

The office of **Faculty Development & Diversity (FDD)** in the Department of Medicine at the Boston University School of Medicine (BUSM) seeks to foster a respectful, creative and collaborative environment that supports the faculty to reach their full potential, and to contribute to cultivating excellence in the educational, research, clinical and service missions of the Department of Medicine (DOM).

In order to reach its goal to recruit, retain, promote and nurture a vibrant and diverse faculty, FDD offers various programs and resources to the DOM and to faculty across the BU Medical Campus (BUMC):

- [Academy for Faculty Advancement](#) (AFA) – longitudinal early career faculty development program for instructors and assistant professors from across BUMC that includes peer and senior mentoring, career development seminars, and the completion of an academic project. Applications are accepted in the spring and the program runs from September through May annually.
- [Mid-Career Faculty Leadership Program](#) (MFL) – longitudinal mid-career faculty development program for late assistant and all associate professors at BUMC. Through experiential and project-based learning, MFL participants engage in interdisciplinary collaboration on team projects, self-reflection and evaluation, broad peer and senior mentoring networks, the development of strategic leadership skills and the enhancement of transformational education, clinical and research skills. Clinical participants are supported by the Faculty Practice Foundation with 0.05 FTE for their participation.
- [Under-Represented Minority Faculty Development Program](#) – longitudinal program for URM faculty across BUMC uses individual career coaching, peer mentoring, and experiential learning to support faculty in meeting their career goals, navigate the particular challenges of being a URM faculty member in academic medicine, and to foster leadership skills that enable participants to positively affect change from where they stand. Applications are accepted in the summer, and the program meets monthly from October through June annually.
- [Women’s Leadership Program](#) - longitudinal program for women faculty in leadership roles across BUMC. The program uses self-assessment and reflection, 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. Applications are accepted in the late spring, and the program runs from September to June.
- [Faculty Development & Diversity Seminar Series](#) – seminars open to faculty across BUMC that focus on leadership, education, research, quality improvement, wellness and academic promotion. Seminars take place from 12-1pm, and 5-6pm on different days of the week from September through June, and offer CME credit.
- [Faculty Development & Diversity Grants](#) provide support for faculty in the DOM seeking to advance their professional development through seminars, conferences and programs outside of BU. The Department funds half of the grant and the Section matches the support. Applications are accepted quarterly.
- [Education Pilot Grants](#) fund research in education conducted by faculty in the DOM that enhance the training and ongoing development of medical students, residents, fellows, graduate students, post-docs and faculty. Grant recipients participate in a bi-monthly writing workshop to support them in successfully implementing, evaluating, and disseminating their projects.
- [Career Consultations & CV Reviews](#) by Emelia Benjamin and Robina Bhasin are available to all BUSM faculty upon request. Faculty may sign up by clicking [here](#).
- [Faculty Dinners](#) – FDD hosts informal dinners for faculty groups throughout the year at the home of Emelia Benjamin, Vice-Chair for Faculty Development & Diversity in the DOM. Each dinner is focused on a particular faculty group and theme (e.g., educators, investigators, women) and all dinners seek to foster networking, collaboration and community in the Department, and to better meet the needs of the faculty.
- [URM Post-Graduate and Faculty Development Program](#) seeks to increase the recruitment, retention, advancement, vitality, and visibility of URM trainees and faculty in the DOM. Sheila Chapman (Associate Chair, Post-Graduate Development) and Sabrina Assoumou (Associate Chair, Faculty Development) are also available to support Section Chiefs to recruit diverse candidates.
- **Writing from the Front Lines of Clinical Care, Education, and Research** provides faculty with the opportunity to develop narrative skills and competencies through reflective writing, reading, and listening. Narrative medicine training fosters writing skills and professional well-being while offering a framework for establishing empathic and collaborative teams.