



UMass Chan
MEDICAL SCHOOL

Office of
Faculty Affairs

Annual Report 2024-2025

Faculty Affairs

Message from the Vice Provost



Dear Colleagues,

On behalf of the Office of Faculty Affairs (OFA), I extend warm greetings and gratitude for our UMass Chan faculty community. This past year has been one of transformation across academic medicine—testing the strength, adaptability, and resilience of medical schools nationwide. I am personally proud to be part of UMass Chan, an institution deeply committed to academic freedom and positioned at the forefront of scientific and clinical innovation. And at the heart of academic freedom is a culture of inclusivity—one that values the diverse knowledge, experience, and dedication of our **nearly 4,200 faculty**.

In OFA, we are continually working to support our faculty. A key strategic priority this year has been modernizing our faculty management systems. We have begun transitioning from a largely manual process to a more robust system that integrates with our Human Resources Information System (HRIS). This modernization brings several key benefits, including:

1. Clearer alignment of expectations and annual goal setting for faculty.
2. Greater transparency in the academic promotion and tenure process.
3. More equitable support across departments, regardless of size or resources.

My sincere thanks to the ACES2 and IT teams, as well as the Interfolio Faculty Governance Group, for their collaboration and dedication to this effort. We will continue to evaluate our most recent rollout, gather feedback and will plan to implement an even better process for our community in the coming year.

We also continue to grow OFA's role as the central hub for faculty professional and leadership development across UMass Chan and UMass Memorial Health. Special thanks to Drs. Emily Green, Jen Reidy, and Pranoti Mandrekar for their unwavering commitment to these efforts. I am also pleased to share the successful launch of the Vice Chairs Incubator Program (VIP), our newest and most senior faculty leadership initiative, which now completes a full spectrum of faculty development programs across the career lifecycle. You will find highlights of these programs and their strong engagement in the pages of this report.

Finally, I extend my heartfelt gratitude to Provost Terry Flotte and Chancellor Michael Collins for their steadfast leadership and support of OFA's vision. Their continued investment in our faculty makes it possible for us to advance our mission and serve the exceptional faculty at UMass Chan.

Best wishes,

Mary Ahn, MD

Vice Provost for Faculty Affairs

Professor of Psychiatry and Pediatrics

OFA Team



Mary Ahn, MD

Vice Provost for Faculty Affairs

Professor of Psychiatry & Behavioral Sciences and Pediatrics



Emily Green, PhD, MA

Associate Vice Provost for Faculty Development

Associate Professor of Psychiatry & Behavioral Sciences



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

Supports faculty members' respective careers from the hiring and promotion processes through to retirement



Janice Robert

Senior Academic Personnel Specialist

Manages academic personnel records and data, and acts as point of contact for faculty affairs issues and questions



Carrie Wambach

Academic Personnel Specialist

Provides administrative support for faculty development programs, and the academic appointment and promotion processes

Department Reviews

The Office of Faculty Affairs facilitates the review of each UMass Chan department every 5-7 years. In AY25, the reviews included:

- Population & Quantitative Health Sciences
- Radiation Oncology
- Radiology



Consultations



1:1 Consultations with Mary Ahn, MD

Consultations provide a **safe space**, an opportunity for **informal mediation** following the core values of the International Ombuds Association, with **collaboration across offices** and transparent **confidentiality**

168 Faculty sessions

101 Supervisor consultations

34 Collaboration meetings



1:1 Consultations with Emily Green, PhD, MA

Consultations include **advising on academic advancement**, **review of promotions materials**, and **feedback on curricular projects and academic presentations**

25 Academic advancement consultations

17 Curriculum and Talk Review sessions

Chancellor's Medals

The OFA provided administrative support and organization for the annual awarding of the Chancellor's Medals. These annual faculty medals represent the highest achievements in teaching, scholarship, service and clinical practice.

Chancellor's Medal for Distinguished Teaching

Mary Callery O'Brien, MD

Medicine



Chancellor's Medal for Distinguished Scholarship

Craig L. Peterson, PhD

Program in Molecular Medicine



Chancellor's Medal for Distinguished Clinical Excellence

Erik Garcia, MD

Family Medicine & Community Health



Chancellor's Medal for Distinguished Service

Jean Frazier, MD

Psychiatry & Behavioral Sciences



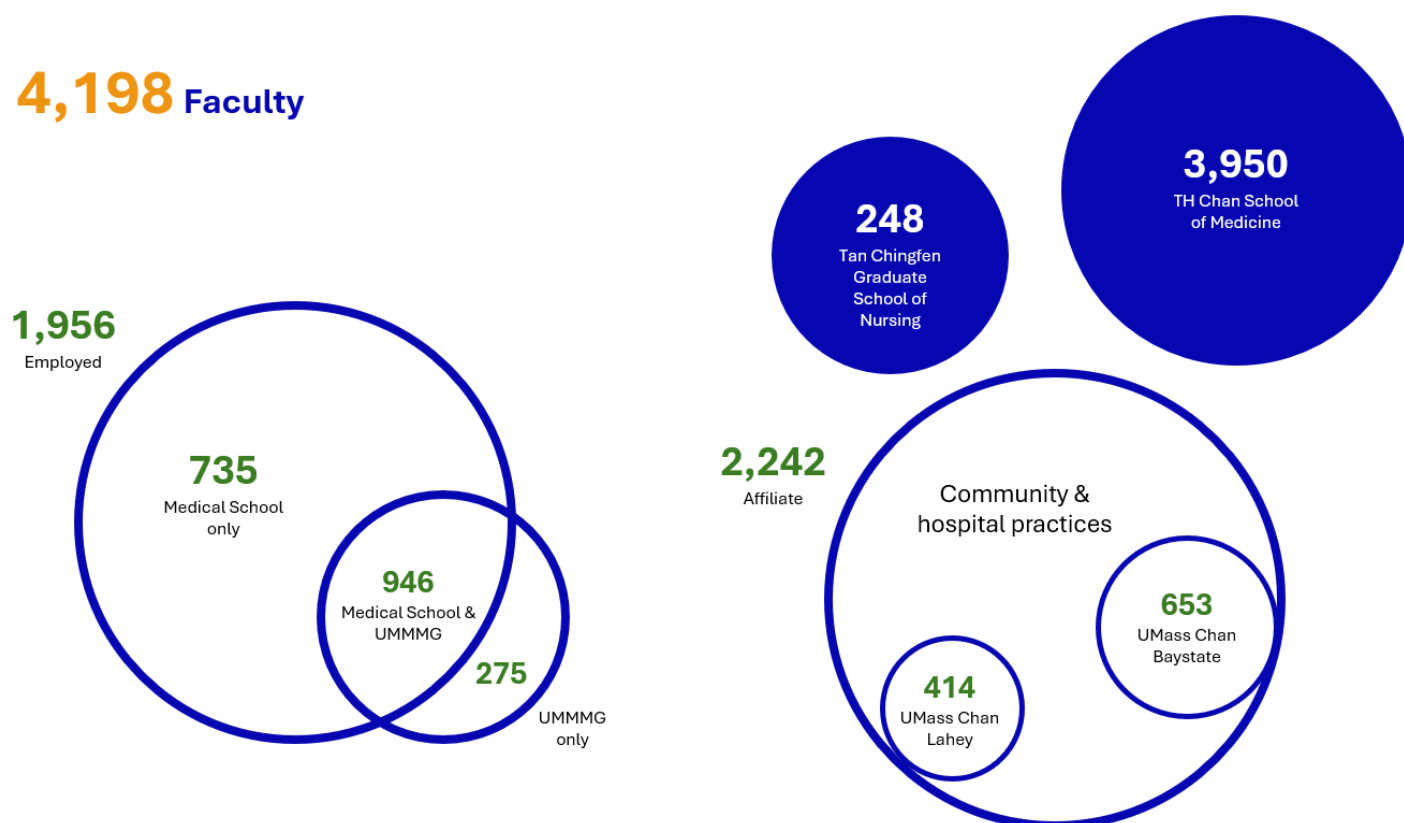
UMass Chan Faculty

The Office of Faculty Affairs has oversight of the records of all of our **4,198** UMass Chan faculty.

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.

Fast Facts

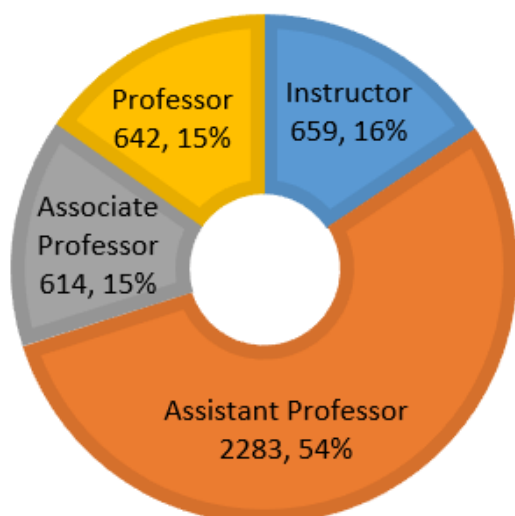
4,198 Faculty



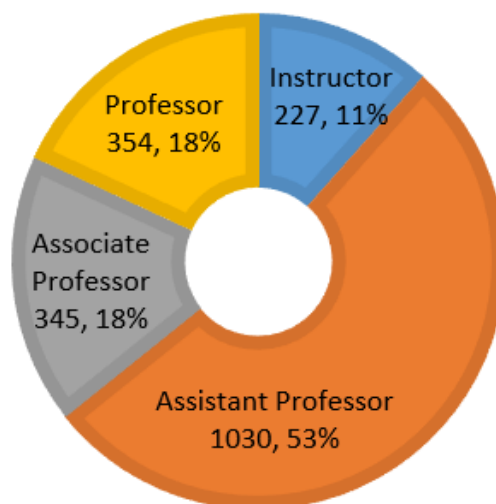
As of 6/30/2025

Faculty by Academic Rank

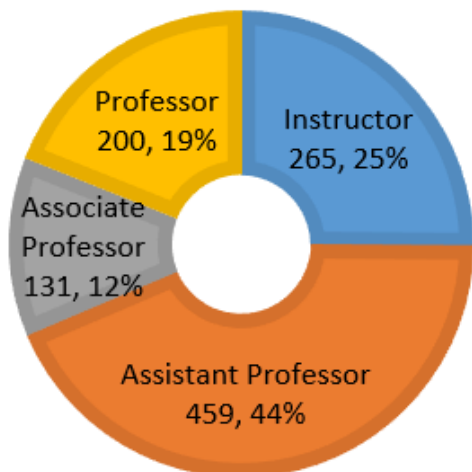
All Faculty by Academic Rank



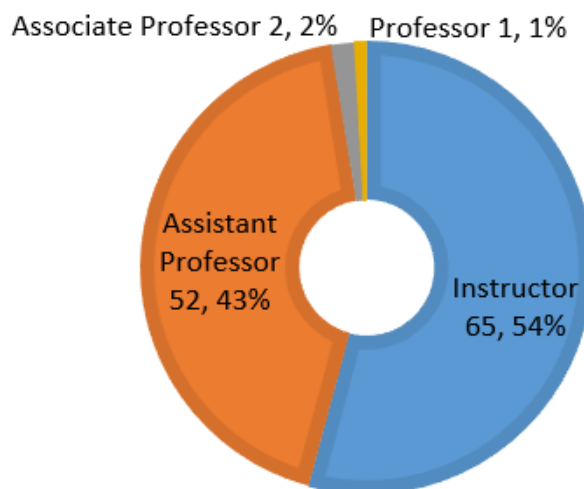
Employed Faculty by Academic Rank



Affiliate Faculty by Academic Rank
T. H. Chan School of Medicine

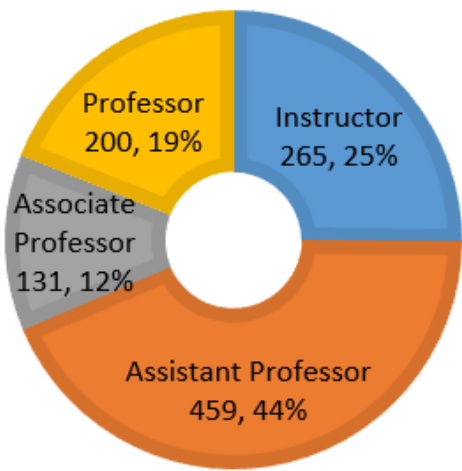


Affiliate Faculty by Academic Rank
Tan Chingfen Graduate School of Nursing



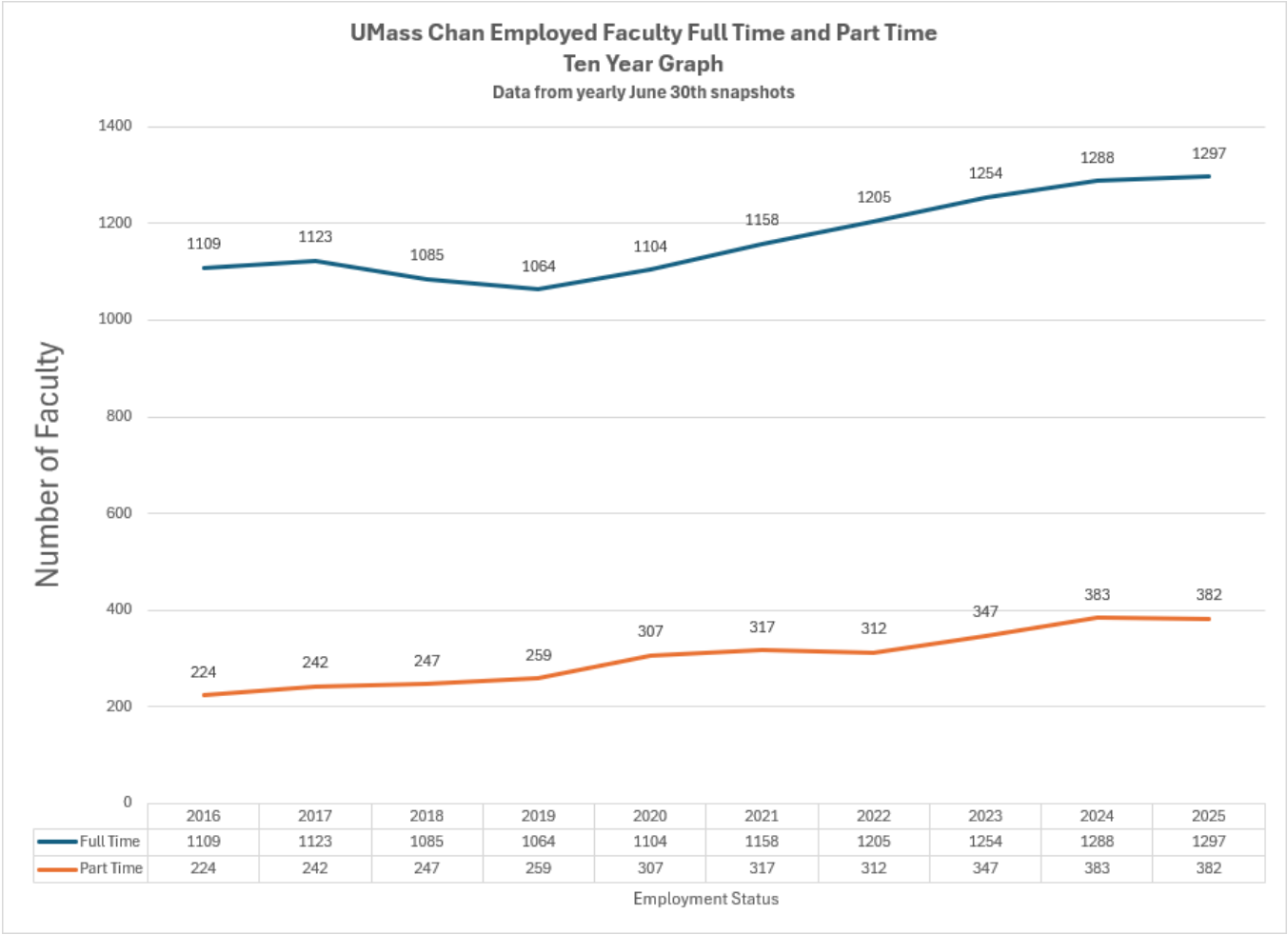
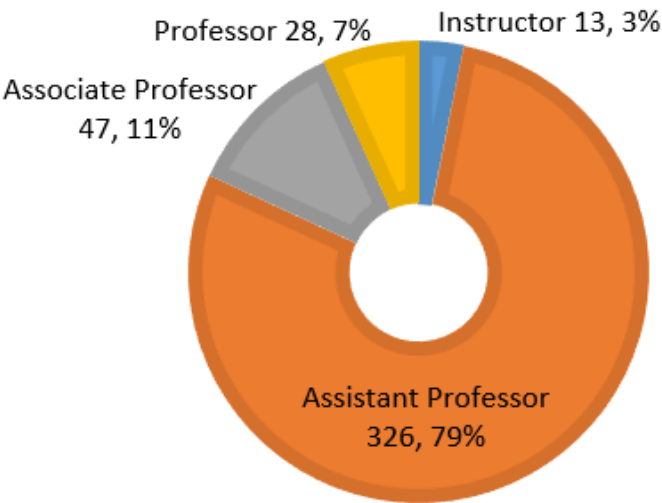
Affiliate Faculty by Academic Rank

UMass Chan- Baystate



Affiliate Faculty by Academic Rank

UMass Chan- Lahey



Personnel Actions AY25

Faculty Appointments

OFA processed **545** faculty appointments this year. Of these, **97%** were in the Non-Tenure Track and **3%** were in the Tenure Track/Tenure.

184	T. H. Chan School of Medicine
15	Tan Chingfen Graduate School of Nursing
55	UMass Chan- Baystate
291	UMass Chan- Lahey

Faculty Promotions

OFA processed **56** faculty promotions this year. Of these, **86%** were in the Non-Tenure Track and **14%** were in the Tenure Track/Tenure.

48	T. H. Chan School of Medicine
1	Tan Chingfen Graduate School of Nursing
5	UMass Chan- Baystate
2	UMass Chan- Lahey

Assistant Professor

Family Medicine & Community Health	1
Medicine	4
Molecular, Cell & Cancer Biology	1
Pathology	1
Population & Quantitative Health Sciences	1
Program in Molecular Medicine	1
Radiology	2
Tan Chingfen Graduate School of Nursing	1
Total	12

29 faculty members were promoted within the **Health Care Delivery** Area of Distinction

21 faculty members were promoted within the **Investigation** Area of Distinction

6 faculty members were promoted within the **Education** Area of Distinction

Associate Professor

Anesthesiology & Perioperative Medicine	1
Emergency Medicine	5
Medicine	7
Neurological Surgery	1
Obstetrics & Gynecology	2
Pediatrics	2
Population & Quantitative Health Sciences	2
Program in Molecular Medicine	4
Psychiatry & Behavioral Sciences	1
Radiology	1
RNA Therapeutics Institute	1
Surgery	2
Total	29

Professor

Biochemistry & Molecular Biotechnology	1
Emergency Medicine	1
Medicine	2
Microbiology	2
Molecular, Cell & Cancer Biology	2
Pediatrics	1
Population & Quantitative Health Sciences	1
Program in Molecular Medicine	1
Psychiatry & Behavioral Sciences	2
RNA Therapeutics Institute	1
Surgery	1
Total	15

Emeritus Faculty

Last Name	First Name	Degree	Academic Department
Benjamin	Sheldon	MD	Psychiatry & Behavioral Sciences
Bogdanov	Alexei	PhD	Radiology
Curtin	Carol	MSW,	Family Medicine & Community Health
Gulati	Sunita	DSc	Medicine
Hatem	David	MD	Medicine
Hinchey	Kevin	MD,	Medicine, UMass Chan - Baystate
Rosenthal	Lawrence	MD, PhD	Medicine
Tighe	Dennis	MD	Medicine
Ware	John	PhD	Population & Quantitative Health Sciences
Whalen	Giles	MD	Surgery
Wiss	Karen	MD	Dermatology

Award of Tenure

Last Name	First Name	Degree	Academic Department
Kelly	Megan	PhD	Psychiatry & Behavioral Sciences
Kim	Dohoon	PhD	Molecular, Cell and Cancer Biology
Lin	Honghuang	PhD	Medicine
Mitchell	Amir	PhD	Systems Biology
Seddon	Johanna	MD, ScM	Ophthalmology and Visual Sciences
Tjia	Jennifer	MD, MSCE	Population & Quantitative Health Sciences
Quinton	Lee	PhD	Medicine
Xiang	Yang	PhD	Neurobiology

T. H. Chan School of Medicine Personnel Action Committee

Anil Chandrakar, MD - Medicine
Romolo Gaspari, MD, PhD - Emergency Medicine
Ben Gerber, MD, MPH - Population & Quantitative Health Sciences
Madelyn Hicks, MD, FRCPsych – Psychiatry & Behavioral Sciences
Kristen Matteson, MD - Obstetrics & Gynecology
James Munro, PhD - Microbiology
Lori Pbert, PhD- Population & Quantitative Health Sciences
Muthalagu Ramanathan, MD – Medicine

Tan Chingfen Graduate School of Nursing Personnel Action Committee

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

Tenure Committee

Neil Aronin, MD – Medicine (Chair)
Silvia Corvera, MD - Program in Molecular Medicine
Charles Emerson, PhD - Neurology
Patrick Emery, MD - Neurobiology
Rachel Gerstein, PhD- Microbiology
Andrei Korostelev, PhD - RNA Therapeutics Institute
Francesca Massi, PhD - Biochemistry & Molecular Pharmacology
Oliver Rando, PhD - Biochemistry & Molecular Pharmacology
Milagros Rosal, PhD - Population & Quantitative Health Sciences
Anthony Rothschild, MD – Psychiatry & Behavioral Sciences
Susan Swain, PhD - Pathology
Chinmay Trivedi, MD, PhD - Medicine
Scot Wolfe, PhD - Molecular, Cell & Cancer Biology
Hyun Youk, PhD- Systems Biology

**Thank you
for your
service!**

Gender Equity

New Leadership *(roles assumed during AY25)*

Pamela McDonough, CPA

Assistant Vice Chancellor of Finance, ForHealthConsulting

Jessica Carpenter, MS, RD, LDN

Associate Executive Vice Chancellor of Market Growth & Transformation, ForHealthConsulting

Sheida Sharifi, MD, PhD

Chair of Pathology, UMass Chan- Lahey

Kate Fitzgerald, PhD

Director, Program in Innate Immunity

Sharon Cantor, PhD

Director, Program in Genome Integrity

Sarabeth Broder-Fingert, MD, MPH

Director, Eunice K. Shriver Center

Daryl Bosco, PhD

Associate Vice Chair of Research, Neurology

Mary-Alice Abbott, MD, PhD

Vice Chair for Academic Affairs, Pediatrics

Michelle Kelliher, PhD

Executive Vice Chair, Molecular, Cell & Cancer Biology

Jennifer Adair, PhD

Vice Chair, Genetics and Cellular Medicine

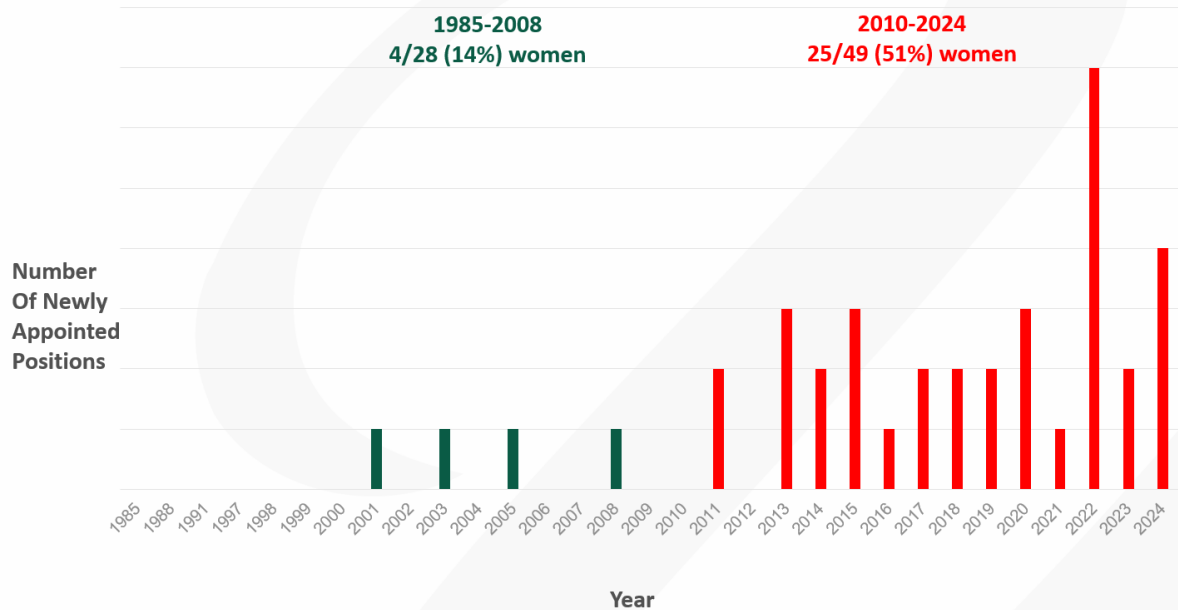
Susan Wilcox, MD

Vice Chair for Academic Affairs, Medicine- Lahey

Mara Kunst, MD, MS

Vice Chair for Academic Affairs, Radiology- Lahey

Total Endowed Positions Held by Women



A.M. Barrett, MD

Endowed Chair- UMass Memorial Chair in Neurology

Daryl Bosco, PhD

Endowed Chair- Paul J. DiMare Chair in Neurodegenerative Disease

M. Diane McKee, MD, MS

Endowed Chair- UMass Memorial Ledwith Chair in Family & Community Medicine

Dorothy Schafer, PhD

Endowed Chair- UMass Chan Medical School Chair in Biomedical Research I



Women's Faculty Committee Awards

CHRISTINE K. CASSEL, MD '76 FACULTY SCHOLAR AWARD

Tara Kumaraswami, MD, MPH

Associate Professor, Department of Obstetrics & Gynecology

EARLY CAREER ACHIEVEMENT IN SCIENCE AND HEALTH AWARD

Jamie Faro, PhD, MS

Assistant Professor, Department of Population & Quantitative Health Sciences

EXCELLENCE IN CLINICAL SERVICE AWARD

Abita Raj, MD

Assistant Professor, Department of Psychiatry & Behavioral Sciences

OUTSTANDING COMMUNITY SERVICE AWARD

Wynne S. Morgan, MD

Assistant Professor, Department of Psychiatry & Behavioral Sciences

OUTSTANDING MENTORING AWARD

Kristen Matteson, MD, MPH

Professor, Department of Obstetrics & Gynecology

SARAH STONE EXCELLENCE IN EDUCATION AWARD

Vandana Nagpal, MD

Associate Professor, Department of Medicine

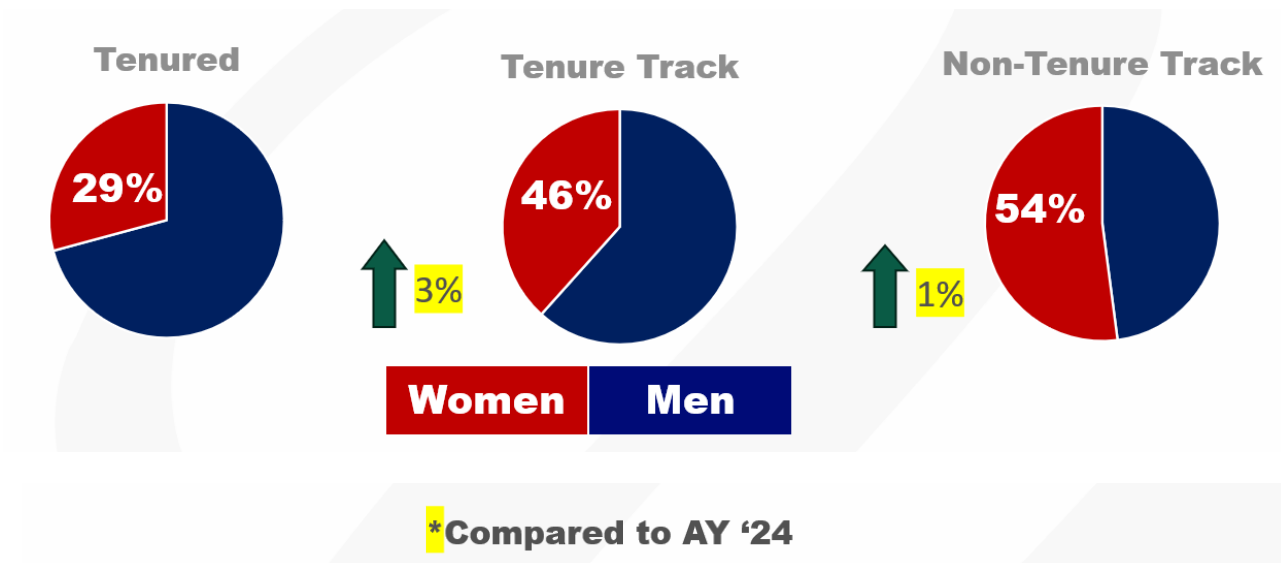
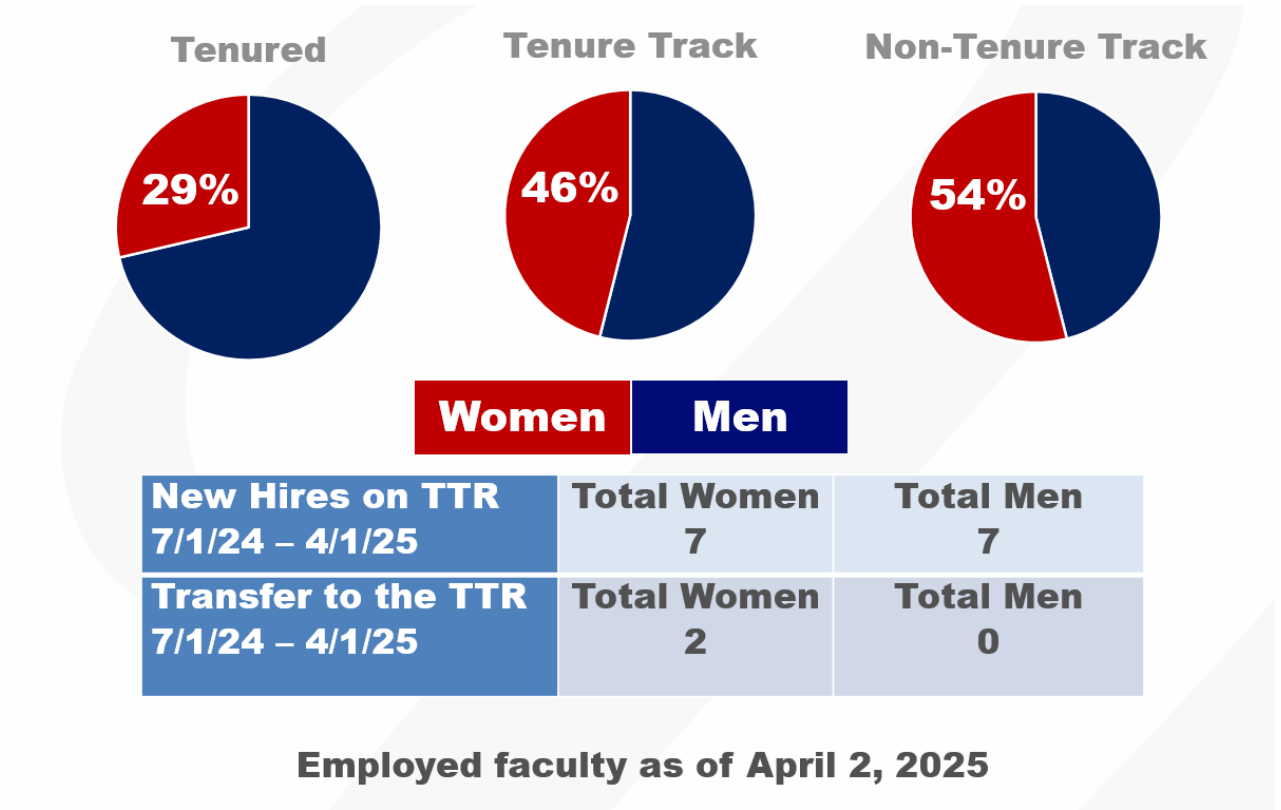
SCIENCE AND HEALTH ACHIEVEMENTS AWARD

Amy Walker, PhD

Associate Professor, Program in Molecular Medicine



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



Faculty Development

Message from the Associate Vice Provost

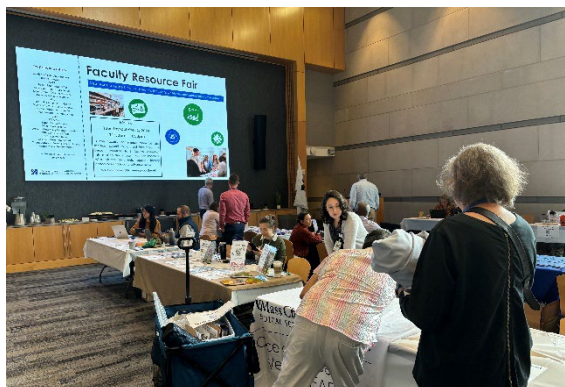


Your faculty appointment comes with a wide array of support and professional development opportunities. We want every faculty member of the UMass Chan Medical School to be able to access the information, programming, and resources they need to achieve their academic and scholarly goals. Faculty support, recognition, and communication are the tenets of our office!

In AY25 we met with many of you to discuss your plans for academic advancement, for scholarly projects, and for taking on new and exciting leadership roles. It was great to see you either virtually or in person at one of our many programs and to hear about all of the wonderful accomplishments of our faculty! Thank you for a wonderful and productive year.

Emily Green, PhD, MA

Associate Vice Provost for Faculty Development



Faculty Development Program List

See program highlights on subsequent pages

Academic Faculty Success- A three-session program on the academic promotions process and criteria

Advance- A monthly faculty development series covering a wide range of relevant topics

DPAC Trainings- Training sessions for department personnel action committees

Faculty Resource Fair- An event designed to connect faculty with UMass Chan resources

Interfolio Trainings- Trainings to support the adoption of an online platform for faculty Annual Performance Reviews

Junior Faculty Development Program (JFDP)- A longitudinal cohort-based program covering foundational topics for early-career faculty

New Faculty Orientation (NFO)- Information sessions for new UMass Chan faculty

New Faculty Reception- A welcome session for new UMass Chan faculty

Peers for Promotion (PFP)- A program to support the academic advancement of faculty at the Assistant Professor rank

Summer Intensive for Presentation

Skills (SIPS)- A program to improve the design and delivery of academic presentations

Summer Scholarship Writing Circles- A peer accountability program to support faculty scholarship

Talk Review & Feedback Service- A free service for faculty who want feedback on academic presentations

Vice Chair Incubator Program (VIP)- A leadership skills coaching program

Women's Faculty Committee (WFC) programs-** Programming of the WFC including informational sessions on Women's History Month and Women's Health

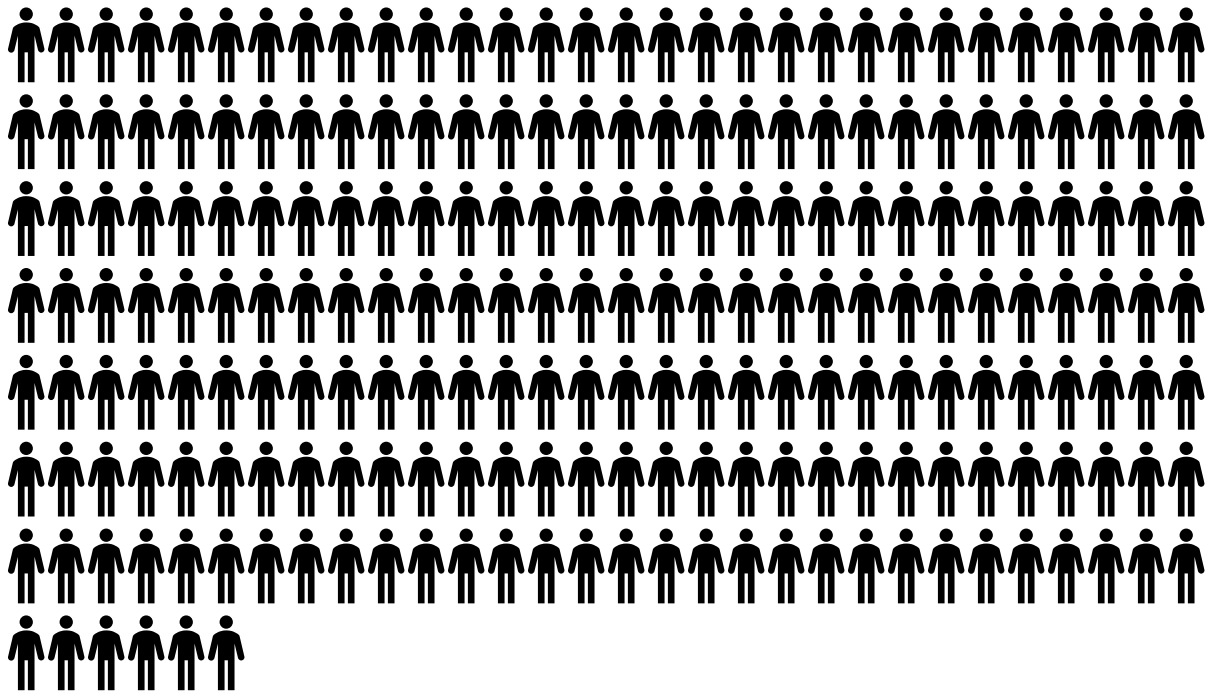
Women's Professional Pods Program (WP3)- A peer mentoring program for women in healthcare**

***OFA programs are open to all faculty regardless of gender or gender identity*

Advance

The **Advance** program is a monthly faculty development series designed to address a wide range of areas relevant to the role of an academic faculty member. This year **Advance** consisted of eight sessions on topics that included faculty advocacy, scholarly writing, managing conflict and privilege, and retirement considerations. Participants included faculty from all three schools and campuses.

Total faculty attendance across 8 sessions = **216**



The **Advance** series is well received by faculty with evaluations indicating that excellent presenters deliver highly relevant information as part of the program!

“Great tips about writing a specific aims page that I will use for my own work and for mentoring students.”

Faculty participant: The Anatomy (and Physiology) of a Specific Aims Page

“The organization of the session was fantastic. I appreciated the logical flow of the material, and felt I got something out of each section... The choice of topics was perfect for my level (novice), but also seemed to do well for people with more experience in leading workshops.”

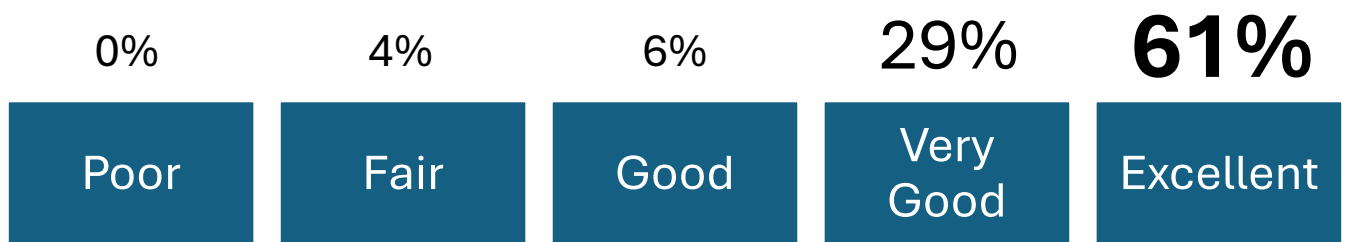
Faculty participant: Workshops 101

“One of the most practical sessions I've attended.”

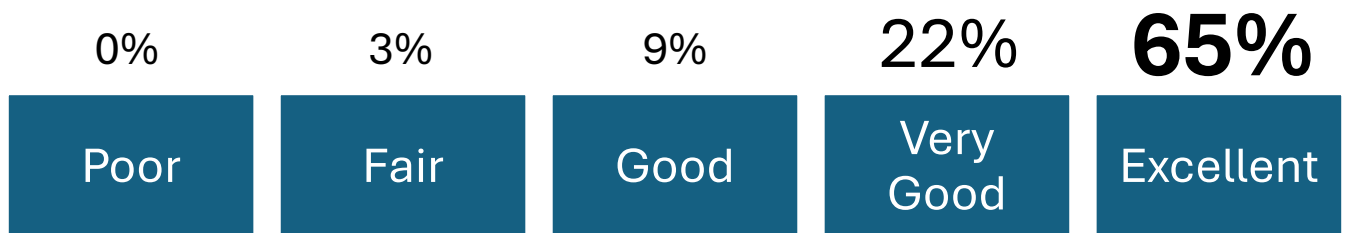
Faculty participant: Managing Power & Privilege in the Classroom

Evaluation data across AY25 sessions

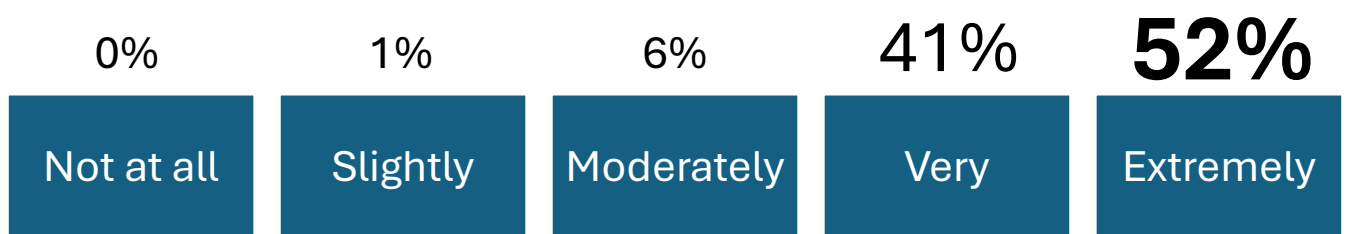
Overall session quality



Quality of session presenters



Relevance of session content



Junior Faculty Development Program

The **Junior Faculty Development Program (JFDP)** is an intensive, year-long faculty development program designed to address the needs of junior faculty and provide a foundation for their success. The **JFDP** consists of two components- a comprehensive curriculum including research, education, and career development topics, and a scholarly project conducted under the guidance of a senior faculty mentor.

AY25 participant projects included (among other innovative work):

- *Wilderness Medicine Elective Curriculum Design for Family Medicine Residents*
- *Implementation of Restorative Justice Practices to Promote Diversity, Equity, Inclusion, and Belonging in Nursing Education*
- *Development of a Cardiac Amyloid Center at UMass Memorial Medical Center: A Quality Improvement Initiative for Enhanced Screening and Early Detection of Cardiac Amyloidosis*
- *Exploration of Trained Immunity and Innate Immune Memory in NK Cells of Stable Kidney Transplant Recipients*
- *A Multifactorial Approach to Decreasing Hospital Length of Stay for Liver Transplant Recipients*

Program participants are selected through an application process which requires support from the candidate's department. Now in its 14th year at UMass Chan Medical School, **28** participants from **13 departments/schools** graduated from the program in 2025:

Department/School/Campus	Participants
Anesthesiology & Perioperative Medicine	1
Family Medicine & Community Health	1
Medicine	9
Microbiology	2
Neurology	2
Obstetrics & Gynecology	1
Otolaryngology	1
Pediatrics	1
Psychiatry & Behavioral Sciences	3
Radiology	4
Surgery	1
Tan Chingfen Graduate School of Nursing	1
UMass Chan- Baystate	1
Total	28

AY25 JFDP Participants

Elizabeth Aherne, DO
Mentor: Margret Chang, MD

Corey Costanzo, DO
Mentor: Jennifer Carey, MD

Jennifer Coukos
Mentor: Christine MacGinnis, DO

Jason Crowther, MD, PhD
Mentor: Kimberly Fisher, MD

Annie Ferris, MD
Mentor: Jerry Gurwitz, MD

Isha Gujrathi, MD
Mentor: Sarah Cutrona, MD, MPH

Shruti Hegde, MD
Mentor: M. Diane McKee, MD, MS

Lourah Kelly, PhD
Mentor: Edwin Boudreaux, PhD

Judith Kempfle, MD
Mentor: Jung Ae Lee, PhD

Shrinkhala Khanna, MD
Mentor: Alok Kapoor, MD

Ashwini Kulkarni, MD, DNB, FRCR
Mentor: Anne Larkin, MD, FACS

Rocky Lai, PhD
Mentor: Neal Silverman, PhD

Robert Le, MD, MBA, MS
Mentor: Philip Day, PhD

Ningcheng (Peter) Li, MD
Mentor: Kevin Donahue, MD

Thin Malatesta, PhD, RN
Mentor: Lynn Hernandez, PhD

Mario Meza-Segura, PhD
Mentor: Ann Moormann, PhD, MPH

Sarah Palmer, MD
Mentor: Suzanne Mitchell, MD

Veronica Peschansky, MD, PhD
Mentor: Chinmay Trivedi, MD, PhD

Matthew Petersile, MD
Mentor: Karim Alavi, MD, MPH

Heidi Putney, PhD
Mentor: Daniel Mullin, PsyD, MPH

Dheera Reddy, MD
Mentor: J. Aaron Scott, DO

Erich Renner, MD
Mentor: Josephine Fowler, MD

Brian Smiley, MD
Mentor: Paul Rava, MD

Deepika Sundararaj, MD
Mentor: Marlina Duncan, EdD

Sudipta Tripathi, PhD
Mentor: Ann Rothstein, PhD

William White, MD
Mentor: Melissa Fischer, MD, Med

Emily Wu, MD
Mentor: Kriti Mittal, MD

Abena Yankah, MD
Mentor: Vandana Nagpal, MD



New Faculty Orientation

New Faculty Orientations (NFOs) are held three times each year in September, January and May. These virtual sessions welcome new faculty and give participants a chance to hear from institutional leadership about UMass Chan Medical School. They include breakout rooms in which faculty can interact with offices that support essential faculty work. Breakout rooms are facilitated by representatives from the Lamar Soutter Library, the Institutional Review Board, the Wellness Office and more!

In AY25, **81** faculty from **21 departments/schools/campuses** participated in the three sessions.

Department/School/Campus	2024-25 Participants
Biochemistry & Molecular Biotechnology	2
Emergency Medicine	1
Family Medicine & Community Health	3
Genomics & Computational Biology	3
Medicine	18
Microbiology	2
Neurobiology	1
Neurology	2
Obstetrics & Gynecology	1
Orthopedics & Physical Rehabilitation	1
Pathology	4
Pediatrics	5
Population and Quantitative Health Sciences	5
Program in Molecular Medicine	2
Psychiatry & Behavioral Sciences	10
Radiation Oncology	1
Radiology	6
Systems Biology	2
Tan Chingfen Graduate School of Nursing	3
UMass Chan- Baystate	1
UMass Chan- Lahey	8
Total	81

Sample Agenda

New Faculty Orientation

May 19, 2025

AGENDA

- 9:00-9:25am **Welcome and Overview of UMass Chan Medical School Faculty**
Mary Ahn, MD
Vice Provost for Faculty Affairs
Professor of Psychiatry and Pediatrics
- 9:25-9:35am **Diversity and Inclusion at UMass Chan Medical School**
Marlina Duncan, EdD
Vice Chancellor for Diversity and Inclusion; Chief Diversity Officer
- 9:35-9:45am **Diversity, Representation and Inclusion for Value in Education (DRIVE)**
William Jesdale, PhD Priscilla Gazarian, PhD, CNS, RN, FAAN
Assistant Professor, PQHS *Professor, Tan Chingfen Graduate School of Nursing*
- 9:45-9:55am **BREAK**
- 9:55-10:15am **Overview of Faculty Appointments and Promotion**
Emily Green, PhD, MA
Associate Vice Provost for Faculty Development
- 10:15-10:30am **Closing Remarks**
Terence R. Flotte, MD
Provost and Executive Deputy Chancellor, UMass Chan Medical School
Dean, Celia and Isaac Haidak Professor and Professor of Pediatrics, T.H. Chan School of Medicine
- 10:30-11:30am **Breakout Sessions: 1 (10:30-10:50am), 2 (10:50-11:10am) & 3 (11:10-11:30am)**

**Center for Clinical & Translational Science *DRIVE *Foundation Relations & the Advancement Office *Grants & Contracts Administration *Institutional Research, Evaluation & Assessment *IRB Office *Lamar Soutter Library *Office of Well-Being *Research Core Administration *Women's Faculty Committee *Human Resources *Investigator Career Advancement Program (iCAP) *Admissions Committee *Women's Professional Pods Program*



Michael Collins, MD, FACP



Terence Flotte, MD



Marlina Duncan, EdD

Peers for Promotion

The **Peers for Promotion (PFP)** program is a longitudinal cohort program designed to support, motivate, and prepare faculty at the Assistant Professor level for the promotions process.

This year **PFP** consisted of four in-person sessions that covered CV development and maintenance, Areas of Distinction, scholarly productivity, narrative statements, demonstration of educational effectiveness, and letters of evaluation. **Fifteen** faculty from **nine departments** participated in the program in 2025. Over the past three years, **43 faculty** from **14 departments/schools** have participated.

Department/School/Campus	2025 Participants	2023-2025 Participants
Emergency Medicine	0	3
Family Medicine & Community Health	1	3
Medicine	7	15
Neurology	0	2
Ophthalmology & Visual Sciences	1	2
Orthopedics & Physical Rehabilitation	1	1
Pathology	1	1
Pediatrics	1	5
Population and Quantitative Health Sciences	1	1
Psychiatry & Behavioral Sciences	1	5
Radiology	0	1
Surgery	1	2
Tan Chingfen Graduate School of Nursing	0	1
Urology	0	1
Total	15	43

Summer Intensive for Presentation Skills

The **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 evidence-

based presentations. Now in its second year, SIPS recently graduated **nine** faculty from **five** departments.

2025 Participants:

First Name	Last Name	Academic Rank	Department
Hawa	Abu	Assistant Professor	Medicine
Ravi	Bharadwaj	Assistant Professor	Medicine
Jennifer	Bradford	Assistant Professor	Family Medicine & Community Health
Ratna	Chaturvedi	Instructor	Neurobiology
Michael	Ennis	Professor	Family Medicine & Community Health
Georgina	Nouaime	Assistant Professor	Medicine
Izuchukwu	Okafor	Assistant Professor	Radiology
Mayu	Runge	Assistant Professor	Medicine- Baystate
Ravinder	Wali	Associate Professor	Medicine

Participant evaluations indicate that the program is highly regarded and very useful.

“I learned a lot more than I expected from my peers. The didactics were incredibly illuminating and will change how I view any presentation going forward. The keynote was entertaining and reinforced what we had been learning in the previous 2 days.”

Faculty participant in SIPS 2025

“It was helpful to see how a good presenter conducts a lecture, but also to learn about the steps involved to get there - and to actually experience this from the beginning to the end (presenting). This was an experience that helped me with my confidence and the ability to improve my future slides.”

Faculty participant in SIPS 2025

“It's really hard to pick the 'most useful' (part of the program) as they were all related, equally important and consolidated each level of knowledge.”

Faculty participant in SIPS 2025



Vice-Chair Incubator Program

The **Vice-Chair Incubator Program (VIP)** is a coaching program led by Dr. Mary Ahn for UMass Chan leaders at the Vice-Chair (or equivalent) level with a focus on emotional intelligence and team-building skills.

2025 Cohort

Christopher Ito, MD

Associate Professor, Department of Otolaryngology

Rita Khodosh, MD, PhD

Associate Professor, Department of Dermatology

Jeanne Cawse-Lucas, MD

Professor, Department of Family Medicine & Community Health

Deborah Blazey-Martin, MD, MPH, FACP

Associate Professor, Department of Medicine

Marci Jones, MD

Associate Professor, Department of Orthopedics Surgery & Rehabilitation

Daryl Bosco, PhD

Professor, Department of Neurology and Biochemistry & Molecular Biotechnology

Phoebe Moore, PhD

Associate Professor, Department of Psychiatry & Behavioral Sciences

Faculty participants indicate that the program content and format are highly useful in the development of their leadership skills.

“One of the nice things about the longer conversation was pulling the skills that we learned in previous weeks into practice in this case. I appreciate the reminders to approach conversations with curiosity and being empowered to put performance goals into the APR.”

Faculty participant in the VIP

“I appreciated the intent vs impact approach to behaviors, and can use it anywhere (not just work!) And it is always helpful to hear how peers work with their teams, so all of the conversation was rich with learning opportunities and approaches to try in my own leadership.”

Faculty participant in the VIP

“It was helpful that space was made for the current acute stressors facing the Vice Chairs and the School more generally. I also love the reminder of the coach-like approach to leading, I think it's very powerful and also respectful, leads to a positive growth environment.”

Faculty participant in the VIP



Women's Professional Pods Program

The **Women's Professional Pods Program (WP3)** was developed by Dr. Jeannette Wolfe, the 2023 Joy McCann endowed Professor of Women in Medicine at UMass Chan. The mission of **WP3** is to create an intentional space for professionals in medicine and science to enhance their networks and support systems.

The **WP3** currently includes **156** members, organized into **10** pods.

Pods include **3** at Baystate, **3** at Lahey, and **4** in Worcester.

The program has successfully hosted two pod weeks- one in April and one in June. Each pod week was complemented by a professional development podcast featuring interviews that showcased the expertise of women across the UMass Chan Medical campuses.



Jeannette Wolfe, MD

