

ADVANCE-UP

Q and A with past participants

Q: “What did you enjoy the most about ADVANCE-UP?”

A: “Meeting other minority faculty members and sharing in the discussion topics at the sessions”

A: “The very interesting workshops including the personality testing as well as the negotiation talk. Also, the camaraderie with the group while discussing the issues.”

Q: Which parts of this experience have had the most impact on your career development? In what ways?

A: “The lessons learned and experiences shared have probably had the most impact because it was interesting to see how many of our challenges and struggles are so similar despite our various departments, length of time at Duke, etc. Similarly, the conversations with (UREF) leadership were most helpful because it was encouraging to see their 'beginnings' were not too dissimilar from mine.”

Q: Consider your expectations at the beginning of the program. How well has ADVANCE-UP met those expectations? In what ways?

A: “The description says that the program aims to provide enrichment activities with a focus on UREF faculty in academic medical centers by creating a network of scholars to enhance the sense of community, foster timely promotion and increase representation in leadership positions - it achieved and surpassed those goals. I have achieved clarity on the steps I need to take to advance my career, and have seen creative methods that others have adopted to achieve them. I have also developed a network of interesting and exceptional peers outside of my division and department who I can call on to help me navigate my career.”

Q: What was the most important part of this program for you?

A: “Peer support because often times I feel isolated as I'm the only minority investigator in my research group”

A: “The knowledge gained from the seminars and the relationships formed with my colleagues in the program.”