Tuition-free programs

Program name	Target audience & eligibility criteria	The goal of the program is to:	Participation requirements & program size	Time commitment	Program format	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) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@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) *(unlimited participants)*	1 Tuesday/month 12:00 – 1:00pm September - May	Virtual	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/advance/ faculty.development@umassmed.edu
DRIVE Core Skills Workshop	All faculty	*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*	Open enrollment (no application necessary) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual or in-person	Diversity, Representation and Inclusion for Value in Education Program https://www.umassmed.edu/DRIVE/ drive@umassmed.edu
DRIVE Facilitating Small Groups Workshop	All faculty	*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*	Open enrollment (no application necessary) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual or in-person	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*	Develop women leaders through knowledge and skill acquisition necessary to lead confidently and competently	Open enrollment (no application necessary) *(60-70 participants)*	One full day/year in March	In-person	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*	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 *(8-10 participants/cohort)*	6 2-hour sessions/year	In-person	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	*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) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual or In-person	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu

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Faculty Resource Fair	All faculty	Provide faculty attendees access to resources and information, and make in-person contacts	No registration required *(unlimited participants)*	1 2-hour event/year in the Fall	In-person	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) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual	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	*Increase participants' ability to create spaces that are rooted in fairness, respect, and celebration of differences*	Open enrollment (no application necessary) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual or In-person	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*	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 *(10-20 participants/cohort)*	15 2-hour sessions/year, individual meetings & optional multi-day summer retreat	In-person	https://www.umassmed.edu/icap/ matthew.schwartz3@umassmed.edu
Mid-Career Female Clinician Coaching	Mid-career faculty Clinical faculty *Women faculty*	Provide group coaching that addresses the challenges that women faculty face such as burnout, barriers to academic advancement, and gender bias	Application *(10-20 participants/cohort)*	2 concurrent cohorts/year (Sep-Dec) consisting of 6 1.5-hour sessions each	In-person & virtual sessions	Clinician Experience Office Andrea.Ruse@umassmemorial.org
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) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@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) *(unlimited participants)*	3 3-hour sessions each year (Sept, Jan and May)	Virtual	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 *(10-20 participants/cohort)*	5 sessions March-June (one virtual, four in-person)	In-person	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/peers-for-promotion/ Emily.Green@umassmed.edu

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Physician Leadership Development Program (PLDP)	Mid to senior-career faculty Clinical faculty *UMass Medical Group Physician leaders*	Prepare physicians with the skills necessary to be effective leaders in a quickly and constantly changing health care environment	Nomination, Chair/Chief letter of support required *(18-22 participants/cohort)*	Full-day session monthly Sept–May + 8-10 hours session prep and independent project work	In-person	UMass Memorial https://www.ummhealth.org/physicians/medical-group-home/providers/professional-development-opportunities lynne.lombardi@umassmemorial.org
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) *(unlimited participants)*	1-hour workshop offered once/ month	Virtual or In-person	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Quality Scholars Program	All UMass Medical Group faculty	Build quality improvement project implementation skills	Application, Chair/Chief letter of support required *(10-20 participants/cohort)*	Two full-day sessions in May + 2.5-hour sessions bi-weekly through December	In-person & virtual sessions	Quality and Patient Safety and CITC ProcessEngineering ImprovementEducation@umassmemorial.org
Wellness Coaching	Clinical faculty	Provide wellness coaches to coach peer clinicians and help them change, grow and thrive	Application *(10-20 participants/cohort)*	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	Clinician Experience Office https://clinician-experience-office.mailchimpsites.com/wellness-coaching BWell@umassmemorial.org