

VPFA Updates

*Executive Council
November 20, 2025*



APR- Sundowning Interfolio:

Endorsed by Interfolio Governance Committee and Chairs Council:

- Effective 1/1/26
- Separate needs into 2 systems:
 - 1) APR: Create a homegrown system in cooperation with IT and ACES2
 - 2) A/P/T: Scan the marketplace for current faculty management systems

These will be conducted in partnership with the Interfolio Governance Committee

Annual Performance Reviews: c2024



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:	<input type="text"/>	To:	<input type="text"/>
Name:	<input type="text"/>	Date:	<input type="text"/>
Department:	<input type="text"/>	Division:	<input type="text"/>
Rank:	<input type="text"/>	Years in Present Rank:	<input type="text"/>

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

<input type="text"/>
<input type="checkbox"/> Satisfactory <input type="checkbox"/> Unsatisfactory; If "U" include in section 12 <input type="checkbox"/> 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).

<input type="text"/>
<input type="checkbox"/> Satisfactory <input type="checkbox"/> Unsatisfactory; If "U" include in section 12 <input type="checkbox"/> N/A

Next Steps:

- Remind faculty to download (if they haven't already) from Interfolio, their completed APRs
- Batch APRs to academic departments, GSN, Dean's office
- Weekly Open Office Hours: Thursdays at Noon

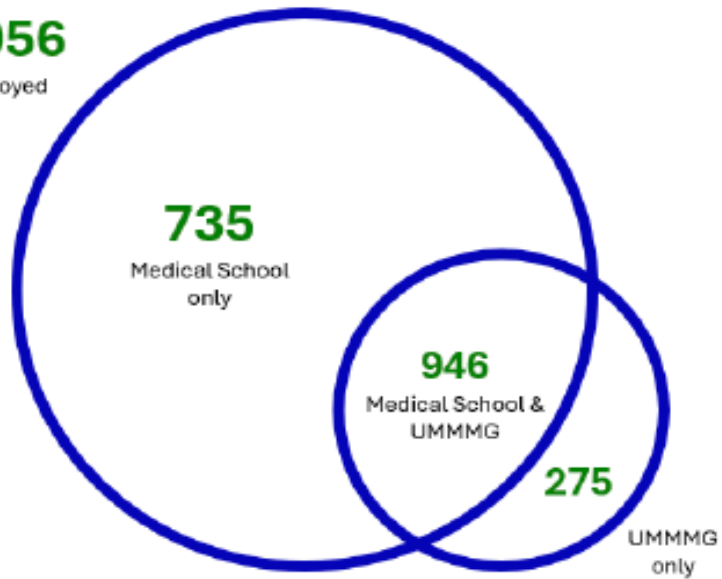
Now Available: OFA Annual Report AY25



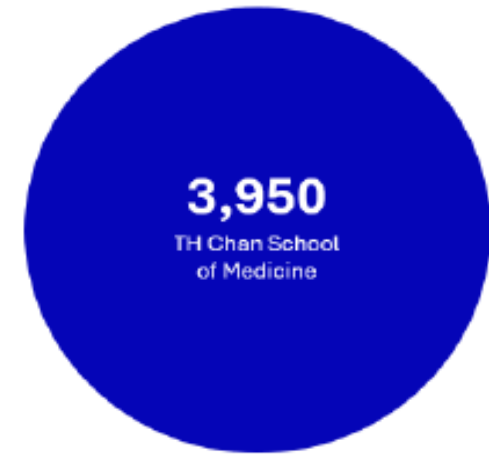
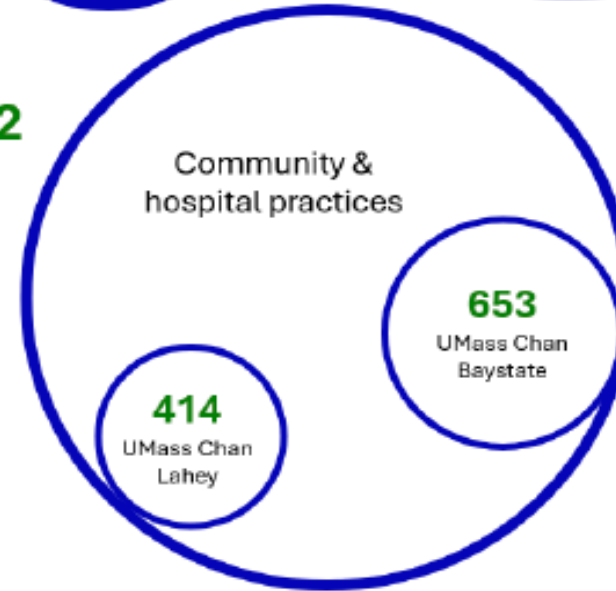
Fast Facts

4,198 Faculty

1,956
Employed



2,242
Affiliate



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OFA Annual
Report AY25

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

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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

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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

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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!**

Faculty Support: Central website



This page has been created to share the most up-to-date administrative guidance with faculty, academic administrators and other members of the UMass Chan community during this uncertain time. Updates will be added as needed. Questions should be directed to the relevant office (e.g. Office of Faculty Affairs or Human Resources) or emailed to advancingtogether@umassmed.edu.

 [Guidance on budgets and related questions](#)

 [Federal orders, actions and legal updates](#)

 [FAQs and resources for faculty](#)

 [Recent leadership announcements](#)

 [Information about NIH grant administration and funding](#)

 [Manager resources, EAP and more](#)

 [International travel advice](#)

 [Immigration & border policy special bulletin](#)

(login credentials required)



Faculty Development- Upcoming



****NEW**** Legal Updates on Anti-Discrimination Law

December 9 | 5:30-6:30pm

Presenter: Karen Laisne, Associate Counsel in the UMass Office of the General Counsel

Be informed during these complicated times of change! This (virtual) presentation will review state and federal anti-discrimination law as it applies to the University. In addition, the webinar will briefly assess relevant executive orders, related guidance issued by the Commonwealth, and associated litigation.



Karen Laisne, JD

Associate Counsel, University of Massachusetts



Faculty Development- Upcoming



Advocacy 101 for Healthcare Professionals

December 16 | 12:00-1:00pm

Presenter: Manju Mahajan MD, FAAFP; Assistant Professor of Family Medicine & Community Health

Healthcare professionals are uniquely positioned to influence change, not only at the bedside, but also at the systems and policy level. Yet many clinicians feel unprepared or intimidated by the idea of “advocacy,” assuming it requires political expertise or significant time investment. In today’s healthcare environment, marked by widening disparities, structural inequities, and rapidly shifting policies, clinician advocacy is more critical than ever. This session will empower faculty to embrace their roles as advocates by framing advocacy as a core element of professionalism and patient care. My aim is to normalize advocacy as a practical, sustainable, and essential part of modern medical and nursing practice and to inspire a generation of faculty and trainees to lead with purpose beyond the exam room.



Manju Mahajan, MD, FAAFP
Assistant Professor of Family Medicine & Community Health



Faculty Development- Upcoming



****NEW** Developing a Career as an Educator: Creating the History of your Future**

December 17 | 12:00-1:00pm
In-Person, Medical School S1-123
Presenter: Stacy Potts, MD, MEd

This workshop is designed for dedicated educators—aspiring, new, or experienced—ready to take control of their professional journey. Walk away from this session not just with a plan, but with the courage, clarity, and community you need to build a career that truly matters—one that will be a compelling history for the generations you inspire. If you are wondering what your next steps are as an educator at UMass Chan Medical School or beyond, this workshop will help you imagine your path and identify actionable steps to advance your trajectory as an educator.

Co-sponsored by the Office of Faculty Affairs and the Health Education Academy for Leadership & Learning (HEALL), this workshop is part of a Core Series designed to support faculty in their educational endeavors and to help hone their instructional skills.



Stacy Potts, MD, MEd
Professor of Family Medicine & Community Health

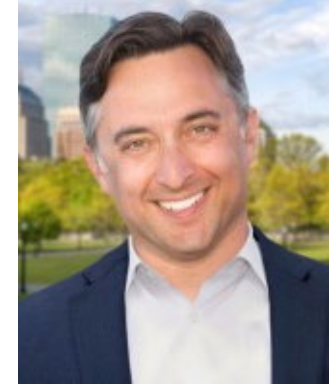


Faculty Development- Applications Due

2026-27 cohort of the **Vice Chair Incubator Program**- A leadership skills course for faculty at the Vice Chair level



Mary Ahn, MD
VIP Program Director



Robb Schachter, PsyD
VIP Program Co-Director



Office of Faculty Affairs



Vice Chair Incubators Program

Program Overview

The Vice Chairs Incubator Program (VIP) accepted its first cohort in 2025. The longitudinal program provides vice chairs (or equivalent leaders) an opportunity to participate in leadership coaching to target executive leadership skills in emotional intelligence and people management.

All participants participate in co-facilitated group leadership coaching and also have an opportunity to receive 1:1 executive coaching assessments by coach Robb Schachter (UMass Chan Human Resources).

Curriculum

Each cohort consists of 8 faculty participants. In addition to receiving 1:1 and group coaching, the cohort will view monthly virtual seminars designed in the "flipped classroom" model. Participants will prepare for each session by watching 1-2 brief recorded presentations by content experts on various topics, about 10 minutes in length. Topics include developing high performance teams, understanding and managing unprofessional behavior, and communication and negotiation skills. The participants will have visibility with senior leadership at UMass Chan.



Applications
by invited
faculty due
November 21

Faculty Development- Applications due

2026 cohort of **Equip**- A communication skills course for mid-career faculty



Office of Faculty Affairs



Equip Program

Mid-career women faculty need strong, versatile communication skills to navigate high-stakes presentations, meetings, interviews, and negotiations to achieve their career goals and strengthen the joy and meaning of their work. They are often cornerstones of clinical, research and educational programs yet face obstacles to career advancement^[1] and suffer higher rates of burnout and lower job satisfaction.^[2]

The Equip program brings these faculty together for peer-coaching and skills-based practice of workplace communication that advances their immediate and future career goals. Participants in our 2023 and 2024 programs saw improvement in their communication skills (see results below) and gave this feedback:



Jennifer Reidy, MD, MS, FAAHPM
Equip Program Director



Emily Green, PhD, MA
Equip Program Co-Director



Applications
by nominated
faculty due
December 1

We want to communicate with you!

Forwarding your @umassmed.edu emails

HOW TO: Forward UMass Chan Medical School emails to a different email address

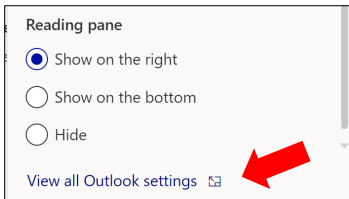
1. Go to Outlook on the web (you cannot do this using the Outlook app) <https://outlook.live.com/owa/> and sign in using your UMass Chan Medical School email address (@umassmed.edu).

Forgot your UMass username or password? Contact the Help Desk: (508) 856-8643 or umasschanhelpdesk@umassmed.edu

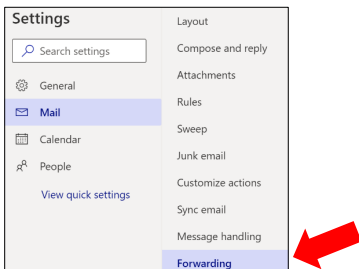
2. Once in your email account, click on the Settings gear located in the top right corner of the screen.



3. Click "View all Outlook settings" at the bottom of the menu.



4. Under Mail settings, choose "Forwarding"



Changing your preferred email

HOW TO: Change how UMass Chan Medical School communicates with you

1. Check your faculty profile. <https://profiles.umassmed.edu/search/>



2. Check the email address listed on your profile. This email is the one UMass Chan uses to send out important information, opportunities, and resources. If this email address is not one that you check regularly, request a change.



<https://www.umassmed.edu/ofa/about/newswire>