

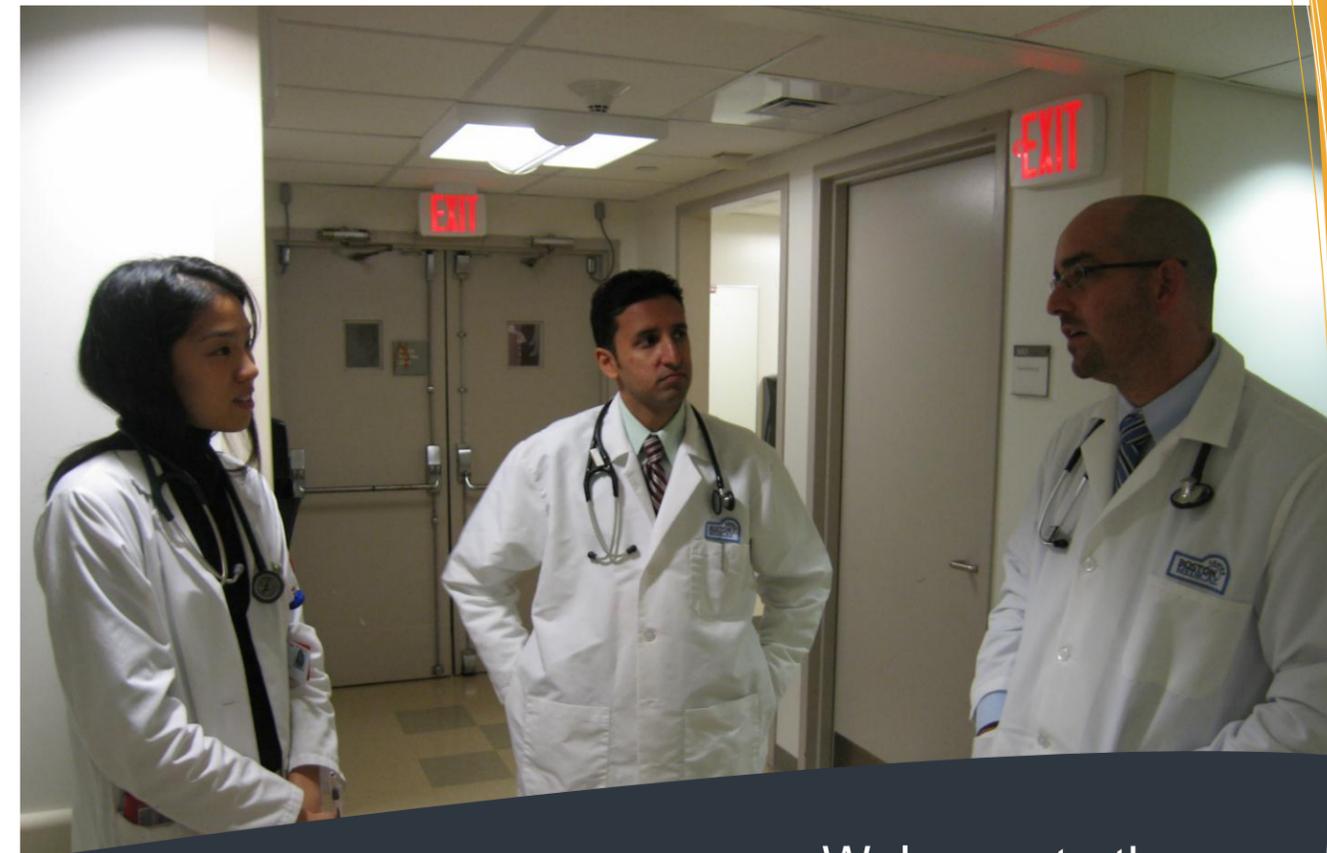
GRANTS  
SEMINARS  
CAREER DEVELOPMENT PROGRAMS  
DIVERSITY  
WORK/LIFE INTEGRATION  
CAREER CONSULTANCIES

**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 and a mentor network to support their career advancement
- Increase faculty engagement and vitality

For more information about the full range of programs offered through Faculty Development & Diversity, please visit our website:  
<http://www.bumc.bu.edu/facdev-medicine/>



Welcome to the  
Department of  
Medicine and the  
BU Medical Campus

grants  
seminars  
mentoring  
diversity  
work/life  
integration



## Promoting an inclusive workplace

### DIVERSITY AND INTEGRATION

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 **under-represented minority faculty** and trainees. In addition, two dinners for under-represented minority faculty and allies are held each year to discuss challenges, brainstorm innovative solutions and foster a sense of community.

Every year, **women faculty members, PhD researchers, educators and early career faculty gather for networking dinners** off-campus to foster networking and collaboration among DOM faculty, and to consider ways to better support the particular needs of diverse faculty groups.

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

Through the support of a grant from the American Council on Education / Sloan Foundation, a task force of BUMC faculty reviewed **faculty career flexibility policies** at BUSM and the FPF and best practices from literature and other academic health centers, and made recommendations to promote more transparent, consistent and egalitarian policies for all faculty.

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



## Helping you achieve your academic goals

BOSTON UNIVERSITY  
BOSTON MEDICAL CENTER

### 2013-2014 SEMINAR TOPICS

- APPROACH TO A K AWARD
- THE ART OF INTERVIEWING
- ALTERNATIVE FUNDING SOURCES
- STUDY DESIGN AND PROGRAM EVALUATION
- BUILDING AND MANAGING A TEAM
- WRITING A LETTER OF RECOMMENDATION
- TIME MANAGEMENT
- TURNING EDUCATION INTO SCHOLARSHIP
- PROMOTION FOR CLINICIAN EDUCATORS
- SUCCESSFULLY MANAGING MILLENIALS
- CREATIVE TEACHING STRATEGIES
- FACULTY FLEXIBILITY POLICIES AT BUSM
- CV BOOTCAMP
- QUALITY IMPROVEMENT

### FACULTY DEVELOPMENT SEMINARS

All faculty members are invited to participate in monthly professional development seminars, facilitated by BUMC faculty. Participants may qualify for CME credit.

### ACADEMY FOR FACULTY ADVANCEMENT

The AFA is a nine-month career development program for early career faculty on the Boston University Medical Campus. Participants specify an academic project that will advance their career and participate in seminars providing the tools to successfully navigate a career in academic medicine. The components of the AFA include:

- Individual academic project
- Functional content mentor for project
- Professional development curriculum
- Peer mentorship across BUMC
- Career mentoring by program facilitators

### ACADEMY FOR COLLABORATIVE INNOVATION & TRANSFORMATION (ACIT)

ACIT is a ten-month, mid-career faculty development program for late Assistant and all Associate professors at BUMC. Through experiential and project-based learning, ACIT participants engage in:

- Inter-disciplinary collaboration on team projects
- Self-reflection and evaluation
- Broad peer and senior mentoring networks
- Development of strategic leadership skills
- Enhancement of transformational education, clinical and research skills

### FACULTY DEVELOPMENT GRANTS

All faculty members in DOM are eligible to apply for quarterly grants to attend skills trainings and workshops. The courses allow faculty to develop new areas of research, enhance clinical and education skills, 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
- Enriching Relationships and Communication in Healthcare
- AAMC Minority Faculty Career Development Seminar
- Institute for Healthcare Improvement

### EDUCATION PILOT GRANTS

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Clinician and scientist educators in DOM are eligible to request pilot funding for educational research once every two years. The grants facilitate career advancement of educators by **promoting academic scholarship**, and **enhance educator vitality** and retention by fostering role diversity and career mastery. The resulting research findings will **enhance the training of medical students, residents, fellows, graduate students, and postdocs at BU**.



### 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, education pilot grants, early and mid-career faculty development programs are all accepted on-line. Faculty members can also schedule resume reviews and submit suggestions via the website.



### MULTIMEDIA

PowerPoint slides from all faculty development seminars are posted to the web, as well as the curriculum for the Academy for Faculty Advancement. On-demand resources for educators, researchers and clinicians are also available on the website.