

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	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	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 <i>(unlimited participants)</i>	1 3-hour event/year in September	In-person	Office of Faculty Affairs faculty.development@UMassmed.edu
Inclusive Communication: The Language of Belonging	All faculty	<i>Promote inclusion and belonging through intentional language and communication</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	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	<i>Increase participants' ability to create spaces that are rooted in fairness, respect, and celebration of differences</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	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 Diversity KL2award 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	https://www.umassmed.edu/icap/ matthew.schwartz3@umassmed.edu
Established Clinician Group Coaching	Mid-career faculty Clinical faculty (physicians and APP's with 3+ years post-training)	Provide group coaching that addresses the challenges that are common to women in medicine, such as burnout, barriers to academic advancement, and gender bias	Application <i>(8 pods with 5-8 participants per pod)</i>	Four virtual one-hour sessions (weekly or every other week) and optional monthly 75-minute virtual group coaching sessions for up to 12 months	virtual sessions	Clinician Experience Office https://clinician-experience-office.mailchimpsites.com/female-clinician-coaching BWell@umassmemorial.org
Navigating Microaggressions: How to be an Upstander	All faculty	<i>Increase participants' ability to navigate microaggressions and support others through the experience of discrimination and marginalization</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	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) <i>(unlimited participants)</i>	3 2.5-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	5 90-minute sessions Jan-June	In-person	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/peers-for-promotion/

			(10-20 participants/cohort)	Emily.Green@umassmed.edu		
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Physician Leadership Development Program (PLDP)	Mid to senior-career faculty Clinical faculty <i>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	Nomination, Chair/Chief letter of support required (18-22 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	In-person	UMass Memorial https://www.umassmemorialhub.org/my-hr/ummhc/learning/leadership-development 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	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
Summer Intensive for Presentation Skills (SIPS)	All faculty	<i>Improve the presentation skills of biomedical faculty</i>	Application (6-10 participants/cohort)	3 full weekdays in July	In-person	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/Communication-Skills/ emily.green@umassmed.edu
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