

Audience- Clinical Faculty

Program name	Target audience & eligibility criteria	<i>The goal of the program is to:</i>	Participation requirements & program size	Time commitment	Program format	Cost	For more information
Addressing Unconscious Bias	All faculty	<i>Explore how unconscious bias impacts relationships, decision making and experiences; identify strategies to mitigate biases, increase self-awareness, and foster inclusive practices</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	Virtual	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Advance	All faculty	<i>Provide information related to areas in which faculty are evaluated as part of the promotions process: educational effectiveness, scholarship, and academic reputation</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1 Tuesday/month 12:00 – 1:00pm September - May	Virtual	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/advance/ faculty.development@umassmed.edu
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	Virtual or in-person	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	Virtual or in-person	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 Women faculty	<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	In-person	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 Women faculty	<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	In-person	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/equity-diversity/joy-mccann-professorship/projects--programs/ Jennifer.reidy@umassmemorial.org

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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	Virtual or In-person	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
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	In-person	No cost to participants	Office of Faculty Affairs faculty.development@UMassmed.edu
Inclusive Communication: The Language of Belonging	All faculty	<i>Promote inclusion and belonging through intentional language and communication</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	Virtual	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
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) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	Virtual or In-person	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ tiffany.cook1@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 <i>(20-30 participants/cohort)</i>	Thursdays from 7-9am Sept-May + independent project work	In-person & virtual sessions with asynchronous 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 <i>(10-20 participants/cohort)</i>	2 concurrent cohorts/year (Sep-Dec) consisting of 6 1.5-hour sessions each	In-person & virtual sessions	No cost to participants	Clinician Experience Office Andrea.Ruse@umassmemorial.org
Navigating Microaggressions: How to be an Upstander	All faculty	<i>Increase participants' ability to navigate microaggressions and support others through the experience of discrimination and marginalization</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	Virtual	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu

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New Faculty Orientation	All new faculty	<i>Welcome new faculty and provide them with an overview of the institution & its resources</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	3 3-hour sessions each year (Sept, Jan and May)	Virtual	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/newfaculty/ faculty.development@UMassmed.edu
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 <i>(10-20 participants/cohort)</i>	5 sessions March-June (one virtual, four in-person)	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 <i>UMass Medical Group Physician leaders</i>	<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 <i>(18-22 participants/cohort)</i>	Eight hours per month of live classroom sessions Sept–May + 8-10 hours per month of project work, pre-class reading, and individual coaching	In-person	No cost to participants	UMass Memorial https://www.ummhealth.org/physicians/medical-group-home/providers/professional-development-opportunities colin.mccarthy@umassmemorial.org
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	In-person & virtual sessions	No cost to participants	Quality and Patient Safety and CITC ProcessEngineering ImprovementEducation@umassmemorial.org
Restoring Balance: Increasing Clinician Connection & Care	All clinical faculty	<i>Improve wellbeing and personal resilience in healthcare professionals by teaching mindful self-compassion skills</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1 hour per week for 5 weeks on Fridays, 8am - 9am	Virtual	Participants or departments are responsible for tuition payment (\$180)	Center for Integrated Primary Care https://www.umassmed.edu/cipc/webinars-short-courses/webinars/increasing-clinician-connection-and-care-a-program-to-enhance-flourishing/ amy.green@umassmed.edu
Summer Intensive for Presentation Skills (SIPS)	All UMass Chan faculty & nationally <i>Limited spots will be held for UMass Chan faculty</i>	<i>Improve the presentation skills of biomedical faculty</i>	Application <i>(limit 20 participants/cohort)</i>	3 full weekdays in July	In-person	Reduced tuition for UMass Chan faculty- amount TBD	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/Communication-Skills/ emily.green@umassmed.edu

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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	In-person	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
Wellness Coaching	Clinical faculty	<i>Provide wellness coaches to coach peer clinicians and help them change, grow and thrive</i>	Application <i>(10-20 participants/cohort)</i>	4 hours of virtual coaching over three months: Initial 90-minute session followed by five 30-minute sessions. Cohorts (Jan-March; April-June; Sep-Nov)	Virtual	No cost to participants	Clinician Experience Office https://clinician-experience-office.mailchimpsites.com/wellness-coaching BWell@umassmemorial.org