

Program Format- *In-Person*

| Program name | Target audience & eligibility criteria | <i>The goal of the program is to:</i> | Participation requirements & program size | Time commitment | Cost | For more information |
|--|---|--|---|-------------------------------------|-------------------------|--|
| DRIVE Core Skills Workshop | All faculty | <i>Review all six sections of the DRIVE Curriculum Appraisal Tool and discuss their application, and to make space for critical conversations about diversity in teaching and learning across our community</i> | Open enrollment (no application necessary) <i>(unlimited participants)</i> | 1-hour workshop offered once/ month | No cost to participants | Diversity, Representation and Inclusion for Value in Education Program https://www.umassmed.edu/DRIVE/ drive@umassmed.edu |
| DRIVE Facilitating Small Groups Workshop | All faculty | <i>Review some best practices for creating and hosting inclusive and appropriate small-group experiences, and to make space for critical conversations about diversity in teaching and learning across our community</i> | Open enrollment (no application necessary) <i>(unlimited participants)</i> | 1-hour workshop offered once/ month | No cost to participants | Diversity, Representation and Inclusion for Value in Education Program https://www.umassmed.edu/DRIVE/ drive@umassmed.edu |
| EMPOWER | Mid & senior-career faculty Basic science & clinical faculty <i>Women faculty</i> | <i>Develop women leaders through knowledge and skill acquisition necessary to lead confidently and competently</i> | Open enrollment (no application necessary) <i>(60-70 participants)</i> | One full day/year in March | No cost to participants | Office of Faculty Affairs https://www.umassmed.edu/ofa/equity-diversity/empower/ faculty.development@umassmed.edu |
| Equip | Mid-career faculty Basic science & clinical faculty <i>Women faculty</i> | <i>Develop the communication skills to navigate high-stakes presentations, meetings, interviews, and negotiations to achieve career goals and strengthen joy and meaning in work</i> | Application, nomination <i>(8-10 participants/cohort)</i> | 6 2-hour sessions/year | No cost to participants | Office of Faculty Affairs https://www.umassmed.edu/ofa/equity-diversity/joy-mccann-professorship/projects--programs/ Jennifer.reidy@umassmemorial.org |
| Equitable and Inclusive Search Processes | All faculty | <i>Increase participants' ability to mitigate bias within the recruitment cycle, and implement standardized interview questions and holistic review to promote inclusion</i> | Open enrollment (no application necessary) <i>(unlimited participants)</i> | 1-hour workshop offered once/ month | No cost to participants | Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ |
| Faculty Resource Fair | All faculty | <i>Provide faculty attendees access to resources and information, and make in-person contacts</i> | No registration required <i>(unlimited participants)</i> | 1 2-hour event/year in the Fall | No cost to participants | Office of Faculty Affairs faculty.development@UMassmed.edu |

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| Inclusive Leadership: Leading with Intention | All faculty | <i>Increase participants' ability to create spaces that are rooted in fairness, respect, and celebration of differences</i> | Open enrollment (no application necessary) (unlimited participants) | 1-hour workshop offered once/ month | No cost to participants | Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ |
| Investigator Career Advancement Program (iCAP) | Early & mid-career faculty Basic science faculty Tenure-track faculty | <i>Develop and retain early-career, research-focused faculty to ensure all faculty, especially those from groups underrepresented in medicine, persist and succeed in the biomedical sciences</i> | Automatic enrollment of all early-career tenure-track research faculty (10-20 participants/cohort) | 15 2-hour sessions/year, individual meetings & optional multi-day summer retreat | No cost to participants | https://www.umassmed.edu/icap/ matthew.schwartz3@umassmed.edu |
| Junior Faculty Development Program (JFDP) | Early-career faculty Basic science & clinical faculty | <i>Address the needs of junior faculty and provide a foundation for their success</i> | Application (20-30 participants/cohort) | Thursdays from 7-9am Sept-May + independent project work | Department pays participant tuition (\$5,500) | Office of Faculty Affairs https://www.umassmed.edu/ofa/development/JFDP/ faculty.development@umassmed.edu |
| Mid-Career Female Clinician Coaching | Mid-career faculty Clinical faculty Women faculty | <i>Provide group coaching that addresses the challenges that women faculty face such as burnout, barriers to academic advancement, and gender bias</i> | Application (10-20 participants/cohort) | 2 concurrent cohorts/year (Sep-Dec) consisting of 6 1.5-hour sessions each | No cost to participants | Clinician Experience Office Andrea.Ruse@umassmemorial.org |
| Peers for Promotion | Early & mid-career faculty Basic science & clinical faculty | <i>Support, motivate, and prepare faculty for the promotions process</i> | Application, Chair/Chief letter of support required (10-20 participants/cohort) | 5 sessions March-June (one virtual, four in-person) | No cost to participants | Office of Faculty Affairs https://www.umassmed.edu/ofa/development/peers-for-promotion/ Emily.Green@umassmed.edu |
| Physician Leadership Development Program (PLDP) | Mid to senior-career faculty Clinical faculty UMass Medical Group Physician leaders | <i>Prepare physicians with the skills necessary to be effective leaders in a quickly and constantly changing health care environment</i> | Nomination, Chair/Chief letter of support required (10-20 participants/cohort) | Eight hours per month of live classroom sessions Sept-May + 8-10 hours per month of project work, pre-class reading, and individual coaching | No cost to participants | UMass Memorial https://www.ummhealth.org/physicians/medical-group-home/providers/professional-development-opportunities colin.mccarthy@umassmemorial.org |
| Promoting an Inclusive Lab Environment | Basic science faculty | <i>Increase participants' ability to promote an inclusive learning environment and foster inclusive practices in biomedical research labs</i> | Open enrollment (no application necessary) (unlimited participants) | 1-hour workshop offered once/ month | No cost to participants | Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ |

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| Quality Scholars Program | All UMass Medical Group faculty | <i>Build quality improvement project implementation skills</i> | Application, Chair/Chief letter of support required <i>(10-20 participants/cohort)</i> | Two full-day sessions in May + 2.5-hour sessions bi-weekly through December | No cost to participants | Quality and Patient Safety and CITC ProcessEngineering ImprovementEducation@umassmemorial.org |
| Summer Intensive for Presentation Skills (SIPS) | All faculty <i>Limited to UMass Chan faculty in 2023, open nationally in 2024</i> | <i>Improve the presentation skills of biomedical faculty</i> | Application <i>(6-10 participants/cohort)</i> | 3 full weekdays in July | Reduced tuition for UMass Chan faculty-amount TBD | Office of Faculty Affairs https://www.umassmed.edu/ofa/development/Communication-Skills/ emily.green@umassmed.edu |
| Teaching of Tomorrow (TOT) | Early & mid-career faculty Clinical faculty | <i>Ignite and share a passion for teaching, develop clinical teaching skills, & provide practice opportunities for new teaching skills</i> | Application <i>(limit 100 participants/cohort)</i> | 2 full-day sessions in November and March | Participants or departments are responsible for tuition payment (\$1,400 for UMass employees, \$1,700 for external applicants) | Clinical Faculty Development Center https://www.umassmed.edu/cfdc/teaching-of-tomorrow/tot-overview/ susan.foley@umassmed.edu |