

Audience- Basic Science 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	Explore how unconscious bias impacts relationships, decision making and experiences; identify strategies to mitigate biases, increase self-awareness, and foster inclusive practices	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/ tiffany.cook1@umassmed.edu
Advance	All faculty	Provide information related to areas in which faculty are evaluated as part of the promotions process: educational effectiveness, scholarship, and academic reputation	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 <i>Women faculty</i>	Develop women leaders through knowledge and skill acquisition necessary to lead confidently and competently	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 <i>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	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	Increase participants' ability to mitigate bias within the recruitment cycle, and implement standardized interview questions and holistic review to promote inclusion	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
Faculty Resource Fair	All faculty	Provide faculty attendees access to resources and information, and make in-person contacts	No registration required <i>(unlimited participants)</i>	1-3-hour event/year in September	In-person	No cost to participants	Office of Faculty Affairs faculty.development@UMassmed.edu
Inclusive Communication: The Language of Belonging	All faculty	Promote inclusion and belonging through intentional language and communication	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/ tiffany.cook1@umassmed.edu
Inclusive Leadership: Leading with Intention	All faculty	Increase participants' ability to create spaces that are rooted in fairness, respect, and celebration of differences	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
Investigator Career Advancement Program (iCAP)	Early & mid-career faculty Basic science faculty Diversity KL2 award recipients <i>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	Automatic enrollment of all early-career tenure-track research faculty <i>(10-20 participants/cohort)</i>	15 2-hour sessions/year, individual meetings & optional multi-day summer retreat	In-person	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	Address the needs of junior faculty and provide a foundation for their success	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

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Navigating Microaggressions: How to be an Upstander	All faculty	Increase participants' ability to navigate microaggressions and support others through the experience of discrimination and marginalization	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/ tiffany.cook1@umassmed.edu
New Faculty Orientation	All new faculty	Welcome new faculty and provide them with an overview of the institution & its resources	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	Support, motivate, and prepare faculty for the promotions process	Application, Chair/Chief letter of support required <i>(10-20 participants/cohort)</i>	6 90-minute sessions Jan-June	In-person	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/peers-for-promotion/ Emily.Green@umassmed.edu
Promoting an Inclusive Lab Environment	Basic science faculty	Increase participants' ability to promote an inclusive learning environment and foster inclusive practices in biomedical research labs	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
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	In-person	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/Communication-Skills/ emily.green@umassmed.edu