

# VPFA Updates

*Executive Council*  
*January 16, 2025*



# Chancellor's Medals

*Nominations Reminder*

**Submission Deadline: January 31, 2025**



## Nomination requirements and timeline

Initial nominations **due Jan 31, 2025**:

- Nominee's CV
- One-page nomination

The selection committees will choose finalists and contact the nominators by end of February 2025.

Final nomination packets will be due March 28, 2025.

The Chancellor, will announce the medal recipients at the 2025 Convocation/Investiture Ceremony.

Materials in excess of that which is requested will not be considered.

[facultyaffairs@umassmed.edu](mailto:facultyaffairs@umassmed.edu)



# **Interfolio Update: Supporting our Faculty and Departments**

Mary Ahn, MD

Vice Provost for Faculty Affairs

Professor of Psychiatry and Pediatrics



**UMass Chan**  
MEDICAL SCHOOL

# APR Issues- Faculty

- Word document formatting is too cumbersome
- 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- Chair- Faculty)

# Interfolio: Online Faculty Management System

- After initial implementation, it 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

- Spring 2023- current:  
Interfolio Design and Implementation
- **January-February 2025:**  
**Faculty and Administrator Trainings**  
**Open Office hours**
- Feb 2025- May 2025:  
APRs for School Faculty
- June 2025- Sept 2025:  
APRs for Med Group/Dual Doc Faculty\*

*\*Additional trainings will be offered in spring/summer before clinical faculty APRs are due*



# Faculty Development- *APR Trainings*



## Transforming the APR Process: Training for Faculty

Jan 27 | 12:00-1:00pm

The Office of Faculty Affairs is offering a live virtual training for faculty to ensure that everyone is comfortable with the new annual performance review system. *Please note: Additional sessions will be scheduled in spring in advance of the APR process for **clinical** faculty (those who are required to complete a UMass Chan APR).*



No registration necessary

# Faculty Development- *APR Trainings*



## Transforming the APR Process: Training for Chairs & Supervisors

Feb 3 | 12:00-1:00pm

The Office of Faculty Affairs is offering a live virtual training for Chairs and Supervisors to ensure that everyone is comfortable with the new annual performance review system. *Please note:*

*Additional sessions will be scheduled in spring in advance of the APR process for **clinical** faculty chairs and supervisors (of faculty who are required to complete a UMass Chan APR).*



*No registration necessary*

# Interfolio Trainings: Inclusive Learning!

In addition to LIVE Zoom trainings:

- Videotaped Zoom sessions
- Job Aid handouts online
- Mini videos on “helpful tips”
- Intuitive

OFA Open Office hours:

- Thursdays 12-1 pm via Zoom



# Interfolio: Academic Affairs

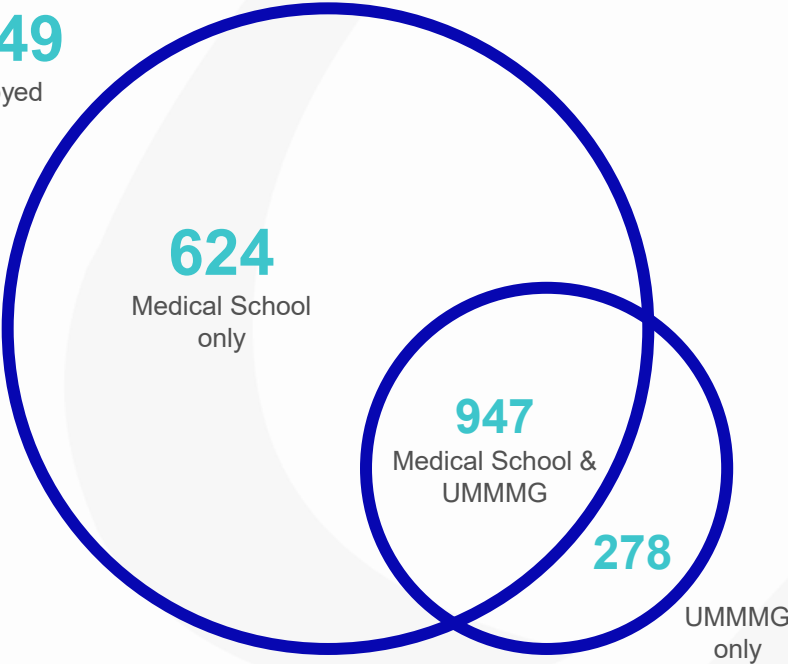
- Appointments
- Promotion
- Tenure



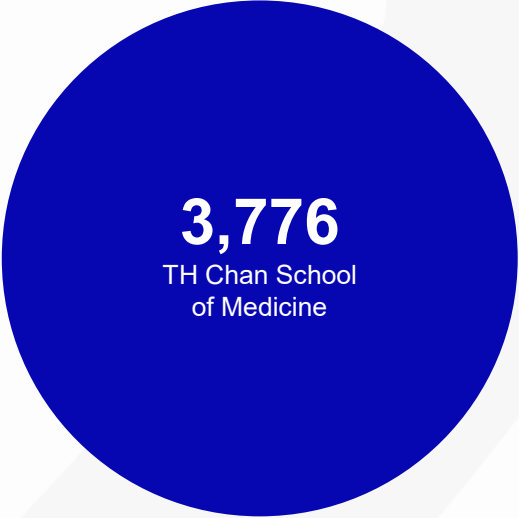
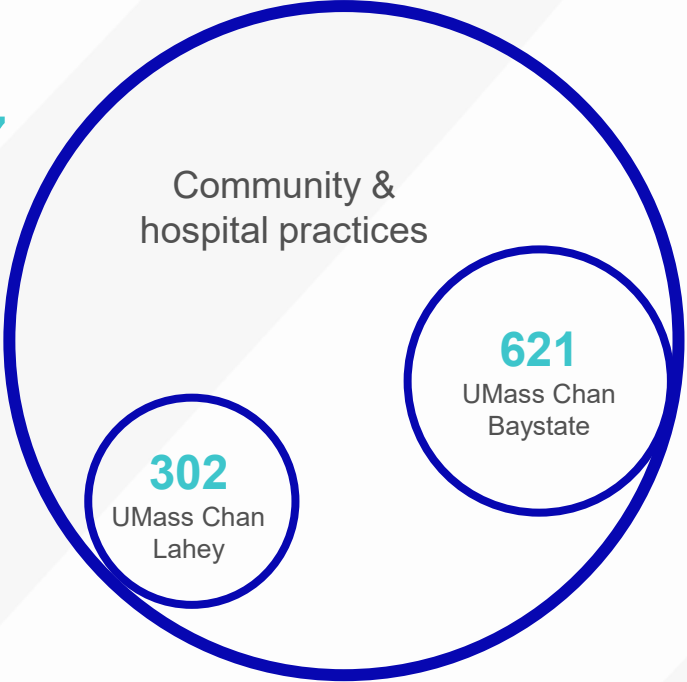
# Faculty Fast Facts

**4,005** Faculty

**1,849**  
Employed



**1,927**  
Affiliate



# UMass Chan- Interfolio Project Team

## Office of Faculty Affairs

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

**Janice Robert**  
Senior Academic Personnel Specialist

**Emily Green, PhD**  
Assoc Vice Provost, Faculty Development

## ACES2

**Brian Morante**  
Director, Informatics & Analytics

**Bill Lachapelle**  
Senior Technical Project Manager

**Robin Doughty**  
Senior Project Manager Analyst

## 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

## Leadership

**Mary Ahn, MD**  
Vice Provost for Faculty Affairs

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

**Greg Wolf/Bradley Schultz**  
Chief Information Officer and  
Deputy CIO  
Information Technology

# **Faculty Development – Save the Date**



# Faculty Development- Upcoming



## The Anatomy (and Physiology) of a Specific Aims Page

Jan 28 | 12:00-1:00pm

*Presenter: Dr. Justine Pinsky*

Many grants require a specific aims page, letter of intent, or equivalent that summarizes the goals and activities of your proposed research. The aims page is like the salesperson you send out to meet your potential customers. Make a good first impression, and they'll be eager to hear more. Make a bad first impression, and your funders will quickly move on to the next application. In this virtual session we will answer commonly asked questions. What components should be included? What should be left out? How should the information be organized? And, perhaps most importantly, how can you engineer your aims page to influence your readers?





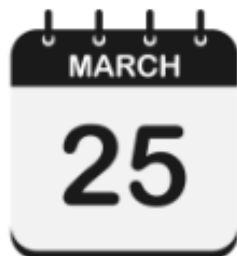
# Faculty Development- Upcoming



## Slide Make-Overs: Evidence-based presentation design

**Feb 25 | 12:00-1:00pm**

You do not need to be a graphic designer to make better slides! This annual session on presentation skills will be an opportunity for faculty to critique example slides. Together we will focus on improving communication of complex information, and facilitating understanding on the part of your audience. The session will showcase many before and after examples that are highly relevant to medical, nursing, and biomedical science education.



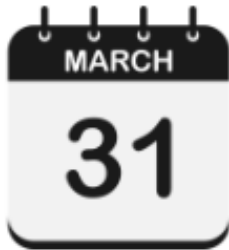
## Academic Advancement at UMass Chan

**March 25 | 12:00-1:00pm**

This virtual session will cover the basics of the promotions process here at UMass Chan. We will answer common faculty questions including what activities "count" toward promotion, how faculty can think strategically about their own advancement, and tips on putting together a "basic file" for review.



# Faculty Development- Upcoming



## Annual EMPOWER Summit

March 31 | 7:30am-1:00pm

*Be Bold: Gender and Professional Risk-Taking*

The focus of EMPOWER 2025 will be on gender and risk-taking. Hear from current leaders about their experience with risk and reward in their professional roles, and reflect on your own risk-taking skills! *Current and aspiring women leaders, leaders of other minoritized gender identities, and the individuals who mentor or sponsor them, are all welcome to attend.*

This event is in-person @UMass Chan Medical School; Faculty Conference Room



## Research Impact Reports

April 22 | 12:00-1:00pm

The UMass Chan Lamar Soutter Library has a number of resources and services to help faculty better understand and communicate the impact of their research. Come to this virtual session to hear about research impact reports, their importance for promotion, tenure and grant acquisition, and what the Lamar Soutter Library can do for you!



## WP<sup>3</sup>

WOMEN'S PROFESSIONAL PODS PROGRAM

### ***Who is eligible***

UMass Chan Faculty (including regional campuses)

Due 3/17/25



QR WP3 Video



QR Enrollment  
Survey

*Mission- create an intentional longitudinal space for professional women in medicine and science to enhance their networks and support systems while providing them with action-oriented skills focused on career advancement*

Jeanette Wolfe, MD  
Professor, Emergency Medicine  
UMass Chan- Baystate  
Joy McCann Professor



Connect.  
Create.  
Accelerate.