



UMass Chan
MEDICAL SCHOOL

Office of
Faculty Affairs

Annual Report 2025-2026

Faculty Affairs



Message from the Vice Provost

Dear Colleagues,

On behalf of the Office of Faculty Affairs (OFA), I want to take a moment to recognize the hard work, resilience, and support for one another that continue to define our UMass Chan faculty community. This past year has once again been a period of significant transformation across academic medicine, challenging medical schools nationwide to adapt, innovate, and remain resilient.

I am personally proud to be part of UMass Chan—an institution deeply committed to academic freedom and positioned at the forefront of scientific, educational, and clinical innovation. At the heart of academic freedom is a culture of inclusion: one that values and embraces the diverse knowledge, perspectives, experiences, and contributions of our more than **4,200 faculty members**.

At OFA, we continually strive to strengthen the ways in which we support our large and diverse faculty community. A strategic priority this year has been modernizing our annual performance review process. We have moved rapidly from a largely manual process to an electronic system and, most recently, to a more streamlined and workflow-friendly approach. This important work would not have been possible without the partnership of our IT team and the dedication of the APR Faculty Governance Group.

We also continue to expand OFA's role as a central hub for faculty professional and leadership development across UMass Chan and our clinical partners. I want to extend special thanks to **Drs. Emily Green, Jen Reidy, and Pranoti Mandrakar** for their unwavering commitment, creativity, and leadership in advancing these important efforts. Their work is helping to create meaningful opportunities for faculty at every stage of their careers.

Finally, I extend my heartfelt gratitude to **Provost Terry Flotte** for his unwavering support of OFA's vision to serve as a hub for faculty professional and leadership development at UMass Chan. We also look forward to partnering with **Chancellor David McManus**, whose history of faculty-centered leadership reflects a strong commitment to our faculty community.

The continued investment and partnership of our institutional leaders make it possible for OFA to advance its mission and, most importantly, to support the exceptional faculty who make UMass Chan what it is today. **Thank you for all that you do for our institution, our learners, our patients, and one another.**

With gratitude,

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. However, in AY26 the review process was temporarily frozen. Reviews will commence again in the 2026-2027 academic year.



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**

281

Faculty sessions

165

Chair/Supervisor consultations



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**

24

Academic advancement consultations

16

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

Howard J. Sachs, MD

Medicine



Chancellor's Medal for Distinguished Scholarship

Guangping Gao, PhD

Genetic and Cellular Medicine



Chancellor's Medal for Distinguished Clinical Excellence

Ellen H. Delpapa, MD

Obstetrics and Gynecology



Chancellor's Medal for Distinguished Service

Gregory A. Volturo, MD

Emergency Medicine



UMass Chan Faculty

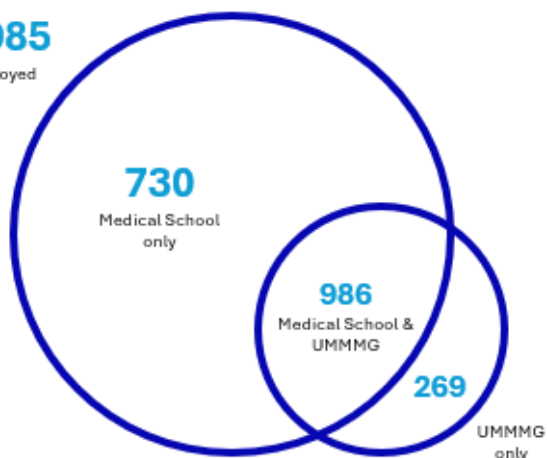
The Office of Faculty Affairs has oversight of the records of all of our **4,277** UMass Chan faculty.

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.

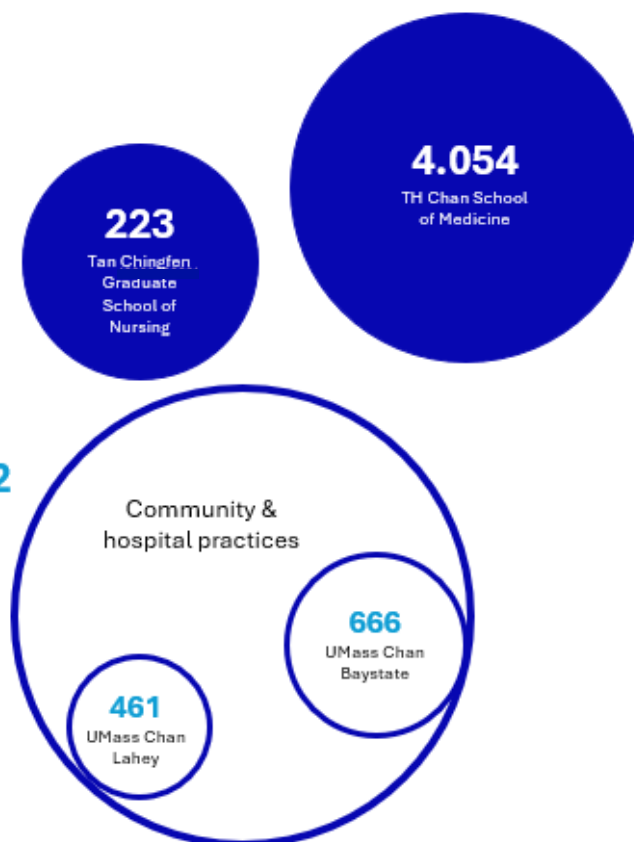
Fast Facts

4,277 faculty have UMass Chan Medical School appointments:

1,985
Employed



2,292
Affiliate



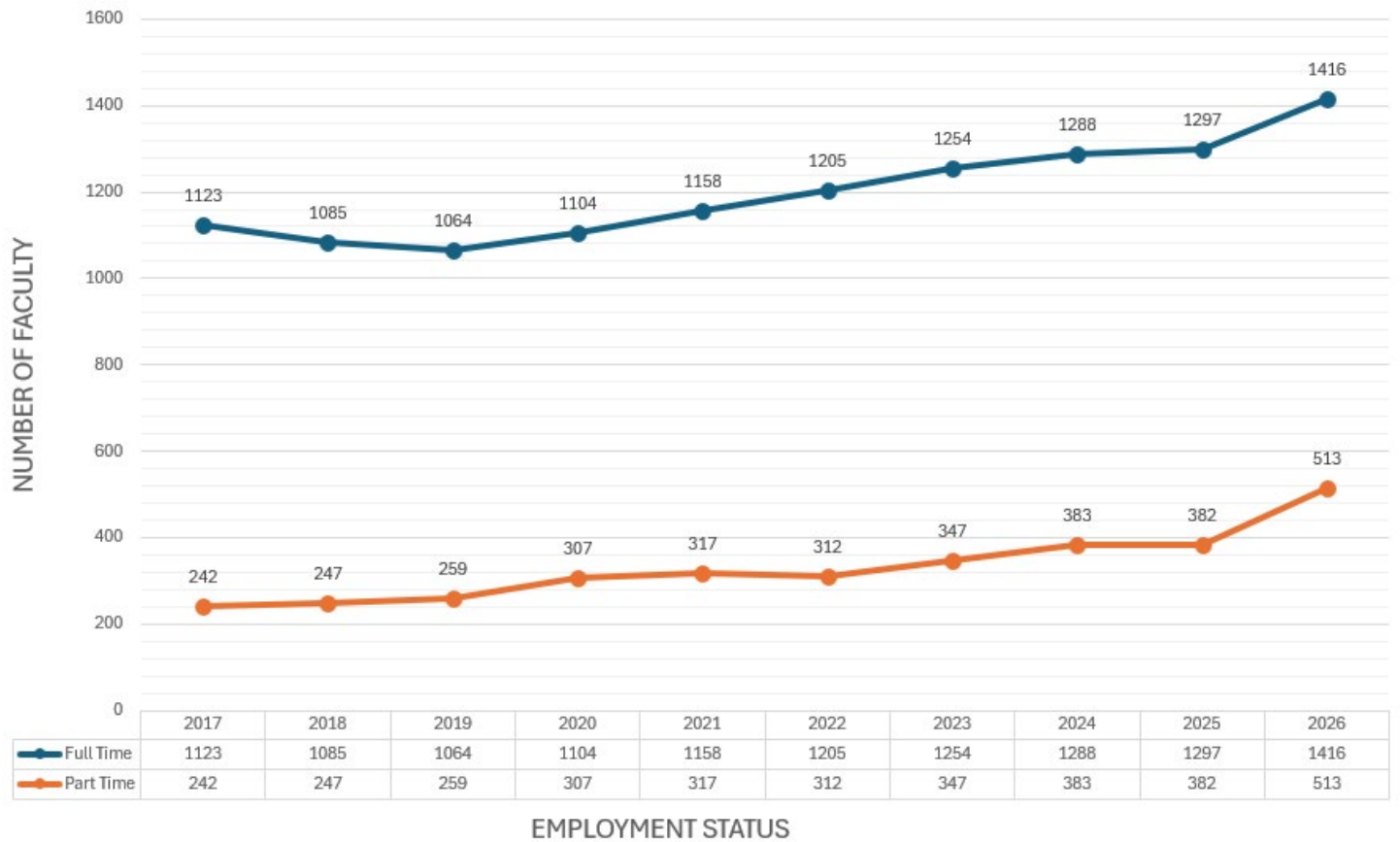
4,054
TH Chan School
of Medicine

223

Tan Chingfen
Graduate
School of
Nursing

As of 6/30/26

UMass Chan Employed Faculty Full Time and Part Time Ten Year Graph Data from yearly June 30th snapshots



Personnel Actions AY26

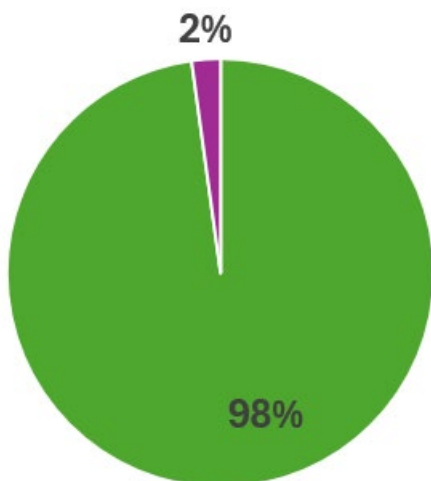
OFA processed **414** faculty appointments and **91** faculty promotions this year.

Faculty Appointments & Promotions by School & Campus

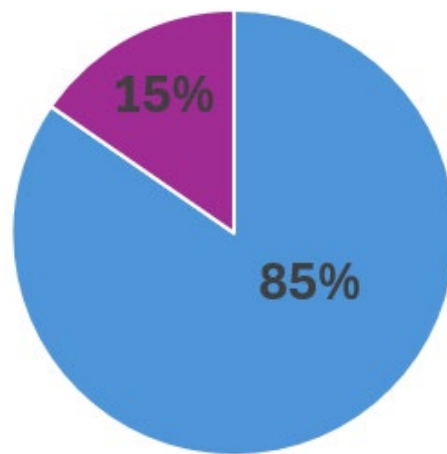
	Appointments	Promotions	Total
GSN	13	4	17
UMass Chan- Baystate	50	10	60
UMass Chan- Lahey	157	19	176
School of Medicine	194	58	252
Grand Total	414	91	505

Faculty Appointments & Promotions by Track

405 appointments were in the Non-Tenure Track and **9** were in the Tenure Track/Tenure.



77 promotions were in the Non-Tenure Track and **14** were in the Tenure Track/Tenure.

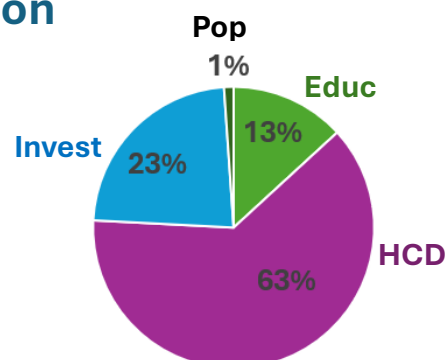


Faculty Promotions by Department

Assistant Professor		Professor	
Emergency Medicine	1	Anesthesiology	3
Medicine	1	Biochemistry & Molecular Biotechnology	1
Microbiology	1	Dermatology	2
Radiology	1	Emergency Medicine	3
Population & Quantitative Health Sciences	1	Family Medicine & Community Health	2
<u>Tan Chingfen Graduate School of Nursing</u>	<u>1</u>	Genetic & Cellular Medicine	1
Total	6	Medicine	4
Associate Professor		Microbiology	1
Anesthesiology & Perioperative Medicine	3	Neurology	1
Biochemistry & Molecular Biotechnology	1	Pediatrics	2
Dermatology	1	Program in Molecular Medicine	1
Emergency Medicine	1	Psychiatry & Behavioral Sciences	1
Family Medicine & Community Health	2	Radiology	2
Genetic & Cellular Medicine	1	Surgery	6
Healthcare Delivery & Population Sciences- Baystate	1	<u>Systems Biology</u>	<u>1</u>
Medicine	12	Total	31
Molecular, Cell & Cancer Biology	2		
Neurology	4		
Otolaryngology	1		
Pediatrics	5		
Population & Quantitative Health Sciences	1		
Program in Molecular Medicine	1		
Psychiatry & Behavioral Sciences	2		
Radiology	5		
Surgery	8		
<u>Tan Chingfen Graduate School of Nursing</u>	<u>3</u>		
Total	54		

Faculty Promotions by Area of Distinction

	Promotions	Total
Education	12	12
Health Care Delivery	57	57
Investigation	21	21
<u>Population Health & Public Policy</u>	<u>1</u>	<u>1</u>
Total	91	91



Other Personnel Actions

Emeritus Faculty AY25-26

Aronowitz	Terese	PhD, APRN,	Tan Chingfen Graduate School of Nursing
Boney	Charlotte	MD	Pediatrics at UMass Chan - Baystate
Delpapa	Ellen	MD	Obstetrics & Gynecology
Gulati	Sunita	DSc	Medicine
Kershaw	Glenn	MD	Medicine
Okike	Nsidinanya	MD	Surgery
Pederson	Thoru	PhD	Biochemistry and Molecular Biotechnology
Sadof	Matthew	MD	Pediatrics at UMass Chan - Baystate
Sagor	Linda	MD, MPH	Pediatrics
Simin	Karl	PhD	Molecular, Cell and Cancer Biology
Skiest	Daniel	MD	Medicine at UMass Chan - Baystate
Weaver	David	PhD	Neurobiology
Greiner	Dale	PhD	Program in Molecular Medicine

Award of Tenure AY25-26

Bankier	Alexander	MD, PhD	Professor	Radiology
Barrett	Anna	MD	Chair and Professor	Neurology
Martinez	Fernando	MD, MS	Professor	Medicine
Winder	Danny	PhD	Chair and Professor	Neurobiology
Reboldi	Andrea	PhD	Associate Professor	Pathology
Sirianni	Rachel	PhD	Professor	Neurosurgery
Gordan	Raluca	PhD	Professor	Genomics & Computational Biology
Johnson	Mark	MD, PhD,	Chair and Professor	Neurological Surgery

Congratulations!

Thank you for your service!

TH Chan School of Medicine Personnel Action Committee

Romolo Gaspari, MD, PhD (Co-Chair)	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 (Chair)	Microbiology
Yael Dvir, MD	Psychiatry & Behavioral Sciences
Muthalagu Ramanathan, MD	Medicine
Anil Chandraker, MD	Medicine
Alison Karasz, PhD	Family Medicine & Community Health

Tan Chingfen Graduate School of Nursing Personnel Action Committee

Nancy Morris, PhD, ANP (Chair)
Boucher, Jean, PhD, RN, ANP-BC, AOCNP
Jill Terrien, PhD

TH Chan School of Medicine Tenure Committee

Aronin, Neil, MD	Co-Chair	Medicine
Behar, Samuel, M, MD, PhD		Microbiology
Corvera, Silvia, MD		Program in Molecular Medicine
Charles Emerson, PhD		Neurology
Emery, Patrick, PhD		Neurobiology
Korostolev, Andrei, PhD		RNA Therapeutics Institute
Lee, Michael, PhD		Systems Biology
Massi, Francesca, PhD		Biochemistry & Molecular Biotechnology
Rando, Oliver, MD, PhD		Biochemistry & Molecular Biotechnology
Rosal, Milagros, PhD		Population & Quantitative Health Sciences
Rothschild, Anthony, MD		Psychiatry & Behavioral Sciences
Shim, Jae-Hyuck, PhD		Genetic & Cellular Medicine
Swain, Susan, PhD		Pathology
Trivedi, Chinmay, MD, PhD	Co-Chair	Medicine
Wolfe, Scot, PhD		Molecular, Cell & Cancer Biology

Gender Equity

New Leadership *(roles assumed during AY26)*

Sarah Willey

Assistant Vice Chancellor, Media Relations

Allison Bogosian

Assistant Vice Chancellor, Total Rewards & HR Systems

Denise Palumbo, DNP, RN

Associate Executive Vice Chancellor, Shared Services, ForHealthConsulting

Lisa Larson

Interim Vice Chancellor, Communications

Kate Fitzgerald, PhD

Vice Provost for Basic Science Research

Raquel Belforti, DO, MS

Interim Chief Academic Officer, UMass Chan - Baystate

Erin McMaster, MD

Clinical Assistant Dean, Clerkship Curriculum

Rita Khodosh, MD, PhD

Interim Chair, Dermatology

Stephanie Carreiro, MD

Vice Chair of Research, Emergency Medicine

Erica Smith, MD

Vice Chair of Clinical Operations, OB/GYN

Michelle Trivedi, MD, MPH

Vice Chair of Clinical Research, Pediatrics

Tina Hermos, MD, MMSc

Vice Chair of Quality and Safety, Pediatrics

Linda Ding, PhD

Vice Chair of Physics, Radiation Oncology

Raluca Gordan, PhD

Vice Chair of Education, Genomics and Computational Biology

Alina Bayer, MD

Vice Chair of Clinical Affairs, Neurology at UMass Chan Baystate

Lucienne Luffy-Clayton, MD

Vice Chair of Academic Affairs, Emergency Medicine at UMass Chan Baystate

Laura Safar, MD

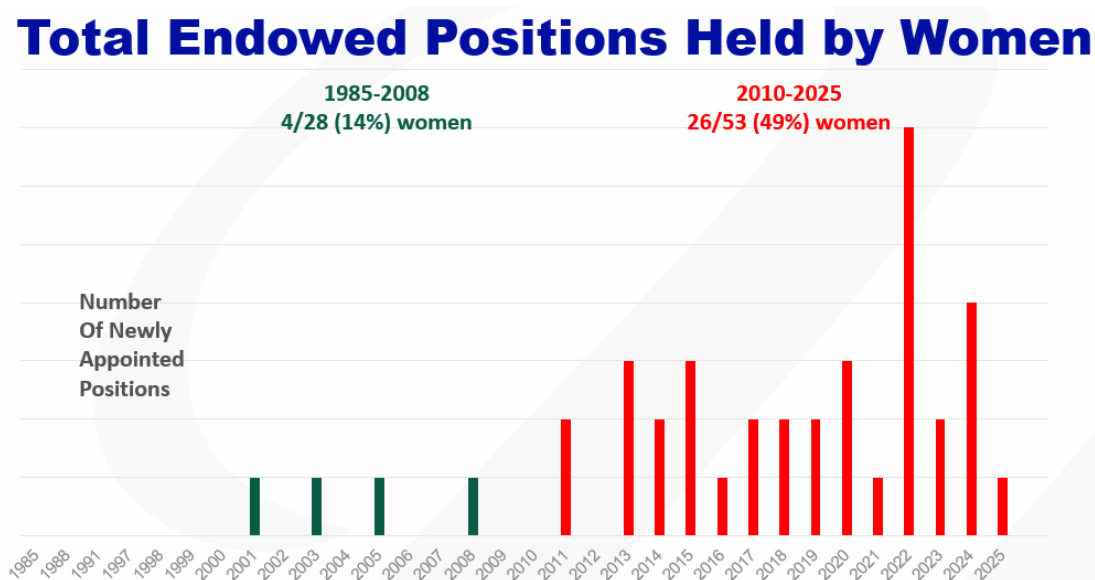
Vice Chair of Academic Affairs, Psychiatry at UMass Chan Lahey

Polly Fraga, MD

Vice Chair of Academic Affairs, Medicine, Division of General Internal Medicine, at UMass Chan Lahey

Jagriti Upadhyah, MD

Vice Chair of Academic Affairs, Medicine, Division of Endocrinology, Diabetes and Metabolism, at UMass Chan Lahey



New in 2025

Anne Larkin, MD

Celia and Isaac Haidak Professorship on Medical Education

Women's Faculty Committee Awards

CHRISTINE K. CASSEL, MD '76 FACULTY SCHOLAR AWARD

Katharine Barnard, MD

EARLY CAREER ACHIEVEMENT IN SCIENCE AND HEALTH AWARD

Gianna Wilkie, MD, MSCI

EARLY CAREER CLINICAL EXCELLENCE AWARD

Jennifer Bolton, DO, MEHP

EXCELLENCE IN CLINICAL SERVICE AWARD

Teresa Pazdral, MD, FACEP

OUTSTANDING COMMUNITY SERVICE AWARD

William Soares III, MD, MS

OUTSTANDING MENTORING AWARD

Pranoti Mandrekar, PhD

SARAH STONE EXCELLENCE IN EDUCATION AWARD

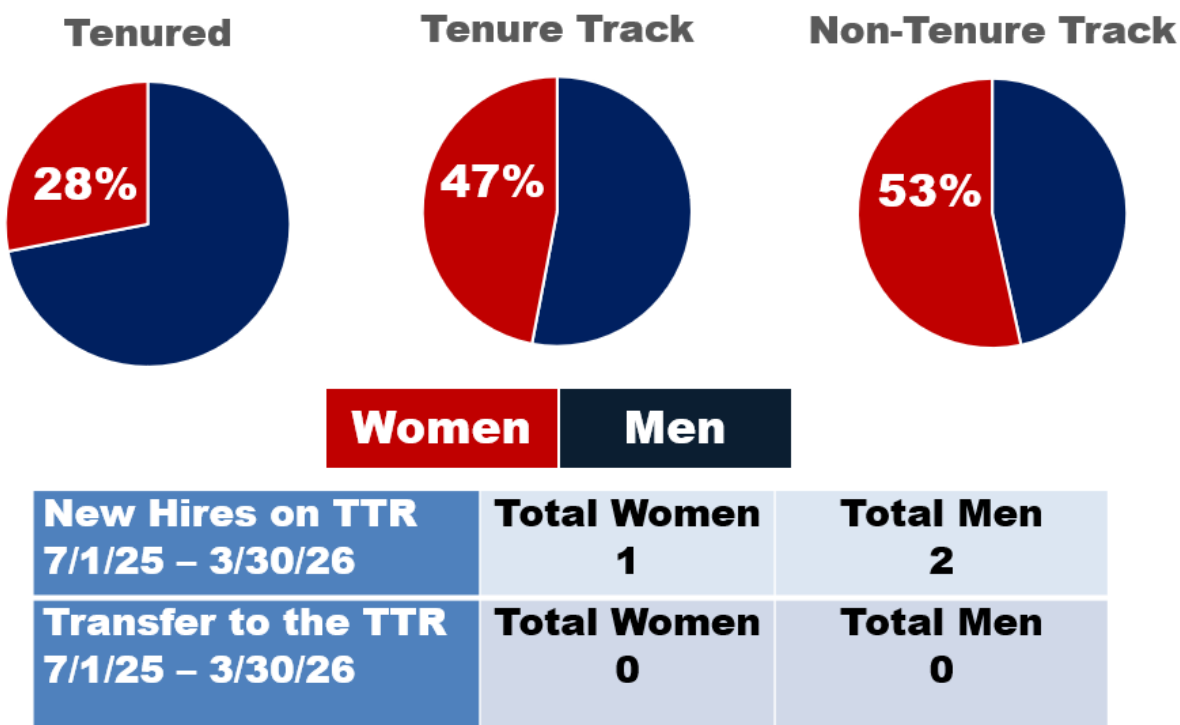
Anindita Deb, MD, FAAN

SCIENCE AND HEALTH ACHIEVEMENTS AWARD

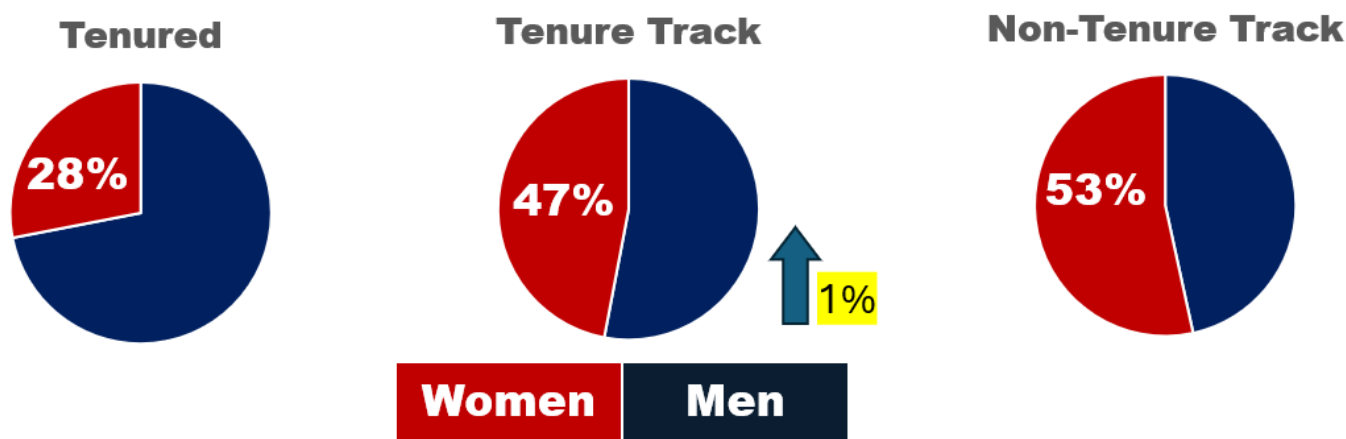
Jennifer Po-wen Wang, MD



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



Employed faculty as of March 30, 2026



* Compared to AY '25

Faculty Development

Message from the Associate Vice Provost



Thank you for an amazing year! I am continually impressed by the brilliance and resilience of our UMass Chan faculty.

We want each of you to be able to access the information, programming, and resources you need to be successful and to craft a rewarding and productive professional life here at UMass Chan. It was wonderful to get to know many of you through our programs and consultations. Please continue to communicate with our office about how we can support you and all of the work you do.

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

HEALL Collaborations- Educational programs co-offered with the Health Education Academy for Leadership and Learning

Equip- A communication skills training program for mid-career faculty**

EMPOWER Summit- A leadership training program**

APR 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

155

hours of formal programming provided*

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 the WFC Awards and informational sessions for Women's History Month and Women's Health**

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

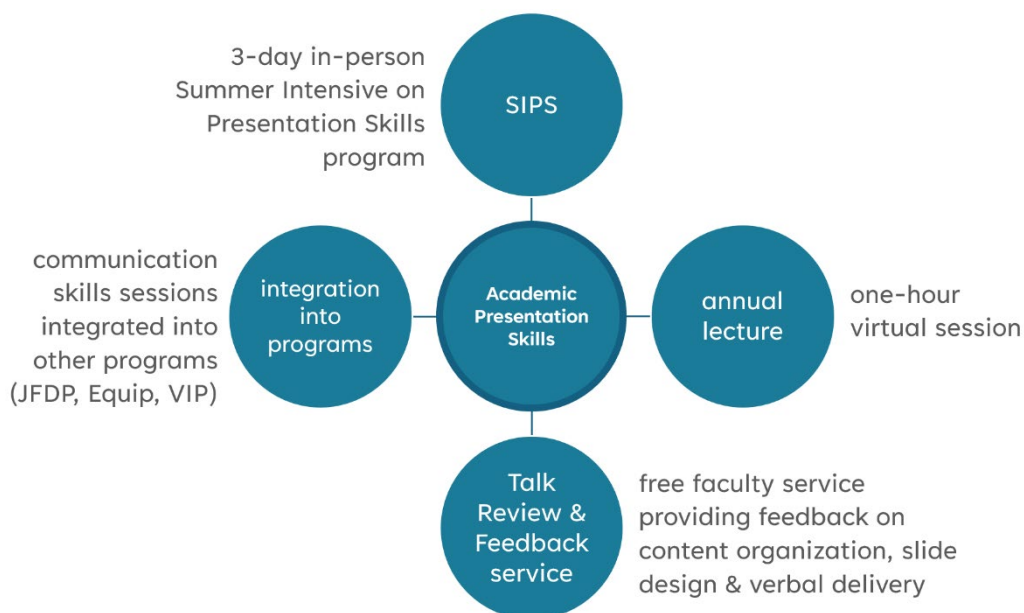
**Does not include trainings, programs by-request, WP3 or faculty consultations*

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

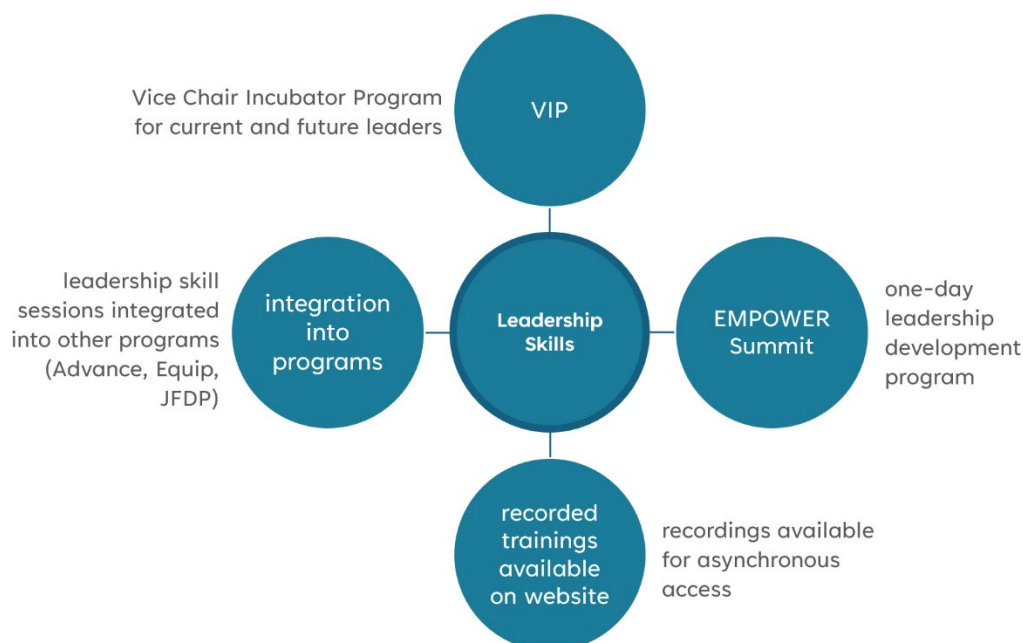
Develop skills

Our faculty development offerings are designed to help faculty develop the skills they need in their academic roles.

For example, the **ability to communicate** dense, complex information in a clear concise way is an academic skill that is essential for teaching, managing teams, leading meetings, and presenting research findings. We address this core skill through a variety of programs and initiatives.



We also address the need for **leadership skills** development through a variety of programs and offerings.



Develop Skills- Program Highlight

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.

The JFDP has had a positive impact on academic advancement and retention of our junior faculty. Recent analysis of promotion and retention data revealed that **JFDP participants are promoted almost five times (4.9x) more than non-participants and at a much faster rate (3.3x). JFDP participants were also retained almost three times (2.9x) more than non-participants.***

Program participants are selected through an application process which requires support from the candidate's department. In its 15th year at UMass Chan Medical School, **28** participants from **17 departments/schools** graduated from the program in 2026:

Department/School/Campus	Participants
Anesthesiology & Perioperative Medicine	2
Emergency Medicine	1
Family Medicine & Community Health	1
Genetic & Cellular Medicine	1
Medicine	7
Molecular Medicine	1
Neurobiology	1
Obstetrics & Gynecology	2
Ophthalmology	1
Pathology	1
Pediatrics	1
Psychiatry & Behavioral Sciences	1
Radiation Oncology	1
Radiology	2
RNA Therapeutics Institute	1
Surgery	2
UMass Chan- Baystate	2
Total	28

*data analysis is on-going and will be reported in AY27

AY26 JFDP Participants and their Project Mentors

Hawa Abu, MD, PhD, MPH

Mentor: Alok Kapoor, MD, MSc and Jennifer Reidy, MD

Ratna Chaturvedi, PhD

Mentor: Jean Pierre Schatzmann Peron, PhD

Elizabeth Douglas, DO, MPH

Mentor: Tiffany Moore Simas, MD, MPH
MEd

Mostafa Elfawal, PhD

Mentor: Jennifer Daly, MD

Johannes Elferich, PhD

Mentor: Marcus Ruscetti, PhD

Adham Farroukh, MD

Mentor: Kimberly Fisher, MD

Jonathan Green, MD, MSCI

Mentor: Kimberly Yonkers, MD

Sajjad Hassan, MD, D(ABMM)

Mentor: Allan Walkey, MD, MSc

Ruby Joshi Batajoo, MD

Mentor: Brian Silver, MD

Elvisa Loshe, MD

Mentor: Nicholas Smyrnios, MD

Patrick Lowe, MD, PhD

Mentor: Eric Cucchi, PA-C, MS

Timothy Menz, MD

Mentor: Garrett Zella, MD

Mehrak Moaddab, MD, MPH

Mentor: Deepika Devuni, MD

Kevin O'Day, MD

Mentor: Kimi Kobayashi, MD, MBA, SFHM

Izuchukwu Okafor, PhD

Mentor: Melissa Fischer, MD

Emily Padilla, PsyD

Mentor: Daniel Mullin, PsyD, MPH

Laurie Pearson, MD

Mentor: Mara Epstein, ScD, ScM

Sarah Pearson, PsyD

Mentor: David Hatem, MD

Hector Ribeiro Benatti, PhD, DVM

Mentor: Nate Hafer, PhD

Ashley Russo, MD

Mentor: Roberto Caricchio, MD

Sandhya Tagaram, MD

Mentor: Meghna Trivedi, MD

Xavier Vela Parada, MD, FASN

Mentor: Honghuang Lin, PhD, FAHA

Joshua Wancura, PhD, DABR

Mentor: Vandana Nagpal, MD

Khursheed Wani, PhD, MS

Mentor: Cole Haynes, PhD

Jenna Watson, PhD

Mentor: Hugh Silk, MD, MPH, FAAFP

Anna Whelan, MD, FACOG

Mentor: Laura Cohen, DO

Gianna Wilkie, MD, MSc

Mentor: Ben Gerber, MD

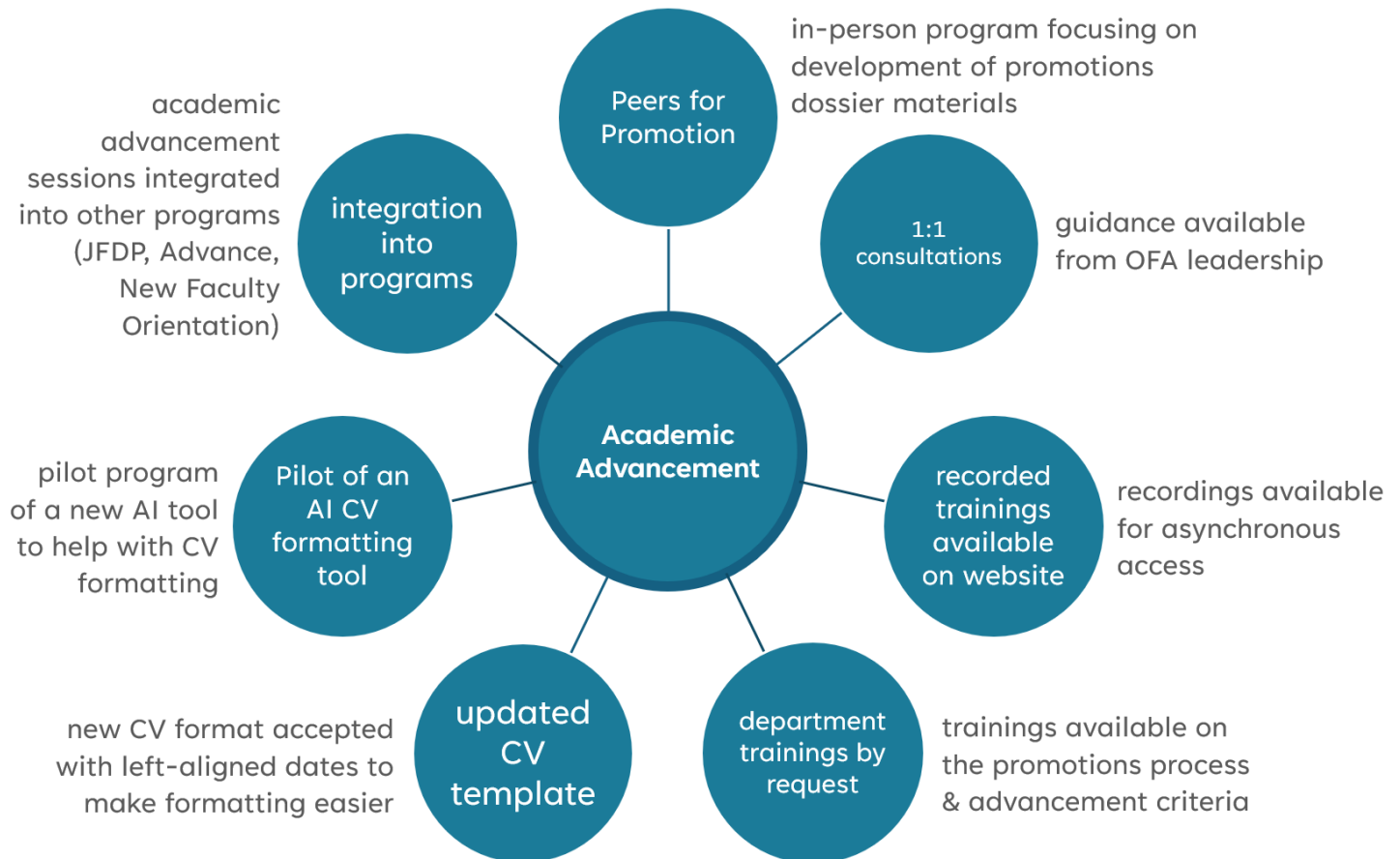
Hanqiao (Ciao) Zheng, MD, PhD

Mentor: Shyam Patel, MD, PhD



Address challenges

We also seek to address common faculty challenges through our offerings. For example, we seek to educate faculty about, and support faculty through, the promotions process using a wide array of programs, resources and initiatives.



New developments in AY26 include an **update to the UMass Chan CV template**. The updated template has dates that are aligned to the left of each CV entry. This update should make CV management and formatting less cumbersome. As of June 2026, both formats will be accepted by the Personnel Action Committee of the school of medicine.

Also new is the piloting of an **AI tool** that will assist faculty in the **conversion of their CVs to the UMass Chan format**. The tool is in development and we hope to roll it out in early AY27- stay tuned!

Provide Resources

We provide resources that faculty need to be successful in every aspect of their academic role. In addition to live programming, both in-person and virtual, these resources can be accessed asynchronously via our OFA website. Here faculty can find updated information and pre-recorded videos of faculty development sessions.

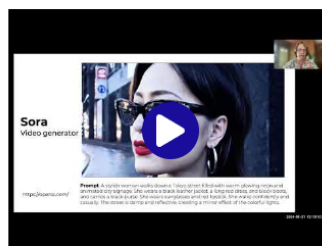
For example, faculty can hone their research and scholarship skills via the videos below:



Scientific Publishing
Mike Morrison, PhD



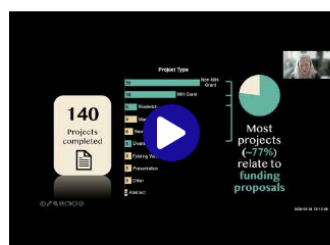
A Practical 7-Step Guide to Establishing Your Research Program as UMass Faculty
Shyam Patel, MD, PhD



ChatGPT in Nursing & Medical Education: What's All the Buzz About?
Andrea Delaney, EdM and Ricardo Poza, MEd



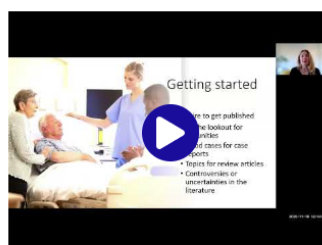
Scientific Writing
Justine Pinskey, PhD



Specific Aims
Justine Pinskey, PhD



Research Impact Reports - Managing your scholarly profile & tracking the outcomes of your work
Sally Gore, MS, MS LIS



Introduction to Medical Writing
Susan Wilcox, MD, FCCM, FAEM



Qualitative Research Methods - Getting Started
Catherine Dube, EdD

<https://www.umassmed.edu/ofa/development/Research-and-Scholarship/>



Academic Affairs information can also be found on our OFA website:

<https://www.umassmed.edu/ofa/academic/>

