



Minority Faculty Leadership and Career Development Program

Overview: The Minority Faculty Leadership and Career Development Program (MFLCDP) is a longitudinal leadership and career development program for under-represented minority* (URM) faculty members in the Department of Medicine at the BU School of Medicine. The program uses self-reflection and assessment, experiential learning, and peer and senior mentorship to provide faculty with the tools necessary to navigate a successful career in academic medicine, and to foster leadership skills that enable participants to positively affect change from where they stand.

Target Participants: URM* faculty members in the Department of Medicine, on faculty for at least one year

Time Commitment: Sessions take place from October to June about every three weeks and alternate between experiential seminars (1.5 hours) and informal learning community meetings (1 hour)

Program Components:

- **Experiential seminars.** Dr. David Coleman, Dr. Emelia Benjamin and other leaders from BUMC and beyond will engage with participants around key determinants for effective leadership and fostering change from one's current role through in-person, experiential sessions once every six weeks.
- **Learning community.** Peer mentors in learning communities will meet for one hour every six weeks, between didactic sessions, to discuss tangible strategies to apply the program content in their lives. Member will provide support and accountability to one another to successfully negotiate challenges, foster resiliency, and achieve personal goals.
- **Personal goal.** Participants commit to making substantial progress on a personal goal throughout the program. Examples include:
 - Improve public speaking skills
 - Submit a grant or manuscript
 - Enhance team collaboration skills
- **Participant Commitment.** Prepare and actively participate in at least 11 of the 14 sessions that take place from October 2014 to June 2015, to make progress on a personal goal, and engage in self-reflection and honest conversation with peer and senior mentors.

Curriculum Topics

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| • Self-reflection, awareness and assessment | • Work/life integration |
| • Understanding one's personality and leadership style | • Giving and receiving feedback |
| • Navigating one's career development and advancement | • Conflict management and negotiation |
| • Creating and sustaining high performing teams | • Building a mentoring and developmental network |
| • Effective communication | • Project management |
| | • Resiliency in academic medicine |

Applications accepted until September 12, 2014

For more information about the MFLCDP, please contact Robina M. Bhasin, EdM, Director of Faculty Development and Diversity in the Department of Medicine, at rbhasin@bu.edu or at 617-638-8099.

*The **NIH defines under-represented minorities in medicine** as African Americans, Hispanic Americans, Native Americans/Alaska Natives who maintain tribal affiliation or community attachment, Hawaiian Natives and natives of the U.S. Pacific Islands