

# Academy for Faculty Advancement

Overview: The Academy for Faculty Advancement (AFA) is a longitudinal early career faculty development program for faculty on the BU Medical Campus, now in its third year. The program seeks to provide early career faculty with the tools they need to navigate a successful career in academic medicine at BU, to promote peer and senior mentorship, and support participants in completing a project that will advance their careers.

Target Participants: Instructors and Assistant Professors at the BU Schools of Medicine, Public Health and Goldman School of Dental Medicine

Time Commitment: Sessions take place from September to May, two Mondays per month, 2:30 to 5pm

## Program Components:

- **Project.** Applicants must specify an academic project that will contribute to their professional advancement and provide a timeline designed to facilitate achievement of significant milestones by the end of the nine-month program. Sample projects from previous cohorts include:
  - Development of a curriculum on *Teaching the Bedside Pulmonary Exam to Third-year Medical Students*
  - Write and submit R01 grant
  - Quality Improvement Measurement Study
- **Content mentor.** An assigned content mentor from another department who will devote one hour per month to advising the participant.
- **Curriculum.** Expert speakers will address areas of professional development through in-person, interactive sessions twice a month.
- **Peer mentor.** Peer mentors in learning communities will meet at each in-person session to provide support and accountability.
- **Participant commitment** to prepare and actively participate in 15 of the 18 2.5 hour sessions that take place twice a month from September to June, to make progress on their projects, and seek support from peer and senior mentors.

## Curriculum Topics

- Setting career goals
- Understanding your personality and leadership style
- Building a mentoring network
- Having difficult conversations
- Academic writing
- Getting published
- Work/life integration
- Navigating your career development and advancement
- Finding funding
- Building and managing a team
- Creative teaching strategies
- Turning education into scholarship
- Public speaking

For more information about the Academy for Faculty Advancement, please contact Robina Bhasin, EdM, Director of Faculty Development and Diversity in the Department of Medicine, at [rbhasin@bu.edu](mailto:rbhasin@bu.edu) or at 617-638-8099.