

*"The Junior Faculty Development Program is a critical institutional investment in the future success of our faculty and UMMS."*

– Terence R. Flotte, MD, dean of the School of Medicine and provost & executive deputy chancellor of the University of Massachusetts Medical School (UMMS)

### **The Junior Faculty Development Program**

prepares faculty to achieve success in their academic careers. A comprehensive curriculum in professional development is coupled with a mentored project conducted under the guidance of a senior faculty member. Together, these elements combine to empower junior faculty to better manage their careers.

The Junior Faculty Development Program (JFDP) is designed for both basic scientists and physicians. An objective of the program is to encourage interactions and facilitate collaborations among the faculty.

The overarching goal of the JFDP is to nurture and cultivate junior faculty to become the next generation of academic leaders.



### **The Details**

The program runs from October through May with two-hour sessions every Tuesday morning at 7:00–9:00 am. The expected time commitment is four hours per week, including class time, preparation for sessions, and work on projects. Department chairs must approve the faculty member's participation in the program and their proposed project through a written agreement.

### **For more information contact:**

Luanne E. Thorndyke, M.D.  
Vice Provost for Faculty Affairs  
[Luanne.Thorndyke@umassmed.edu](mailto:Luanne.Thorndyke@umassmed.edu)

Susan J. Pasquale, Ph.D.  
Director of Curriculum & Faculty Development,  
Office of Faculty Affairs  
Co-Director, Junior Faculty Development Program  
[Susan.Pasquale@umassmed.edu](mailto:Susan.Pasquale@umassmed.edu)

Robert J. Milner, Ph.D.  
Associate Vice Provost  
for Professional Development  
Co-Director, Junior Faculty Development Program  
[Robert.Milner@umassmed.edu](mailto:Robert.Milner@umassmed.edu)

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University of Massachusetts Medical School  
Office of Faculty Affairs  
55 Lake Avenue North, S2-333  
Worcester, MA 01655-0002 USA

Tel: (508) 856-3244  
Fax: (508) 856-2129  
Email: [faculty.affairs@umassmed.edu](mailto:faculty.affairs@umassmed.edu)



**Office of Faculty Affairs**

*Building Faculty Communities:  
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# **Junior Faculty Development Program**



University of  
Massachusetts  
Medical School

## Empowerment



### The Curriculum

The JFDP provides junior faculty with the knowledge, skills and resources that are essential for a career in academic medicine. The sessions are led by senior members of the institution and involve interactive classroom and panel presentations, case discussions, group exercises, and skills workshops.

The curriculum covers the spectrum of career development, research and education Topics include:

- mentor-mentee relationships
- setting career goals
- scholarship
- developing research proposals
- writing and submitting grants
- grant reviews
- promotion and tenure
- negotiation and conflict resolution
- principles of teaching and learning
- presentation skills and small group facilitation
- clinical teaching and giving feedback
- curriculum planning and design
- writing papers
- time management
- leadership



### The Project

Each junior faculty member conducts a project under the guidance of a senior faculty mentor. Projects are chosen by the participants and approved by their department chair. Projects may involve research, education, clinical, or service activities

## Mentoring



Mentoring is an essential component of the JFDP. Mentors are recruited and matched to each participant based on the project area and the expertise of the senior faculty member.

Examples of possible projects include:

- research grant applications to NIH, private foundations and other funding agencies
- pilot research projects
- clinical research studies
- outcomes or health services research
- new curricula for students, residents or fellows
- development of novel educational tools
- planning and implementing multi-disciplinary clinical services
- development of new techniques in patient care



## Success

### Junior Faculty

*"The JFDP gave me the practical tools that I need to be an effective educator and successful academic physician."*

*"For me professionally...it really opened doors...and it has been a wonderful thing for my career."*

*"I am aiming for an academic career with a focus on research and patient care. As such, this project equipped me with experience in putting together an NIH proposal."*

*"The project has opened a new door for my research"*

*"The most important aspect of participating in JFDP is networking."*

### Senior Faculty

*"Imparting enthusiasm and excitement for a career in teaching, research, and patient care is perhaps the most important goal for mentors of young, eager faculty members. The enthusiasm that we as mentors receive back from young faculty is very inspiring."*

[Quotes from faculty who participated in Penn State's Junior Faculty Development Program.]