UMass Chan
MEDICAL SCHOOL

WP^3

WOMEN'S PROFESSIONAL PODS PROGRAM

To create an intentional space for professionals in medicine and science to enhance their networks and support systems while providing them with action-oriented skills focused on career advancement.

Video



WP3 Timeline

First Year	Second Year	Third Year

• Survey current programs
• UMass Chan Networking
• Technical logistics
  Money flow
  Communication Platform
  Program Branding
• Steering Committee
• Select Curriculum Topics
• Template Designs
• Pilot
	• Curriculum Design and Template
	• Pod Lead training curriculum
	• Hiring Project Manager**
	• Enrollment platform logistics
	• Selecting outcome tools
	  DES Survey
	  Stanford Wellness
	  Feedback
	  Overall Program
	  Podweek Content
	  18 month IDP
	• IRB submission for waiver
	• Program promotion
	  Video
	  Website
	• Create and Edit Podweek Podcast
	  Interview Source Expert
	• Launch
		• Continued curriculum development
		  Podcast
		  Templates
		• Pod Lead Support
		• Hone Curriculum/Action Steps
		• Looking Forward…
		  Launch New Class
		  Expand Access

What we've done

WP³

Connect.
Create.
Accelerate.

- Launched in March 2025
  - 11 pods 156 participants
  - Trained Pod Leads
- Ran Four Podweeks with accompanying Templates & Podcasts
  - Development of Mentorship Teams
  - Crafting Professional Narrative and Optimizing Attendance at High Level Meetings
  - Creating an Individual Development Plan & Establishing Accountability Buddies
  - Resiliency and Core Value Identification

Opportunities Moving Forward

WP3
Connect.
Create.
Accelerate.

- Optimize Access and Continued Engagement
  - Zoom make up sessions
  - Integrate IDP troubleshooting into each session
- Expand Steering Committee
  - Social Media
  - Membership Launch
- Increase larger membership networking opportunities
  - Class launch gatherings
  - Between Podweek events
- Scholastic opportunities
  - Outcome analysis
- Program expansion
  - Pie in Sky- publish program and template material in open access journal

Program can be independently supported for next 5 years.

"Our group shared out goals, and we were able to talk through things that we identified as barriers. It was powerful to gain a different perspective as well as learn about strategies that worked for peers in similar situations."

The casualness and friendliness of it. I felt very welcome. It's a game changer networking wise to have a set agenda to discuss as it helps conversation flow and calmed my nerves as opposed to constantly having to start new conversation at other types of events.

"Nice to hear other's perspectives. I often feel isolated in my own department. After hearing the challenges these women face, I feel less alone."

"I loved hearing the Aw moments from others. Enjoyed hearing opinions/insights from other women on how to enhance my elevator pitch...it was a positive and safe environment to share.

“Very supportive group of people with different perspectives helping encourage growth and refocus on career advancement."

"It's a nice place to connect and a nice reset from the daily hopelessness that can come with navigating the current limitations in the healthcare system. It's helpful to set goals for conferences. It is helpful to create an elevator pitch as an exercise is reminding yourself that you are good at what you do and a valuable asset."

Thank you!

