

UMass Chan is the first and only Public Medical School in Massachusetts

TH Chan School of Medicine

Morningside Graduate School of Biomedical Sciences

Tan Chingfen Graduate School of Nursing

UMass Chan named among 'America's Greatest Workplaces 2023 For Diversity,' - Newsweek, Plant-A Insights

UMass Chan Medical School named one of Top Places to Work - Boston Globe



Cluster Hire Program Bench to Community

*"Diversity, Equity, Inclusion, and Belonging are essential components of our mission"**

**UMass Chan Diversity Statement*

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WORLD-CLASS FACULTY & RESEARCH INSTITUTION

→ Internationally recognized faculty:

- Nobel Laureate
- Lasker Award recipient
- 7 National Academy of Sciences members
- 4 Howard Hughes Investigators

→ US News & World Report top 10 for primary care education

→ NIH Funding: #3 in New England FY21

“Fostering an academic healthcare environment where...everything we do is enriched by maintaining a truly diverse and inclusive environment.”*



→ Outstanding Resources:

- Facilities including 47 research cores
- MassBiologics, the only non-profit FDA-licensed manufacturer of vaccines and biologics in the US
- Ongoing substantial philanthropic contributions recognizing our excellence and supporting our institutional mission
- \$175M gift from The Morningside Foundation in '21

DIVERSITY, EQUITY, & INCLUSION MISSION

“Strengthening the cultural competence and empathy of our faculty, staff, learners, and caregivers by cultivating an inclusive and welcoming institution.”*

→ Recruitment, Retention, & Advancement

- Cluster Recruitment Initiative launched 2021
- National Center for Faculty Development and Diversity member

→ Quality Improvement and Accountability

- Departmental Diversity and Equity Action Plans (DEAP)

→ Education and Engagement

- The DRIVE Initiative facilitates a representative curriculum
- Long-standing institutional investments in local and national pipeline programs
- Health Equity Collaborative: \$5M institutional investment in local and global health equity.

→ Culture and Climate

- Committee on Equal Opportunity and Diversity: providing education, advocacy, and service opportunities
- Institutional paid time off to volunteer
- AALANA affinity group: supporting and advancing faculty of color through collaboration, celebration, and knowledge

CAREER ADVANCEMENT OPPORTUNITIES

→ An Investigator Career Advancement Program (ICAP) for junior faculty:

- Structured curriculum, mentors & sponsorship
- Research facilities and resources including a science writer
- Cross-departmental collaborations
- Networking and cohort-building that integrates new hires into the UMass Chan scientific and cultural community

→ Mentored Career Development (KL2) Program:

Fostering career development across the full spectrum of translational research

→ Office of Faculty Affairs sponsored partnerships and workshops

“Preparing tomorrow's physicians, nurses, and scientists to provide care, cure diseases, and change the world...helping them learn and grow as active members of a multicultural society.”*

GREATER WORCESTER AREA

→ Affordable housing with short commute to Boston, Providence, and Hartford

→ #3 safest places to live in the US (USNWR)

→ Highly ranked school systems & colleges

→ More than 70 world-class cultural venues:

- Museums & Art Galleries
- Theaters
- Eateries & Breweries