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# Professional Development Resource Guide for Advanced Practice Providers

**Advanced Practice Provider Council**

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## Overview

The Advanced Practice Provider Council (APP) was formed in December of 2019 to promote, develop and support the professional roles of APPs at Boston University Medical Group (BUMG) and Boston Medical Center (BMC). In keeping with these goals, the APP Council has assembled this resource guide to create a comprehensive reference of institutional professional development programs for APPs across BMC, BUMG and Boston University Chobanian & Avedisian School of Medicine (BU CAMED).

In this guide, you will find information on existing institutional opportunities to advance skills and knowledge in the areas of clinical, administrative/leadership, research/quality improvement and teaching/education. Some offerings may support multiple areas of skill building, knowledge, and mentorship.

Additional sections of this guide address mentorship and citizenship opportunities available on campus.

Most offerings in this guide are available to all APPs. However, there may be considerations and eligibility requirements for certain programs. Contact information for each program is provided for questions.

In order to maintain the accuracy of the information in this document, please submit suggestions and updates by clicking [this link](#) and filling out a brief form.

## Clinical Opportunities

### **Center of Excellence in Geriatric Medicine**

Program designed to produce leaders in geriatric education, research, and administration, and assist in education and training with competency in geriatric care. Largely geared towards training of fellows, yet open to APPs.

**For more information click below**

<https://www.bumc.bu.edu/geriatrics/education/fellowship/coe/>

### **Clinical Training Center at BMC**

An American Heart Association Training Center at BMC that provides free BLS, ACLS, and PALS classes.

**For more information click below**

<https://hub.bmc.org/departments/emergency-department/clinical-training-center>

### **Grayken Center for Addiction TTA**

Provides free CE education, support and, capacity building on best practices caring for patients with substance use disorders.

**For more information click below**

<https://hub.bmc.org/departments/grayken-center-addiction>

### **Scope of Pain (Safer/Competent Opioid Prescribing Education)**

CE activities and provider resources to help safely and effectively manage patients with acute and/or chronic pain, when appropriate, with opioid analgesics.

**To fill out a request form click below**

<https://www.scopeofpain.org/contact-us/>

### **Solomont Simulation Center**

BMC's state of the art learning center for education and multidisciplinary training (i.e. simulation and ultrasound skills for Ob/Gyn, Ortho, ED, etc.)

**For more information click below**

<https://hub.bmc.org/departments/solomont-center-medical-simulation-and-nursing-education>

## Administrative/Leadership Opportunities

### **BMC Ambulatory Leadership Acceleration Program (“LEAP”)**

Ambulatory LEAP is aimed at providing individuals from under-represented backgrounds with the opportunity to strengthen skills and gain experience that will prepare them for management roles.

**For more information click below**

<https://hub.bmc.org/bmc-ambulatory-leadership-acceleration-program-leap>

### **BMC Pathways**

A leadership acceleration program for high potential BIPOC (Black, Indigenous, and People of Color) individuals at BMCHS.

**For more information click below**

<https://hub.bmc.org/employee-center/diversity-equity-and-inclusion/pathways>

### **Leadership and Management**

**Training** BMC’s “The Hub” offers guides and links to training and development support for newly-promoted first-time managers, newly-hired directors and managers, and aspiring managers.

**For more information click below**

<https://hub.bmc.org/employee-center/learning-and-development/leadership-and-management-training>

## Research/Quality Improvement Opportunities

### **BU Center for Implementation and Improvement Sciences (CIIS), Evans Center for Implementation Science**

A methodologic hub for the scientific evaluation of efforts to improve healthcare delivery in safety net settings.

**For more information click below**

<https://sites.bu.edu/ciis/>

### **BU Clinical & Translational Science Institute (CTSI)**

Includes: CCRO Clinical Research Resource Office, OHRA Office of Human Research Affairs, IRB Institutional Review Board

**For more information click below**

<https://www.bu.edu/ctsi/>

### **Improvement Leadership Academy**

A course guiding clinical and non-clinical leaders through an improvement project. Provides skills, tools, and agency to become an improvement champion.

**For more information click below**

<https://cme.bu.edu/qihub/ila>

## Teaching Opportunities

### **Clinician Educator Leadership Program**

A program to substantively support the retention, advancement, promotion, and vitality of diverse BUMG Clinician Educators to improve the education and training of BU Chobanian & Avedisian SOM students, trainees, and faculty. BUMG APPs only.

**For more information click below**

<https://www.bumc.bu.edu/facdev-medicine/all-bumc/clinician-educator-leadership-program/>

### **Early Career Faculty Development Program**

Introduces faculty, in the early stages of their academic health sciences career, to the resources available on campus by focusing on an academic project that will help advance their careers. Along with seminars focused on project and academic development, participants will receive peer, senior, and project mentoring and networking.

**For more information click below**

<https://www.bumc.bu.edu/facdev-medicine/all-bumc/ecfdp/>

### **Mid-Career Faculty Leadership Program**

A year-long professional development program for late Assistants and all Associate Professors on the Boston University Medical Campus.

Participants engage in self-reflection and evaluation, and the development of broad peer and senior mentoring networks, strategic collaboration through experiential and project-based

learning. leadership skills, and interdisciplinary collaboration through experiential and project-based learning.

**For more information click below**

<https://www.bumc.bu.edu/facdev-medicine/all-bumc/mfl/>

### **Narrative Writing Program**

Provides faculty with the opportunity to develop narrative skills and gain confidence through in class reflective writing, close reading and discussion of literary works of various genres and writing workshops.

**For more information click below**

<https://www.bumc.bu.edu/facdev-medicine/all-bumc/narrative>

### **Seminar Series**

Seminars are open to all faculty and focus on leadership, education, research, quality improvement, wellness, diversity/inclusion and academic promotion. Seminars are offered from 12-1pm on different days of the week throughout the year for CME credit.

**For more information click below**

<https://www.bumc.bu.edu/facdev-medicine/allumc/faculty-development-diversity-seminar-series/>

## Mentorship Opportunities

### **Career Planning & CV Review**

Individual career planning consultations and CV reviews are **available to all faculty members** to improve the effectiveness of their CVs, and to strategize for career advancement and promotion.

**For more information click below**

<https://www.bumc.bu.edu/facdev-medicine/all-bumc/consultancies/>

### **Faculty Affairs Propelling Rise of Faculty (PRoF)**

All APPs with faculty appointments who qualify as Mentees (<5yrs as Assistant Professor) can sign up for PRoF. Any APPs at the rank of Clinical Associate Professor or above can volunteer to serve as a mentor. Each year, surveys to participate in PRoF as a mentee or mentor will be sent out by the BU CAMED Faculty Affairs Office either in January or February.

### **Volunteer Faculty Appointments at BU Chobanian & Avedisian School of Medicine**

BMC APPs with an annual contribution of at least 40 hours of medical student teaching are eligible for a voluntary faculty appointment at BU CAMED.

**For more information click below**

<https://www.bumc.bu.edu/camed/voluntary-faculty-appointments-and-promotions-guidelines/>



## Citizenship Opportunities

**BUMG Committees:** A listing of BUMG Committees is below. An open call for new members takes place once a year at which time opportunities to join BUMG Committees may be available for APPs. Committees meet once a month at established times and are expected to attend at least 75% of meetings. Members can serve two, three-year terms in a committee.

BUMG Committee	Purpose
<a href="#"><u>APP Council</u></a>	Promote, develop and support the roles of APPs for the purposes of advising Boston University Medical Group and Boston Medical Center senior leaders on matters pertaining to systems of care, scope of practice, and campus-wide resources and programs.
<a href="#"><u>Diversity and Inclusion</u></a>	Provide strategic direction towards building and sustaining a thriving, equitable, and inclusive culture that values racial equity, diversity, and inclusion at all levels of leadership.
<a href="#"><u>Education</u></a>	Create, implement and support education-based initiatives as they relate to the BUMG Strategic Plan to foster advancement and innovation in education.
<a href="#"><u>Engagement</u></a>	Create a sense of community and collegiality through social and recognition activities
<a href="#"><u>Gender Equity Advisory Council</u></a>	Lead efforts to build and sustain a thriving, equitable, and inclusive culture that values gender equity and inclusion at all levels of leadership, and for providing clear frameworks, equal opportunities, and support for professional advancement and vitality to BUMG faculty
<a href="#"><u>Governance and Nominating Committee</u></a>	Board of Trustees established the Governance and Nominating Committee to identify qualified individuals to become Trustees and committee members, and to advise the Board on governance matters.
<a href="#"><u>HR &amp; Benefits</u></a>	Human Resources and Benefits Committee will review, evaluate, and advise BUMG management, and, as appropriate, the BUMG Board of Trustees, on matters pertaining to human resources and benefits.
<a href="#"><u>Professional Development</u></a>	Improve and/or create new resources for professional development
<a href="#"><u>Research</u></a>	Promote research collaborations, advocate for support and investment in research and help determine research priorities.
<a href="#"><u>Strategic Planning</u></a>	Establish BUMG direction and priorities; work to simplify decision making to drive alignment
<a href="#"><u>Wellness and Professional Vitality</u></a>	Lead efforts to improve clinician wellness, professional vitality, and resilience by addressing burnout symptoms and root-causes identified through surveys, and evidence-based research.
<a href="#"><u>Work Life Harmony</u></a>	Work-Life Harmony Committee is responsible for developing guidelines, programs, and policies to improve integration of work and life in support of BUMG's Strategic Plan.