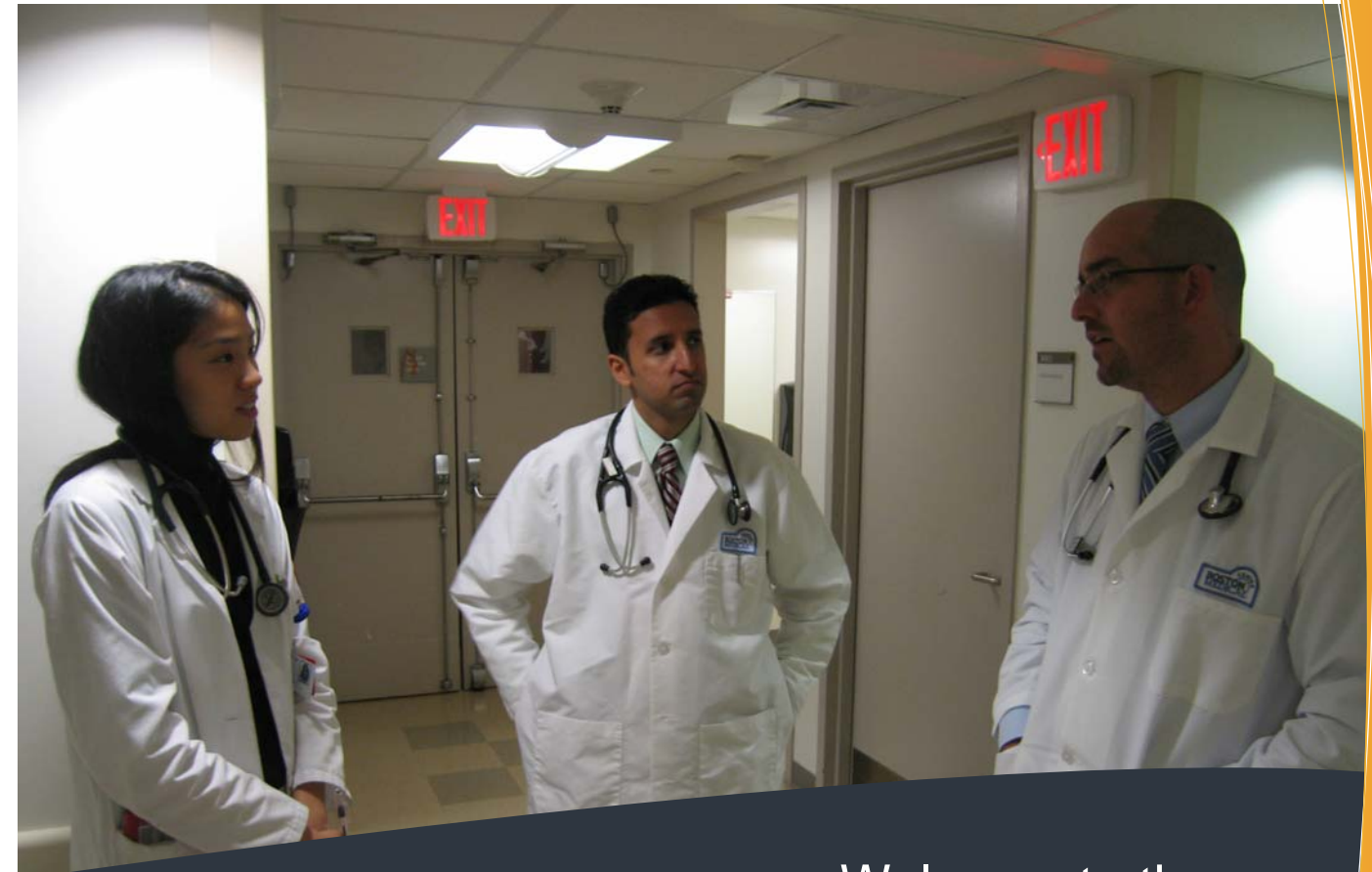


GRANTS
SEMINARS
MENTORING
DIVERSITY
WORK/LIFE BALANCE

Vision: Foster a respectful, creative and collaborative environment that will support the faculty to reach their full potential and maximize their contributions to cultivating excellence in the educational, research, clinical, and service missions of the department, the university, and the community.

Goals:

- Recruit the most talented diverse faculty
- Retain, nurture, advance and promote faculty in all tracks
- Encourage all faculty members to have an individual career development plan
- Increase faculty satisfaction



Welcome to the
Department of
Medicine

grants
seminars
mentoring
diversity
work/life
balance



Promoting an inclusive workplace

DIVERSITY AND WORK/LIFE BALANCE

The Department of Medicine is committing to creating a work environment supportive of all faculty members and reflective of the diversity of our community.

Working with the minority physician recruitment program, the Department has sponsored events for underrepresented minority faculty and trainees.

Every year, women faculty members gather for dinner off-campus to share strategies for career advancement.

New faculty members are invited to a lunchtime orientation where they meet departmental leaders and share their concerns about their transition to BU.

The Lesbian, Gay, Bisexual, Transgender Faculty Development working group has been active in organizing events like a medical grand rounds devoted to LGBT health and a joint dinner with medical students.

To promote a more manageable work/life balance, the Department offers subsidized backup childcare for faculty and staff.

In addition, the Department maintains a lending library of professional development books and CDs. The holdings include:

- Communicating Diversity
- Seven Keys to Effective Mentoring
- The Grant Application Writer's Workbook



WEB RESOURCES

The Faculty Development and Diversity website collects key documents, links to campus offices, and a bibliography of relevant articles at a single, frequently updated page.

Visit:
<http://www.bumc.bu.edu/facdev-medicine/>



CONNECTING ON-LINE

Applications for faculty development grants are accepted on-line. Nominations for departmental awards also go through a web-based form. Faculty members can also schedule resume reviews and submit suggestions via the website.



MULTIMEDIA

All faculty development seminars are podcast with audio files posted to the web. PowerPoint slides from presentations are also available.

The Director of Faculty Development and Diversity also maintains a blog about the culture of academic medicine.

RECENT SEMINAR TOPICS

- APPOINTMENTS AND PROMOTIONS
- ENGAGING THE RELUCTANT LEARNER
- HIRING AND MANAGING PERSONNEL
- RESUME BOOTCAMP
- BUDGETING TIME IN CLINIC
- GETTING OUT OF E-MAIL JAIL
- PANEL OF JOURNAL EDITORS
- PUBLISHING ON MEDED PORTAL
- TEACHING ON THE WARDS
- BUDGET PLANNING

Helping you achieve your academic goals

FACULTY DEVELOPMENT SEMINARS

All faculty members are invited to attend twice-monthly seminars that address topics of professional development. Local and regional experts lead the lunchtime sessions. Participants may qualify for Continuing Medical Education credit.

MENTORING PROGRAM

Assistant Professors may apply to join the Early Career Faculty Development Program. This program accepts 16 faculty members from across the medical campus and offers them structured mentoring over nine months to complete a scholarly project.

Mentoring occurs on three levels:

- One-on-one guidance from senior colleagues
- Content expertise from faculty leading didactic sessions
- Peer support from fellow participants

BOSTON UNIVERSITY BOSTON MEDICAL CENTER

FACULTY DEVELOPMENT GRANTS

Faculty members are eligible to apply for quarterly grants to attend skills trainings and workshops. The courses allow faculty to develop new areas of research, extend

mentoring networks, and enhance leadership potential.

Grants range from \$1500 to \$4000 and cover registration and travel expenses. Some of the programs past grantees have participated in include:



- Harvard-Macy Program: Educators in the Health Professions
- AAMC Women Professional Faculty Development Seminar.
- MassBioEd Leadership Training Program for Scientists
- BU Pocket MBA for Physicians
- Evidence-Based Medicine at Duke University
- AAIM Executive Leadership Program
- Enriching Relationships and Communication in Healthcare

