



**Faculty Director  
Summer Training in Academic Research and Scholarship (STARS) Program  
Brigham and Women's Hospital**

**Synopsis of Role:**

Reporting to the Chief Diversity & Inclusion Officer of the Center for Diversity & Inclusion (CDI), the Faculty Director is a key leadership position responsible for the strategic oversight of the Brigham and Women's Hospital (BWH) Summer Training in Academic Research and Scholarship (STARS) Program. This position contributes to a range of activities related to the management and prosperity of the program. The Faculty Director promotes and supports a quality learning experience for students by fostering mentorship, professional development and educational advancement opportunities. The Faculty Director is responsible for maintaining established relationships with research faculty and program staff spanning the Harvard-affiliated network.

**About the Center for Diversity & Inclusion**

The Brigham and Women's Hospital (BWH) Center for Diversity & Inclusion (CDI) was established in 2017 to provide a comprehensive and coordinated approach to the recruitment, retention, engagement, and advancement of their respective faculty, fellow, resident and student populations.

**About the BWH STARS Program**

Established in 2008, the Summer Training in Academic Research and Scholarship (STARS) Program is a distinguished summer research opportunity at Brigham and Women's Hospital (BWH) and Harvard Medical School (HMS) for underrepresented in medicine (URiM\*) undergraduate rising juniors and seniors, and first-year medical students with a strong interest in pursuing advanced careers as research scientists, physicians and/or health care professionals. Thus far, STARS has brought over 100 students from around the U.S. to Boston for this eight-week mentored summer research program. Students participate in intensive hands-on training in basic, translational and/or clinical research methods under the tutelage of a dedicated BWH/HMS Faculty Lab Mentor, culminating in a final project presentation. Additional activities include clinical shadowing, career development seminars, networking sessions, weekly circle ups and social activities. The program provides funding for each students' travel, housing expenses and a research stipend. The program also covers group social activities and select meals.

\*According to the [AAMC](#), URiM means those racial and ethnic populations that are underrepresented in the medical professional relative to their numbers in the general population.

This includes applicants who self-identify as African American/Black, Alaskan Native, American Indian/Native American, Hispanic/Latinx and/or Native Hawaiian.

### **Essential Functions:**

- Responsible for management oversight of 8 students. Fosters and promotes a safe, supportive and positive learning environment for students throughout the eight-week program.
- Attends and runs point on major programmatic events including annual lab meeting, orientation, weekly circle ups, program dinners, final research presentations and final luncheon.
- Mentors students on topics related to professional development and scientific career advancement.
  - Structures and leads weekly circle ups on topics related to professionalism, educational advancement and scientific career advancement.
  - Meets individually with each student twice throughout the duration of the eight-week program.
- Leads the review of applications and plays a key role in the selection process of students for the summer program.
- Maintains regular contact and meets monthly with the Program Coordinator for program planning.
- Maintains established relationships with various faculty lab mentors and relevant program staff.
- Maintains funding for the BWH STARS Program.
- Ensures general availability throughout the eight-week summer program.

### **Requirements:**

#### **Competencies Critical to this Position:**

- Experience with research and leadership is essential – Willing and able to take lead and grow the program; must be established in academic medical research.
- Adaptability/Flexibility — Open to change and to considerable variety of programmatic and student needs. Engaging and relatable to college and first-year medical students.
- Coaching and mentoring – Ability to engage students and develop them in a variety of areas related to research, educational advancement and professional development.
- Collaboration – Ability to work well with others and maintain established relationships in alignment with program goals and longevity.
- Initiative – Willing and able to take on responsibilities and challenges.
- Professionalism and Relevance – uses professional relevance to support and promote students educational and career advancement.
- Innovation — Creativity and alternative thinking to develop new ideas for the program.
- Availability/Visibility – willing and able to dedicate time to growing the program and developing students. Visible and available to students throughout the eight-week program.

### **Qualifications**

- MD and/or PhD degree (or equivalent).

- Demonstrates a strong commitment to mentoring in the academic setting with experience and interest in advancing the scientific careers of pre-med and medical students who are underrepresented in medicine.

**Preferred Areas of Expertise and Experience:**

- Leadership.
- Academic medical research.
- Diversity and inclusion, health equity and racial justice.

This position is a paid stipend.