

UNIVERSITY OF MASSACHUSETTS MEDICAL SCHOOL

Dob Title: Job Code: Department: L.U.: Grade: MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX Various MF05XX MF	UMASS. MEDICAL SCHOOL	ONNE	NOTE OF WILDON	2 30110	OL .
SBU SCHOOL Visiting Scholar Manager/Non Manager Individual Contributor - No direct reports POSITION SUMMARY: The Visiting Scholar is a non-faculty research position in departments, centers and institutes; Scholars (generally) pursue their own research or scholarship. Individual must be visiting from an outside institution or organization and be planning to return to that same institution or organization upon completion of thier research at UMMS. They may be a graduate student or already possess a PhD or MD and be pursuing collaborative or independent research. The salary amount will be determined by their educational level and be consistent with either GSBS stipend level (if Visiting Scholar is Under general supervision of the: Principal Investigator or designee ESSENTIAL FUNCTIONS % Research Undertake collaborative research with faculty, students or staff Participate in departmental or interdisciplinary program seminars		POSITION D	ESCRIPTION		
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	Undertake	collaborative re	search with faculty, students or staff		
Discuss the current research project with other lab members and faculty	Participate	in departmenta	l or interdisciplinary program seminars		
	Discuss	the current rese	earch project with other lab members a	nd facul	ty
	1				
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		1			

	NONESSENTIAL FUNCTIONS
Function	<u> %</u>
The employee will a	also be required to perform other duties as assigned
Total of es	ssential and non essential functions should be 95-100%: 100
	ncies (expectations for <u>all</u> UMMS employees):
ACCOUNTABILITY	<u></u>
	urable, high-quality, timely, and cost effective results
	asm, and maximum effort in completing responsibilities
Demonstrates flexibility in response to char	
Accepts personal responsibility for own act	
	ng and altering daily routines to complete assignments
Complies with established policies, procedu	
	vorks effectively with employees from diverse backgrounds
INITIATIVE	The chiest of the chipseyess was already as a second secon
Takes prompt action to accomplish tasks ar	nd meet goals and objectives
Completes assignments with minimal direct	
Utilizes equipment, supplies, and technolog	
Recommends process improvements within	· · · · · · · · · · · · · · · · · · ·
Collaborates with other employees and dep	
Actively participates in the development an	
PROBLEM SOLVING/DECISION MAKING	the relevance and accuracy of available information and recognizing one's
filters, privileges, biases, and cultural prefei	
	ons and makes effective and timely decisions
Commission and evaluates differnative solution	una manes en contre una uniter accisions

Reviews the effects and implications of decisions and takes appropriate follow up actions	
QUANTITY/QUALITY of WORK	
Pays close attention to detail	
Strives to achieve accuracy and consistency in all tasks	
Organizes work to achieve maximum productivity	
Actively applies strategies and tactics that routinely deliver results	
Follows all safety rules, proactively works to prevent accidents, and encourages the use of sound judgme	nt in order to
comply with departmental and UMMS safety policies and procedures	
Produces a consistently high volume of work that also meets quality standards	
SERVICE ORIENTATION	
Applies effective interpersonal and problem-solving skills when responding to clients	
Treats all of our diverse internal and external clients with respect and courtesy	
Understands the needs and expectations of diverse clients and anticipates how to fulfill them	
Demonstrates cultural sensitivity and competence when interacting with clients, fellow employees, and g	uests
Takes personal responsibility applying proactive, solution focused approaches in responding to client nee	ds
DIVERSITY & INCLUSION	
Understands how social group identities shape the settings in which we work	
Demonstrates self-awareness and the ability to see other points of view, valuing diverse experiences and	ways of knowing
Negotiates conflict and facilitates discussions with culture competence and cultural humility	
Shows commitment to continuous learning/improvement in managing diversity	
Department/Position Specific Competencies:	
PHYSICAL DEMANDS AND WORK ENVIRONMENT:	Level
Add additional details here:	<u> </u>
MACHINES AND EQUIPMENT USED:	
Winds in the Equal West Coses.	
Add additional details here:	
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REQUIRED QUALIFICATIONS:	

Doctorate (Academic) or equivalent	
MD or is pursuing a PhD in Research	
	8/2/2018
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