Welcome to the 2020 CNS State of the College!

Brief Housekeeping Notes

• This session is being recorded.
• Event materials will be shared via email and posted to the website on Oct. 2; session recording will follow in 10 business days.
• State of the College materials: cns.umass.edu/stateofthecollege
• New faculty and staff names will be added to event materials on website.
• The chat window has been disabled. Please ask all questions in the Q&A window.
• 2020 Program in 2 Parts: SOTC Presentation followed by Q&A Panel
Introducing CNS Outstanding Award Winners

Mark Tuominen
Associate Dean for Research and Innovation
CNS Outstanding Award Winners

• **Outstanding Research**
  Lila Gierasch, Distinguished Professor, Biochemistry and Molecular Biology
  Li-Jun Ma (early career awardee), Professor, Biochemistry and Molecular Biology

• **Outstanding Teaching**
  Lara Al-Hariri, Senior Lecturer, Chemistry
  Randall Phillis, Associate Professor, Biology

• **Outstanding Service & Engagement**
  Janice Telfer, Professor, Veterinary & Animal Sciences
CNS Outstanding Award Winners

• Outstanding Staff
  Anne Gaddy, Manager Research Support Services, CNS Dean’s Office
  Lisa Groth, Clerk, Polymer Science & Engineering
  Walter Pollard, Machine Shop Foreman/Model Maker, Physics

• Outstanding Advising
  Sarah Berquist, Lecturer, Stockbridge School of Agriculture

• Excellence in Diversity & Inclusion
  Student Awardees — The BRiDGE Coordination Committee
  Faculty Awardee — Paige Warren, Professor, Environmental Conservation
  Staff Awardee — Megan West, Director of Administration and Outreach, Biochemistry and Molecular Biology
Mahoney Life Sciences Prize

• Awarded annually to one faculty member who has demonstrated excellence in applied life sciences research, and whose work significantly advances connections between academic research and industry.

Mahoney Prize 2020 Recipient
Derek Lovley
Retired Professor, Microbiology

Mahoney Life Sciences Prize

Call for applications for 2021 Mahoney Life Sciences Prize out now. *Deadline is October 21.*

Learn more at umass.science/mahoneyapply
CNS New Hires
CNS Leadership

April Bellafiore, Director of Multi Modal Education
Trevor Graham, Director of Financial Planning and Data Analysis
Michael Mueller, Director of Research Development
Rachel Rosenfeld, Director of Human Resources
Karen Whelan Berry, Director of Faculty Development and Programs
Maureen Perry-Jenkins, Interim Associate Dean, Graduate, Postdoctoral and Faculty Development
CNS Advancement

Karen Dionne  Director of Stewardship
Anastasia Ordonez  Director of Communications
Eden DuPerier  Director of Development
CNS Advising and Undergraduate Education

Andrew Farrar  Lecturer
Shaena Gubala  Office Manager
Astronomy
Astronomy

Brian Lochner

Bookkeeper/ Procard Records Manager (shared with Chemistry)
Biochemistry and Molecular Biology
Biochemistry and Molecular Biology

Jennifer Rauch  Assistant Professor (January 2021)
Biology
Biology

Andrew Stephens  Assistant Professor
Audrey Kieras  HR Manager/ Assistant to the Chair
## Chemistry

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<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Joe DuChene</td>
<td>Assistant Professor</td>
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<tr>
<td>Zhou Lin</td>
<td>Assistant Professor</td>
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<tr>
<td>Armanda Formigao Gameiro</td>
<td>Lecturer</td>
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<tr>
<td>Haoze He</td>
<td>Lecturer</td>
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<td>Lorraine Cox</td>
<td>Clerk IV</td>
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Environmental Conservation
Environmental Conservation

Britt Crow-Miller
Kath McCusker
Eric Thomas
Paul Wolff
Lecturer, Environmental Geography
Clerical Assistant
Lecturer, Environmental Anthropology
Lecturer, Sustainable Construction
Food Science
Food Science

Charmaine Koo  Lecturer
Geosciences
Geosciences

Martín Medina Elizalde  Associate Professor
Britt Crow-Miller  Lecturer (also ECo)
Eric Thomas  Lecturer (also ECo)
Jasmine Balk  Business Manager
Mathematics and Statistics
Mathematics and Statistics

Yulong Lu  
Martina Rovelli  
Wei Zhu  
Eric Sarfo Amponsah

Assistant Professor  
Assistant Professor  
Assistant Professor  
Lecturer
Mathematics and Statistics

Shai Gorski  
Lecturer (Mount Ida)

Kien Nguyen  
Lecturer

Yuyu Tang  
Lecturer

Theo Douvropoulos  
Marshall Stone Visiting Assistant Professor
# Mathematics and Statistics

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Vefa Goksel</td>
<td>Marshall Stone Visiting Assistant Professor</td>
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<tr>
<td>Navid Mohammad Mirzaei</td>
<td>Visiting Assistant Professor</td>
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<td>Charles Ouyang</td>
<td>Visiting Assistant Professor</td>
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<tr>
<td>Yueqiao Faith Zhang</td>
<td>Visiting Assistant Professor</td>
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Mathematics and Statistics

Daniel Eceizabarrena  Simon’s Postdoc
Arkadz Kirshtein   NIH Postdoc
Terry Mullen        Academic Program Manager
Microbiology

UMass Amherst College of Natural Sciences
STATE of the COLLEGE 2020
Physics

Varghese Mathai
Assistant Professor

Cas Psallis
Technical Specialist (Lecture Prep)
Psychological and Brain Sciences
Psychological and Brain Sciences

Ilia Karatsoreos  Associate Professor
Stockbridge School of Agriculture
Veterinary and Animal Sciences

Alissa Rothchild  Assistant Professor
Nuno Carreiro  Lecturer
2020 State of the College

Tricia Serio
Dean
Thank you!

S20:
1,215 courses
374 labs

F20:
1,358 courses
323 labs

NSO

Senior Celebration
Thank you!

243 Research and Library Operating Plans

Fully/partially remote staff: 397 (88%)

649 Events
9612 participants
COVID-19 Contributions
Challenges

• Budgetary Stress
  • FY20: 1% Reduction (~$780K)
  • FY21: 8% Reduction (~$6.3m)
• Revenue changes:
  • +$0.5m grad + CEI
  • +0.75m expenditures
  • -$3.8m new gifts
  • -$22m new grants

• Personnel Reductions
  • 22 Faculty retirements/departures
  • 13 Staff retirements
  • 10 Staff indefinite furloughs
  • 245 Staff across-the-board 10-day furloughs
Our Future

UMass Amherst
College of Natural Sciences

STATE of the COLLEGE 2020
Research Support

• Bridge & Seed Funding: 9 awards, $255K (800% ROI)

• Manning Innovation Awards: 3 awards, $300K (FY21 pending)

• Grant writing
  • Open workshop
  • 6-month coaching for 30 faculty

• Research Analytics and Visioning
  • 8 groups, 100 faculty

Mar-Aug: +24% budgets in grants submitted
Educational Support

• 20 workshops, 125 faculty

• On-going analytics to support student success
  • DFW rates in multi-section foundational courses
  • Bottlenecks in majors
  • Milestones in graduate programs
  • Curricular flexibility to support internships
Diversity, Equity and Inclusion

- **Community**
  - Staff professional development retreat
  - Expanded peer mentoring groups

- **Learning Communities**
  - Facilitated conversations with graduate programs
  - Anti-racism training

- **Empowerment**
  - Black in STEM panel
  - Black Faculty Advisory Panel

- **Climate Advisory Committees**

- **Recruiting a Diverse CNS Community**

- **Advancing Inclusivity and Retention**

- **Promoting Dialogue**

FOUNDATIONAL ACTIONS ITEMS FOR SYSTEMIC CHANGE AT UMASS

1. **Mandating structural changes** that create a more inclusive academic environment.
   - Establishing policies and procedures that support and enable a more diverse and equitable academic environment.

2. **Creating a system and atmosphere of support** for BIPOC recruits and acknowledging that it is unethical and immoral for the administration to recruit Black students and faculty without a system of support in place.

3. **Stating overtly** in the Student Code of Conduct separately from section “2.2.2. Student Conduct & Community Standards” that any acts of hate and bigotry including hate/bias crimes and incidents will lead to a non-negotiable investigation and, if confirmed, housing removal, suspension and/or expulsion. This new amendment would be transparently released to the community and publicly announced by the administration.

4. **Supporting departmental efforts** to establish student early arrival programs such as the Interdepartmental Graduate Programs (IDGP) On-Ramp Program which helps orient students to graduate research and settle into the community before the start of the semester. Incoming BIPOC student retention should be protected by providing a more equitable training experience and demonstrating the program’s commitment to supporting their success.

5. **Maintaining pre-existing STEM retention programs** through administration support (i.e. STEM Ambassadors Program) that could cease to exist after current funding expires, while creating similar programs that foster outreach through mentoring and create a pipeline of success for BIPOC students from pre-teen to postdoc in other fields (i.e., Business, Communications, Humanities, Arts, Social Sciences etc.)

6. **Committing monetary funds** to recruit and retain BIPOC students, including administration-authorized application fee waivers and increased monetary fund allocation to research and professional development support.

7. **Examining and assessing retention rates** for our Black undergraduate and graduate students and faculty, and holding the administration accountable that this data will be transparent, accessible, updated and distributed for the entire UMass campus to see (as in 4.2.).

8. **Furthering Black student recruitment** by strengthening communication with neighboring institutions, forming relationships with Historically Black Colleges and Universities, sending program representatives to conferences and other diversity in academia and industry programs and attending/volunteering at undergraduate research conferences.

**Note:** While we use the term Black Indigenous and People of Color (BIPOC) in this document to indicate that multiple marginalized communities need more representation and inclusion on this campus, we assert that Black communities are one of the most oppressed in American society. Thus, these actions must first and foremost ensure that we improve the lives of Black community members on our campus.
Thank You!
Deans’ Panel and Q&A

April Bellafiore
Director of Multi-Modal Education
Deans’ Panel and Q&A

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Join the conversation!