

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>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>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/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	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/ deiprograms@umassmed.edu
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
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/ deiprograms@umassmed.edu

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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 Process Engineering ImprovementEducation@umassmemorial.org
Summer Intensive for Presentation Skills (SIPS)	All faculty	<i>Improve the presentation skills of biomedical faculty</i>	Application <i>(6-10 participants/cohort)</i>	3 full weekdays in July	No cost	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/ Philip.Day@umassmed.edu