

Leadership/Professional Development Opportunities

A variety of professional development/leadership training opportunities and resources for are available to faculty and staff. The following list can be used as a guide. Some are offered multiple times a year. Some require an application, nomination by the Department, and/or release time from the Department. For further information, call the Chair's office at 774-443-2246.

Programs Sponsored by the Department

New Faculty Breakfasts: The Department hosts a series of three Friday morning breakfast meetings for new faculty. They serve as an orientation to the Department, policies and procedures, resources, and the Medical School's Academic Personnel Policies. **This is required of new faculty.**

Mentorship Program: The Department sponsors a formal mentorship program which supports mentors and mentees working on goal-directed projects over an 18-month cycle. **The next formal cycle will be announced near the end of calendar year 2018**, commencing early in 2019.

Teaching of Tomorrow: The Community Faculty Development Center sponsors two weekend workshops (Friday/Saturday) focused on building and refining foundational skills for effective clinical teaching in both the inpatient and ambulatory setting. **The Department supports participation for faculty who are in their first year.** This coming year's workshops are scheduled for November 30-December 1, 2018 and March 29-30, 2019, both in Northampton.

Selected Faculty Development Programs: The Department has supported faculty to participate in a variety of faculty development programs, including the *Early Career Women Faculty Leadership Development Seminar* and the *Mid-Career Women Faculty Leadership Development Seminar* sponsored by the AAMC, the *National Institute for Program Director Development* sponsored by the Association of Family Medicine Residency Directors, and programs at institutions including Brandeis, Harvard, and others. **Decisions to support faculty are decided on an individual basis by the Academic Development Committee¹.**

STFM Fellowships: The Society of Teachers of Family Medicine offers a variety of Fellowships and Certificate Programs for STFM members (see <http://www.stfm.org/CareerDevelopment/FellowshipsandCertificatePrograms>). The Department has supported faculty to participate in the **Emerging Leaders Fellowship**, which includes leadership training coincident with the STFM Spring Conference, a midyear workshop, and graduation at the next year's Spring Conference. Participants complete a Leadership Practicum. Applications are available in August and are due in early November. **Decisions to support faculty are decided on an individual basis by the Academic Development Committee.**

Individual Requests: On a limited basis, the Department has supported faculty to devote time to short term projects or professional development activities. In addition, the Department provides a process for faculty who would like to request research support. **Information for both programs is available at <https://www.umassmed.edu/fmch/faculty-resources/projectresearch-support/>.**

¹ The Academic Development Committee meets monthly basis to plan, manage and coordinating programs to support the professional growth of the faculty. It is chaired by Bob Baldor, and its members include Robin Clark, Dennis Dimitri, Frank Domino, Warren Ferguson, Elena Maltese, and Stacy Potts.

Programs Sponsored by the UMass Medical School Office for Faculty Affairs (OFA)

Junior Faculty Development Program – (<https://umassmed.edu/ofa/development/JFDP/>). Modeled after a program implemented at Penn State College of Medicine, the Junior Faculty Development Program provides an intensive professional development experience for junior faculty designed to facilitate their success in academic medicine. The Program consists of two components:

- A curriculum in topics on research, education, clinical, and academic/career development.
- A project conducted under the guidance of a senior faculty mentor. The individual project is identified by the participant, approved by their chair, and completed with the assistance of a mentor identified by the Program.

The 2018-19 program will **take place every Thursday morning at 7:00-9:00 am from Sept 6 -May 23**. The time commitment of four hours/week includes class time, session preparation and project work. **Faculty are nominated by the Department (selections are made by the Academic Development Committee)**. The Department supports a small offset to match program requirements. The deadline for nominations is July 25, 2018. For additional information see the OFA website (<http://www.umassmed.edu/ofa/development/JFDP/>). Department faculty who have completed the program include Tina Runyan, Kim Lenz, Sherrilynn Sethi and Kristina Gracey.

Preparing for Promotion – (<https://umassmed.edu/ofa/development/preparingforpromotion/>). The Office of Faculty Affairs sponsors a four-hour workshop three times each year providing information for faculty who are considering promotion in the near future. The first three hours cover topics 1-4 below, and the last hour focuses on tenure.

1. Promotion at UMMS - An overview of the promotion process
2. Are You Ready for Promotion?- Do you meet the criteria? How is the process initiated?
3. Effective CVs - An effective CV is essential for your promotion package and to promote your accomplishments
4. Reference Letters, Teaching Evaluations, and the Narrative Statement - Important components of the promotion package
5. Tenure - The criteria and process for the award of tenure.

General Resources Regarding the Promotion Process: For information about the promotion process, including CV preparation, reference letters, teaching evaluations, and narrative statements, see <https://umassmed.edu/ofa/academic/promotions/process/>

Programs Sponsored by UMassMemorial

Physician Leadership Development Program – UMass Memorial Medical Group and the Healthcare Delivery Institute at WPI collaborate to provide the Physician Leadership Development Program (PLDP, https://umassmemorialhealthcare.formstack.com/forms/nomination_pldp), which focuses on physician leadership and management skills. The curriculum, offered in nine classroom sessions over a six-month period starting in December, benefits Division Chiefs, Ambulatory Physician Leaders and those in similar roles with a desire to learn and advance their leadership careers. The estimated time commitment is 8-16 hours of live classroom work/month, and 8-12 hours/month for class preparation and project work. Physicians earn three graduate credits which may be applied to a WPI Graduate Certificate in Management, Master of Science in Management, or MBA. Additionally, AMA Category 1 CME credits are provided.

Faculty are nominated by the Department (selections are made by the Academic Development Committee).

The Department supports a small offset to match program requirements. Department faculty who have completed the program include David Gilchrist, Katharine Barnard, Jen Reidy, Trish Seymour, Karla Cristo, Stephanie Carter-Henry, Val Pietry and Maria Michas.

Quality Scholars: This faculty development program, sponsored by the UMass Memorial Center for Innovation and Transformational Change (CITC), provides training in quality science over an 8-month period. Components include independent study (print and online materials), on-site sessions (two full days and approximately twelve 90-minute sessions), and a mentored Quality Improvement project. Graduates earn a Lean Green Belt and are expected to serve as leaders in quality at their home site. Applications are due in October. **Faculty are nominated by the Department (selections are made by the Academic Development Committee).** Department faculty who have completed this program include Erik Garcia, Dan Mullin, Jen Reidy, Trish Seymour, Saurabh Sharma, and Jillian Joseph.

LEAN Training: Lean is both an approach to work and an organizational philosophy. Training is designed to help individuals solve problems and improve results, create a culture of continuous improvement and people development and a way to achieve our system goals and vision. To sign up for a class, you can visit [E-Learning](#). Levels include:

- White Belt: Become aware of Lean concepts and thinking at UMass Memorial Health Care, can see and surface waste, and provide examples of countermeasures.
- Yellow Belt: Capable of applying A3 problem solving and participating as a Team member in continuous improvement activities.
- Green Belt: Demonstrates patient centric improvement results through applying Lean tools, can lead & co-lead projects while mentoring and teaching others.
- Black Belt: Mentors, coaches and teaches Lean thinking to others and can initiate, plan, execute, monitor and sustain Lean projects independently without CITC support.

Crucial Conversations: This two-day course teaches skills for creating alignment and agreement by fostering open dialogue around high-stakes emotional, or risky topics at all levels of an organization.

Crucial Accountability: This one-day companion course builds on the skills learned in Crucial Conversations and introduces a set of skills to resolve challenging accountability issues.

Mentoring Circles: The Diversity and Inclusion Office (DIO) sponsors a series of Mentoring Circles in collaboration with the Medical School's Office of Student Affairs. The objective of Mentoring Circles is to provide a diverse group of medical students and residents exposure to faculty in a team-based setting that allows for informal dialogue, mentoring, and learning across the circle. The program provides participants with enhanced professional growth, varied perspectives through peer and faculty mentoring, and an expanded network of colleagues. More DIO events can be found at: <https://www.umassmed.edu/dio/calendar/upnext/memorial-upnext/>