Helping new faculty succeed through scientific Writing SUPPORT

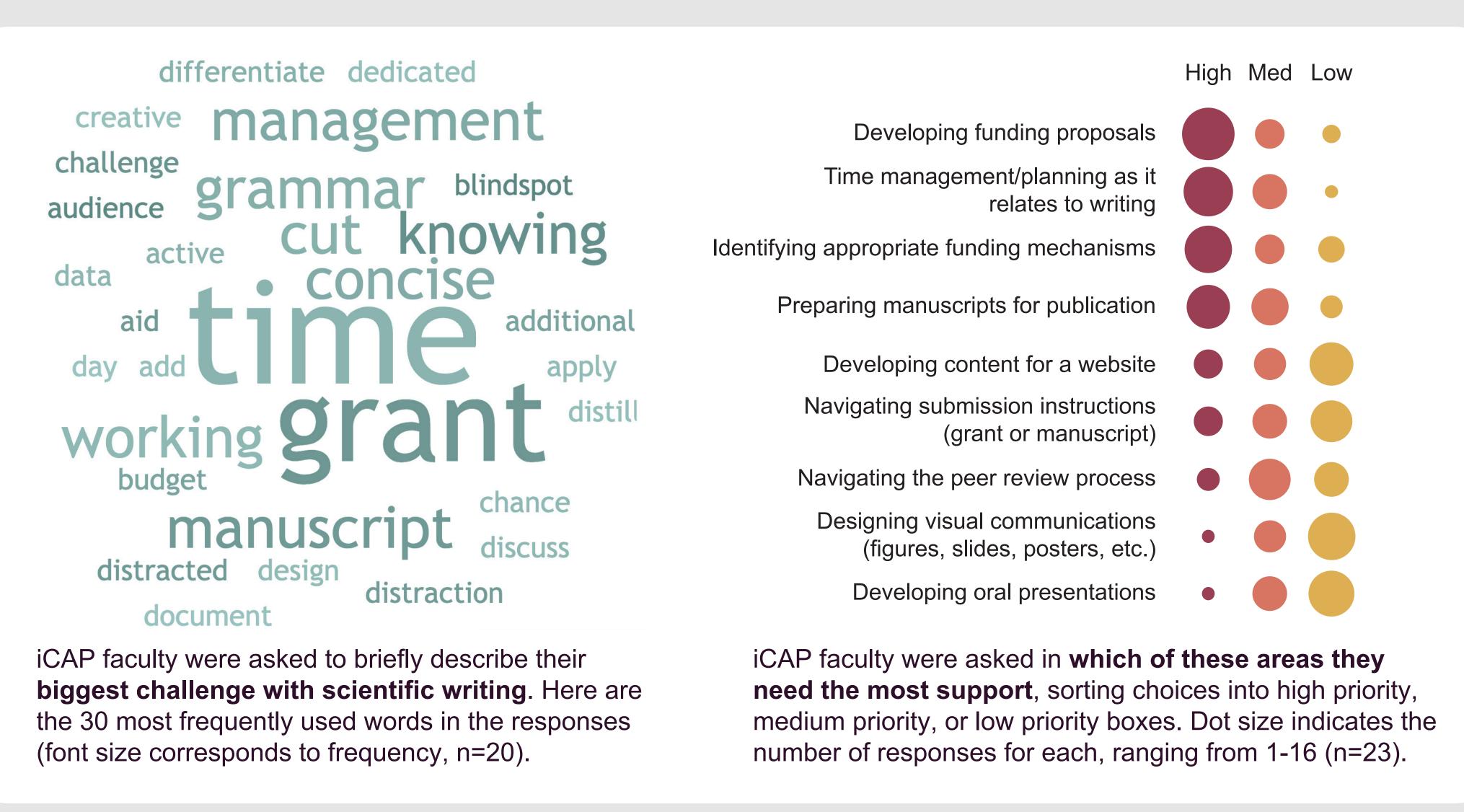


UMass Chan seeks to empower diverse faculty with the tools they need to succeed.



Abstract: Writing is crucial for academic career advancement, yet many faculty lack sufficient writing training and skills. Furthermore, failure to adhere to the unwritten rules and norms of academic writing can prevent faculty from attaining funding and publishing their work, contributing to attrition rates that disproportionately affect scientists from underrepresented groups. Along with its robust faculty development curriculum and mentoring program, the Investigator Career Advancement Program (iCAP) at UMass Chan Medical School provides incoming tenure-track faculty with access to a dedicated Senior Scientific Writer. Serving faculty across departments, this role provides professional development opportunities in wide-ranging areas of scientific communication while also helping faculty develop grants, manuscripts, websites, presentations, and other projects through individualized editing and coaching support. This poster highlights communication-related needs and challenges brought forward by iCAP faculty, summarizes interventions developed to meet those needs, analyzes faculty engagement with iCAP's Senior Scientific Writer, and reports preliminary outcomes from this multifaceted approach. By supporting new faculty beyond recruitment, iCAP strengthens broader diversity, equity, and inclusion initiatives for transformational culture change at UMass Chan Medical School.

Faculty needs vary, so we offer individualized communication support.



We also facilitate writing retreats and seminars to enhance skill development.



Science communication expert, Dr. Jean-luc Doumont, discussed effective messaging with (~76 attendees, January 2023).





Set realistic timelines

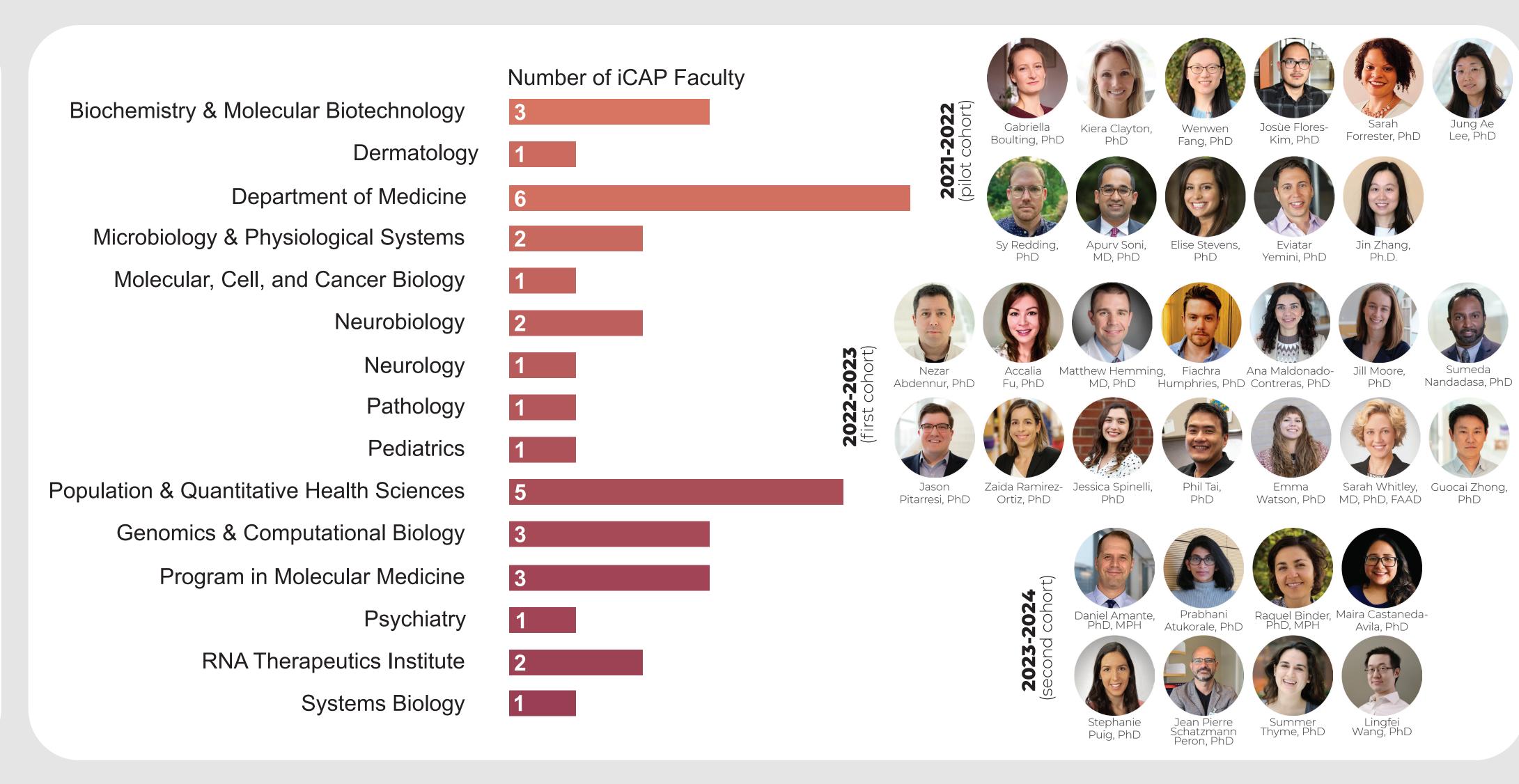
Institutional deadlines

Time for feedback

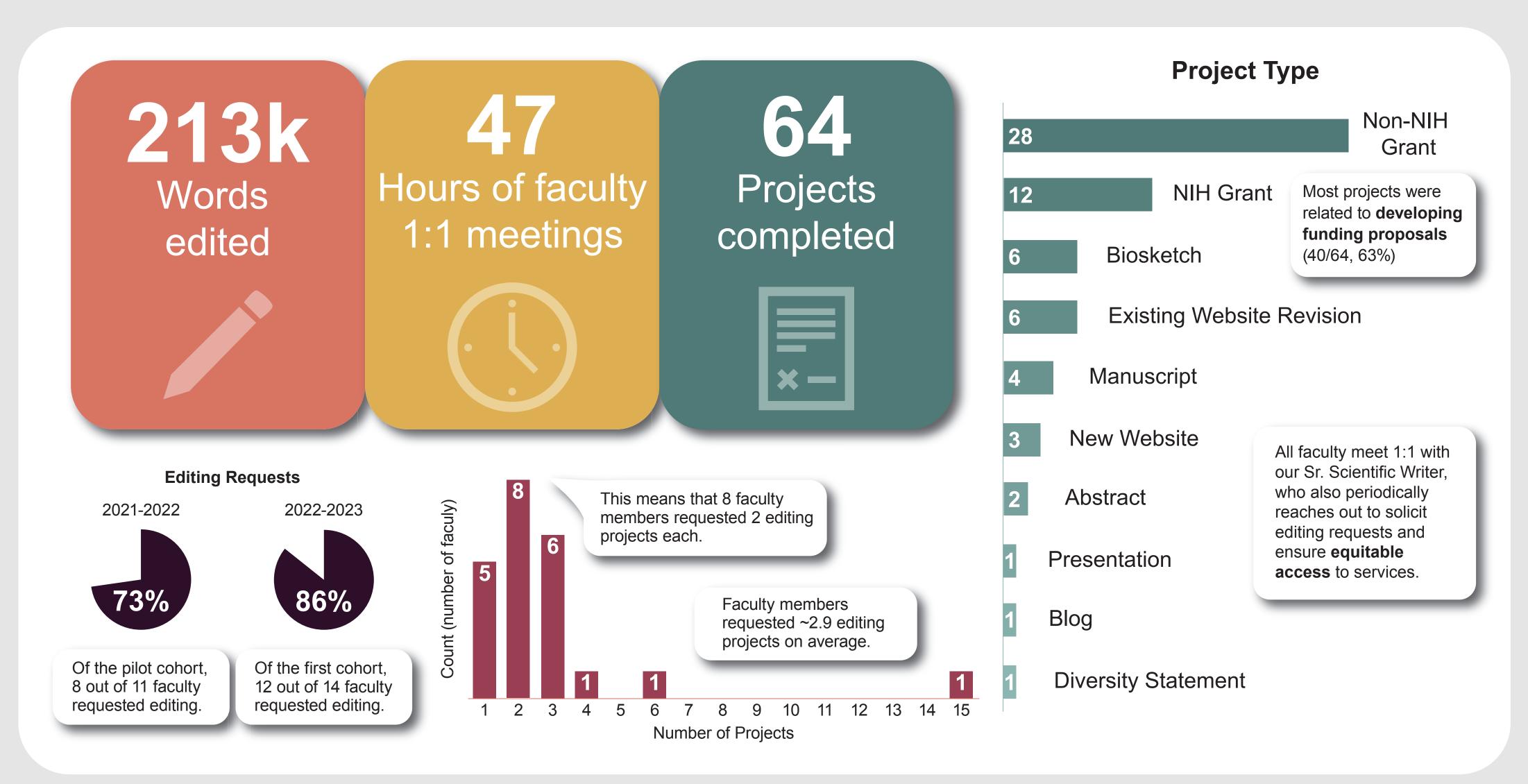
Find accountability

iCAP held a focused, 3-night writing retreat at the Cabernet Inn in North Conway, NH. The agenda was packed with 18+ hours of dedicated writing iCAP cohort faculty and others at UMass Chan time, group and individualized writing coaching, and opportunities for community building (8 attendees, August 2023).

All incoming tenure-track faculty at UMass Chan are part of our cohort program.



Our Senior Scientific Writer provides equitable coaching and editing services.



Here are some actionable tips our faculty have found helpful, regardless of project. poster & tips here!



Work in small sections

Solicit **feedback**

Separate drafting from editing Manage resistance Jot down negative thoughts Switch tasks when stuck try voice-to-text, mind mapping

Delegate what you can

Celebrate your wins! Big and small

Resources & Acknowledgement



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