

Women's Faculty Committee Update

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Mission Statement

The ***mission*** of the Women's Faculty Committee (WFC) of UMass Chan Medical School is to:

- Address the professional needs of women faculty.
- Promote the status of women in UMass Chan Medical School and the UMass Memorial Health Care clinical system.

Supported by the Office of Faculty Affairs

Goals of the WFC

- Encourage the hiring, promotion and retention of women faculty.
- Provide appropriate programming and special events to encourage career development and professional enrichment.
- Provide oversight in hiring individuals in administrative and leadership positions in the school and clinical system.
- Create a supportive and welcoming environment so women faculty may grow in their roles as clinicians, educators, researchers, scholars, leaders and mentors.

Committee Organization and Structure

Committee leadership

- Clinical co-chair: **Abita Raj** MD, Department of Psychiatry
- Non-clinical co-chair: **Thin Malatesta**, PhD, RN, Tan Chingfen Graduate School of Nursing

Committee composition

- **Voting members (17)** appointed by the Nominations Committee
 - each serve as subcommittee co-chairs or lead initiatives
- **Non-voting members** provide advice, support and leadership
 - Dr. Mary Ahn, Vice Provost for Faculty Affairs
 - Dr. Marlina Duncan, Vice Chancellor for Diversity and Inclusion
 - ~80 active members across all 3 schools
 - Mostly women faculty but also includes students, postdocs and residents
 - Active members participate on subcommittees and during meetings
 - Committee Support: Carrie Wambach, Emily Green
- **Student Representatives** from each of the 3 schools appointed by SBC

Meetings are on the second Thursday of each month at noon.

- We always welcome new members!
- Meetings focus on reports of subcommittees, speakers who present topics of interest to members (e.g., focus on women in leadership roles in the UMass Chan Community), community building and informal networking

Women's Faculty Subcommittees

1. **Communications** – publishes electronic communications several times a year with items of interest to women faculty, and manages any social media presence for the WFC, if applicable
2. **WFC Awards Luncheon** – plans the annual event that honors women faculty of excellence in the areas of community service, education, science and health achievements, clinical service and mentoring
3. **Career Development** – plans annual mentoring events for students and researchers and organizes career development seminars and workshops
4. **Women's Health Event** – plans and hosts a speaker to address a topic of interest to the larger UMass community in the area of women's health
5. **Women's History Month Event** – plans and hosts a speaker during Women's History Month (March). co-sponsored by the Professional Women's Comm.
6. **Work-life/wellness** – plans discussion topics and speakers for WFC meetings and helps create tangible tools and resources to aid in work-life balance and wellness

Women's Faculty Committee Awards – Updates to New Rubric & New Awards

- Addition of new award: “Early Career Clinical Excellence” in 2025, recognizing efforts of an early career member of a clinical team

WFC Initiatives 2025-2026

Revival of Communications Subcommittee: Led by Dr. Christine Bielick-Kotkowski and Yiyang Yuan

- Utilization of existing WFC website “Resources” tab to helpful links to existing resources (e.g., Title IX office, Library)
- Forum for announcement of achievements by Women Faculty

Continuation in the discussion of Childcare and Leave Resources

- March 2026: Jackie McGravey

Monthly guest speakers for WFC Members:

- October 2025: Jackie McGravey, new HR website feedback
- November 2025: Dr. Janet Hale, Veteran and Professor Emeritus
- February 2026: Valerie Wedge, Director in Office of Wellbeing led by Work-Life-Wellness Sub-Committee leader Dr. Shrinkhala Khanna

Increase membership and participation

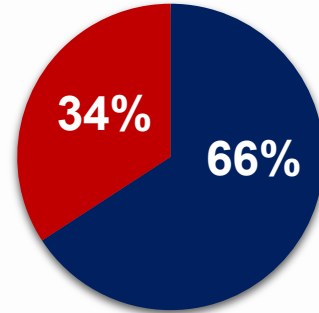
- Invitation to faculty
- Target New Faculty Orientation

Collaborate with other committees

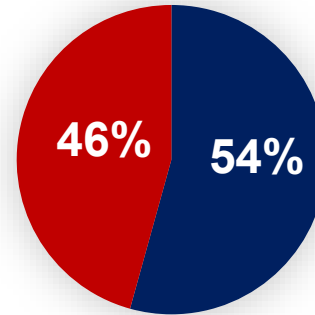
- Create partnerships with other existing committee work targeting junior faculty members

We are outpacing our peer institutions in gender representation by academic rank

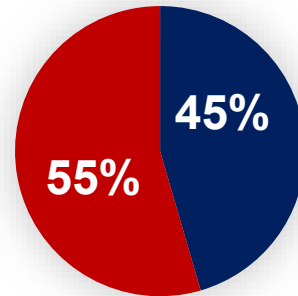
Professor
30%
nationally



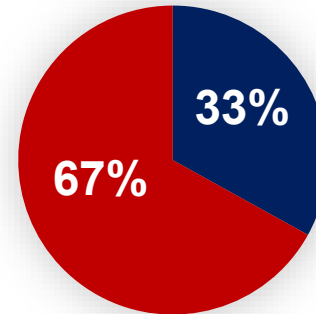
Associate Professor
44%
nationally



Assistant Professor
49%
nationally



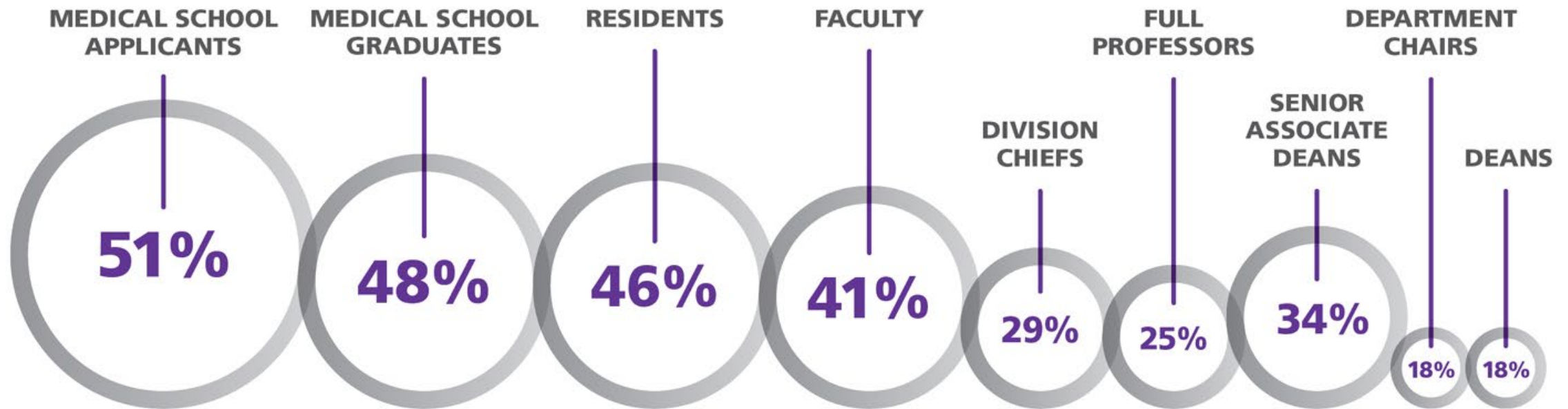
Instructor
61%
nationally



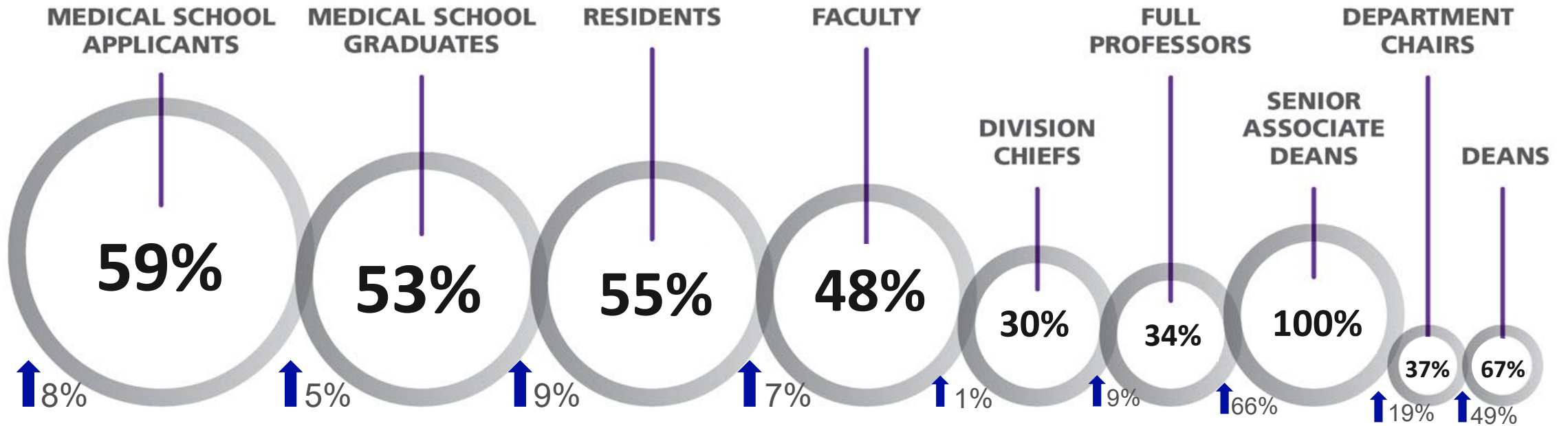
Women

Men

REPRESENTATION OF WOMEN IN ACADEMIC MEDICINE 2018-2019



REPRESENTATION OF WOMEN IN ACADEMIC MEDICINE AT UMASS CHAN MEDICAL SCHOOL



The Women's Faculty Committee is supported by:

The Office of Faculty Affairs

Join our mailing list: WomensFacultyCommittee@umassmed.edu

Questions & Discussion