Youk	PhD	Associate Professor	Systems Biology
Arvin	Garg	MD, MPH	Professor	Pediatrics
Jae-Hyuck	Shim	PhD	Associate Professor	Medicine



16 Emeriti AY24

Congratulations to our new Emeriti faculty.

First	Last	Degree	Rank	Primary Academic Department
David	Ayers	MD	Professor & Chair Emeritus	Orthopedics & Physical Rehabilitation
Giacomo	Basadonna	MD, PhD	Professor Emeritus	Surgery
Vivian	Budnik	PhD	Professor and Chair Emeritus	Neurobiology
Maryann	Davis	PhD	Professor Emeritus	Psychiatry
Andrew	Fischer	MD	Professor Emeritus	Pathology
Allan	Jacobson	PhD	Professor and Chair Emeritus	Microbiology & Physiological Systems
Grace	Makari-Judson	MD	Professor Emeritus	Medicine at UMass Chan - Baystate
Kathleen	Mazor	EdD	Professor Emeritus	Medicine
Judith	Ockene	PhD, MEd, MA	Professor Emeritus	Population & Quantitative Health Sciences
Lori	Pbert	PhD	Professor Emeritus	Population & Quantitative Health Sciences
Peter	Rice	MD	Professor Emeritus	Medicine
Ann	Sattler	MD	Professor Emeritus	Pediatrics
Scott	Shaffer	PhD	Professor Emeritus	Biochemistry & Molecular Biotechnology
Jeffrey	Stoff	MD	Professor Emeritus	Medicine
Paul	Visintainer	PhD	Professor Emeritus	Medicine at UMass Chan - Baystate
Michael	Volkert	PhD	Professor Emeritus	Microbiology & Physiological Systems

Thank you to our Personnel Action and Tenure Committee members!

TH Chan School of Medicine PAC:

Romolo Gaspari, MD, PhD	Emergency Medicine
Ben Gerber, MD, MPH	PQHS
Madelyn Hicks, MD, FRCPsych	Psychiatry & Behavioral Science
James Munro, PhD	Microbiology
Lori Pbert, Lori, PhD	PQHS
Muthalagu Ramanathan, MD	Medicine
Anil Chandraker, MD	Medicine
Kristen Matteson, MD	Obstetrics & Gynecology

Tan Chingfen Graduate School of Medicine PAC:

Nancy Morris, PhD, ANP (Chair)
Teri Aronowitz, PhD, APRN, FNP-BC, FAAN
Jill Terrien, PhD

Tenure Committee:

Neil Aronin, MD	Medicine
Silvia Corvera, MD	Program in Molecular Medicine
Charles Emerson, PhD	Neurology
Patrick Emery, PhD	Neurobiology
Rachel Gerstein, PhD	Microbiology & Physiological Systems
Andrei Korostolev, PhD	RNA Therapeutics
Francesca Massi, PhD	Biochemistry & Molecular Biotechnology
Oliver Rando, MD, PhD	Biochemistry & Molecular Biotechnology
Milagros Rosal, PhD	Population & Quantitative Health Sciences
Anthony Rothschild, MD	Psychiatry
Susan Swain, PhD	Pathology
Chinmay Trivedi, MD, PhD	Medicine
Scot Wolfe, PhD	Molecular, Cell & Cancer Biology

Consultations

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

151 Direct faculty sessions

123 Supervisor consultations to support faculty affairs

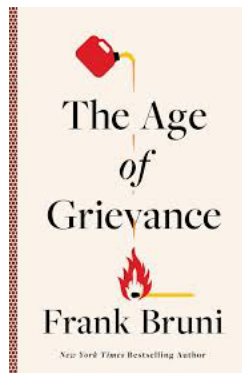
34 Collaboration meetings to support faculty affairs

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

20 Promotion consultations

16 Talk Review and Feedback sessions



Professional and Leadership Development Across the Academic Career Lifespan

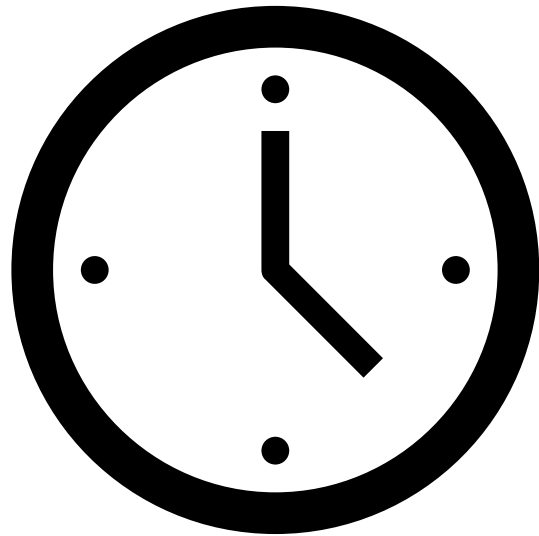
"Faculty professional development stretches along an academic career lifespan. OFA resources are developed using this model to be inclusive of all faculty wherever they are in this journey." - Mary Ahn, MD





OFA supports faculty in their career planning and helps create professional development “roadmaps” that align with their goals and professional identity as clinicians, educators and researchers.

AY24 Professional Development



135 hours of programming facilitated

58 hours of CME issued

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



Programs for Women Faculty

- **Joy McCann Professorship** a 3-year funded professorship to enhance the professional experience of women faculty
- **Equip** a 6-session communications skills program for women faculty
- **Women's Health Talk** sponsored by the Women's Faculty Committee



Programs for Women Faculty

- **EMPOWER Summit** a one-day leadership summit for women faculty
- **Women's History Month Talk** sponsored by the Women's Faculty Committee

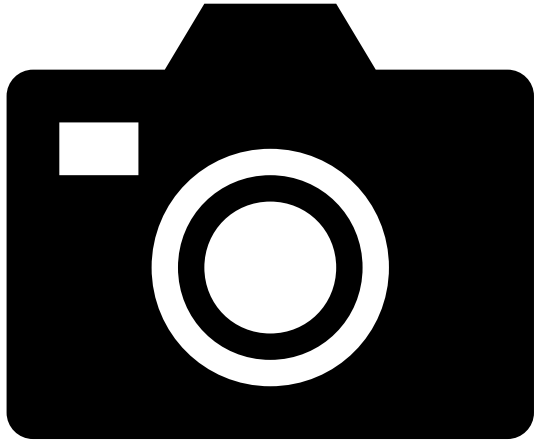


Programs for All Faculty

- **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
- **Faculty Resource Fair** an in-person annual fair with 30+ tables of resources for faculty designed to connect faculty with resources available to support their clinical and research endeavors



AY24 Professional Development- Program snapshot



Junior Faculty Development Program

20

faculty

3

schools

13

departments

2

campuses

Peers for Promotion

10

faculty

2

schools

6

departments

EMPOWER Summit

68

faculty

3

schools

20

departments

3

campuses