

DACCPM Faculty Career Enhancement Program for 2021

Overview: Beginning in 2021, the MGH DACCPM will support up to 3 faculty members each with a 4-week period for career enhancement. The chosen faculty members will have no clinical responsibilities during the 4-week period and no make-up of missed clinical work is expected. Pay and benefits will remain intact. The time is to be used for professional growth as determined by each chosen faculty member. Examples of activities that would fit the spirit of this program include, but are not limited to, learning a new clinical or research skill, learning about a professional topic of interest, medical mission work, and writing or editing. Although there is no formal expectation or required academic outcome from the faculty members who participate in the program, activities that help the department more broadly (i.e. manuscripts, lectures or workshops) are preferred. Importantly, because this time is to be used for professional development it is not to be used as vacation and faculty members should not do ACDs, moonlight, or take call for other faculty members while being supported by this program.

Application process: Applicants must have been on faculty for at least 10 years. A 1-page (max) summary of the intended use of the time must be submitted to Keith Baker by April 1, 2021. A faculty member is eligible once every 10 years. There is no stipend that accompanies this program. Vice Chairs and Division Chiefs are not eligible.

Allowable times: Only 4-week contiguous periods are allowable. Faculty members may request any contiguous 4-week period between the months of October and May of the year of interest. At least two, and preferably three, times should be proposed by each faculty member. Only 1 faculty member may be away from the department at a time. The Faculty Career Enhancement Committee will choose the actual dates for each faculty member with an effort to select the first choice of the applicant.

Faculty Career Enhancement Committee: The Committee is charged with oversight of the process, choosing recipients and adjusting the requirements over time. Choices must be okayed by the Chief of the DACCPM.

Committee Members:

Paul Alfille, MD

Keith Baker, MD, PhD

Jean Kwo, MD

Jianren Mao, MD, PhD

May Pian-Smith, MD

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