



EMORY | SCHOOL OF MEDICINE



FACULTY ONBOARDING GUIDE

AUGUST 2026

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Welcome to Emory! The Emory University School of Medicine (SOM) takes great pride in recruiting and retaining the best clinicians, researchers, and educators in the country, and we are pleased that you have chosen to join our faculty.

This interactive Faculty Onboarding Guide was developed by the Emory School of Medicine Faculty Development Advisory Committee and is designed to address a variety of questions that may arise as you begin your career at Emory. This guide will focus primarily on activities and resources at the School of Medicine or university level and it is important to note that your department, division, and or site may have additional information or resources to support you. Links for additional information are underlined throughout and may direct you to an intranet site. You will need to log in with your Emory NetID and password to access content.

We hope this is a helpful resource and encourage you to email somfde@emory.edu with any questions, edits or comments.

Note: This guide is intended for those with faculty appointments but may contain relevant information for non-faculty providers. Non-faculty providers are encouraged to seek additional support and information from your specific clinical site.

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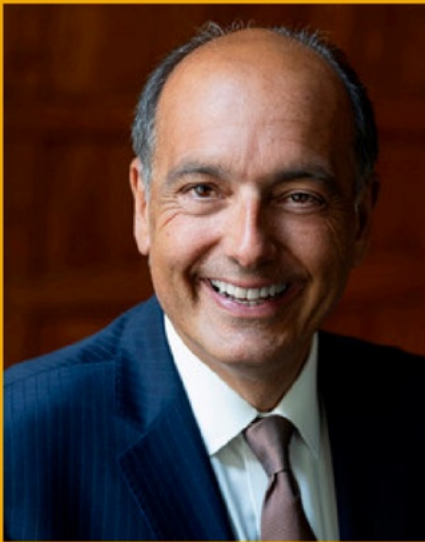
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SITE SPECIFIC INFORMATION

EMORY UNIVERSITY AND WOODRUFF HEALTH SCIENCES CENTER

Emory University was founded in 1836 in Oxford, Georgia, where Emory University still maintains a footprint (Oxford College). In 1855, the precursor of the School of Medicine was founded, and in 1915, it merged with Emory University.

Today, the School of Medicine is one of nine schools of Emory University, which range from undergraduate programs on the Atlanta and Oxford campuses through numerous Ph.D. and professional training programs across the sciences and humanities. **Christopher L. Augostini** will become the 22nd president of Emory University when he assumes the role on September 1, 2026. **Badia Ahad** currently serves as Provost and Executive Vice President for Academic Affairs. **Joon Lee**, CEO of Emory Healthcare, has assumed the role of Executive Vice President for Health Affairs, CEO of Emory Healthcare, and Vice Chair of the Emory Healthcare Board of Directors.



Christopher L. Augostini



Badia Ahad



Joon S. Lee

As a faculty member of Emory University, you have access to a wide range of facilities and opportunities beyond the School of Medicine resources. For example, you can get discount tickets to see events at the Schwartz Center for the Performing Arts; you have access to all of Emory's libraries including the Health Sciences Library; you can visit the Carlos Museum on the Quad of the Atlanta campus; and you can get a family membership to the outdoor pool at the Student Activity and Academic Center. Emory also offers a variety of ways for faculty to engage with the Atlanta community.

EMORY UNIVERSITY SCHOOL OF MEDICINE

Dear faculty member,

Welcome to Emory School of Medicine! You bring unique perspectives, expertise and experience that enrich our community and further our ability to teach the next generation of providers, discover tomorrow's treatments and cures, and provide skilled, compassionate care for patients in Atlanta and beyond. We are honored that you chose Emory.

As this onboarding guide illustrates, being an Emory School of Medicine faculty member means you have access to a wealth of resources and development opportunities to support both your work and your professional growth. We are committed to fostering a culture in which everyone can thrive and achieve their full potential.

As you settle into your new role, I urge you to prioritize your continued professional development. Amid the demands of academia and health care, it's crucial to seize opportunities for growth – whether through educational workshops, collaborative research endeavors, or leadership development programs. Our Office of Faculty Academic Affairs and Professional Development offers comprehensive support and resources to achieve success at every stage of your career.

On behalf of our patients, our learners and our community, thank you for joining our team. I look forward to working with you to continue advancing Emory's role as a leading institution in teaching, research, and patient care. Please reach out to me with questions, ideas or feedback at OfficeofSOMDean@emory.edu.

Sandra L. Wong, MD, MS

Dean, Emory School of Medicine
Chief Academic Officer, Emory Healthcare



OUR MISSION

The Emory University School of Medicine is a leading institution with the highest standards in **education, biomedical research, and patient care.**

We are committed to recruiting students who are dedicated to providing care to a diverse patient population and innovative leaders in biomedical science, public health, medical education, and clinical care..

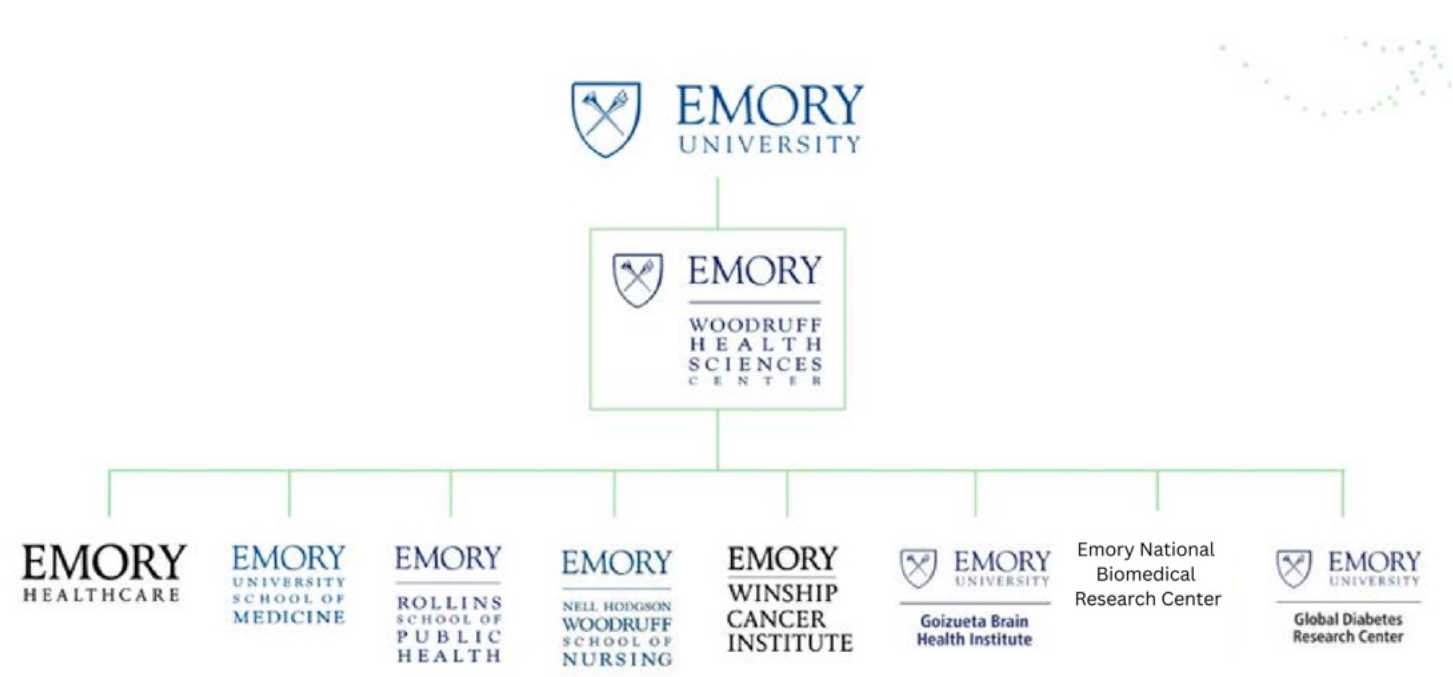
We foster a culture that integrates leading edge basic, translational, and clinical research to further the ability to deliver quality health care, to predict illness and treat the sick, and to promote health of our patients and community.

[Read more](#) about the vision and objectives of the SOM.

ORGANIZATION

Academic medical centers are complex organizations and Emory is no exception!

As shown below, the School of Medicine is one of three schools in the Woodruff Health Sciences Center (WHSC). WHSC also includes Emory Healthcare and three additional research institutes. Learn more about WHSC in the [2025 At-A-Glance report](#).



The School of Medicine is proud to be home to over 3,935 faculty members, 711 medical students, 467 health professional students, and 1,469 residents and fellows.

Dean Sandra Wong leads the School of Medicine along with four Executive Associate Deans, four Senior Associate Deans, eighteen Associate Deans and five Assistant Deans. The complete list of SOM leaders is available [online](#).

Our faculty have appointments in one (or more) of the 27 departments, 7 basic science and 20 clinical, that comprise the School of Medicine. A list of all departments with links to departmental websites is available [online](#). As a new faculty member, we encourage you to familiarize yourself with your department's website.

WHERE WE WORK

RESEARCH SITES & AFFILIATES

Groundbreaking research is taking place across campus.

We are best known for our work in infectious diseases and immunology, brain health, heart disease, cancer, transplantation, orthopedics, pediatrics, and ophthalmology. This [interactive map](#) provides additional information on many of our research spaces and affiliates including Emory National Biomedical Research Center, the Health Sciences Research Building, Woodruff Memorial Building and others (e.g., Ponce Center, Marcus Center, Brain Health Center).

PATIENT CARE SITES

Emory Healthcare (EHC) is the most comprehensive academic health system in Georgia. We provide clinical care and physician training in Emory-owned facilities as well as three major affiliate hospital systems: one of the nation's most respected veterans hospitals, one of the largest pediatric health systems in the U.S., and a Level I trauma safety-net hospital.

3,935

faculty members

711

medical students

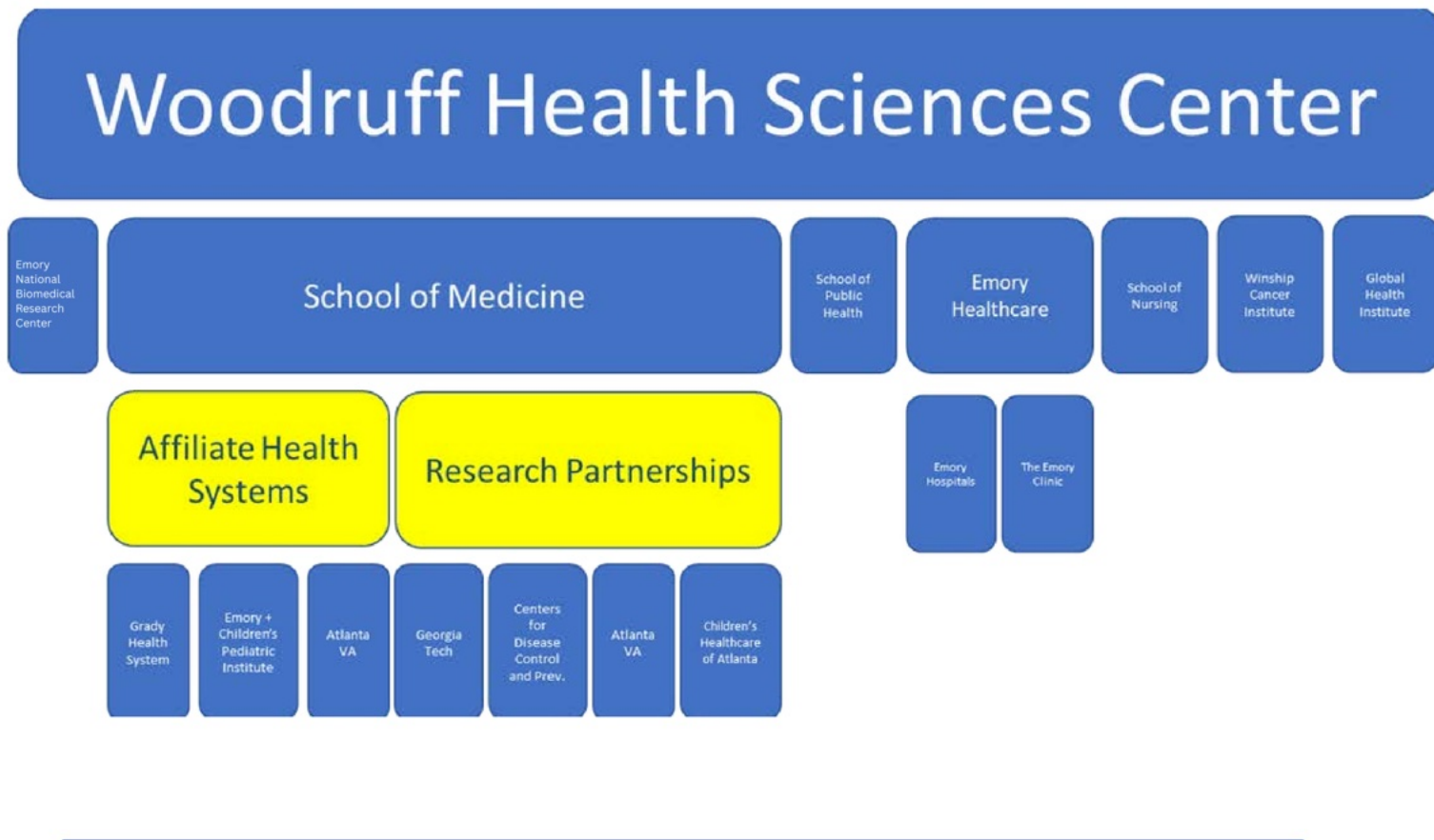
467

health professional
students

1,469

residents & fellows

Learn more about our primary clinical care sites and major affiliates via this [interactive map](#). If accessing via your mobile device, driving directions are also available.



PARTNERS IN PATIENT CARE, RESEARCH, AND TEACHING

Our home in Atlanta helps us foster relationship with others in the biomedical community including Morehouse School of Medicine, Georgia Institute of Technology, and our neighbor, the Centers for Disease Control and Prevention. We invite you to learn more about our established partnerships via this new [interactive map](#).

FIRST STEPS AS A FACULTY MEMBER

This portion of the guide is intended to supplement the onboarding materials that you will receive from the Credentialing Office, from Human Resources, and from your own department, division, or site. Onboarding can be a rather lengthy process, so this guide attempts to help you navigate the many steps that will be necessary to become an effective faculty member. Some links may not allow you to access the web content until additional accounts have been created or activated.

These first steps are very important and starting early is recommended. Though there are many things to attend to, fortunately, some of these items need only be completed once.

REQUIRED TRAININGS

CLINICAL TRAININGS

- **Credentialing**
 - Login: PIN - you set it up the first time you access
 - Courses: complete all courses related to privileges you are requesting, plus the generic patient safety module.
 - Provider assessment must be completed annually.
- **EPIC Training**
 - EPIC is Emory Healthcare's medical record system. OnCore Clinical Trials Management System was integrated with Epic on October 1, 2022 for subject registration, study, and patient-level documents, and billing review for clinical research.
 - Training is organized in advance of start date by your department and is typically completed remotely.
 - For more details about Epic and training, visit the [Epic SharePoint Site](#)

RESEARCH TRAININGS

- **CITI (Collaborative Institutional Training Initiative)**
 - If you will be involved in Human Subjects Research, you'll need training as described by the Emory [IRB](#). After completing the training, you will be able to submit and maintain studies in [Insight](#).
 - Login: You can re-use an existing CITI account or create a new one.
 - Notes: After registering (or logging into an existing account) with the CITI site, add an Institutional Affiliation for Emory University, which will allow you to view the list of Courses required by the IRB. Start with the Human Subject Research Track (RCR) course and add any additional courses as required by the IRB (see above).

CLINICAL TRAININGS (CON'T)

- **Bloodborne Pathogens, OSHA-type stuff**

- [Instructions](#)
- Site: [HLC \(Healthcare Learning Center\)](#)
- Login: Single Sign-On utilizing your Network login ID

- **Opioid Prescribing**

- Login: free American College of Physicians/registration required.
- Notes: State-mandated CME for controlled substance prescribing. The easiest is probably the ACP Safe Opioid Prescribing 2018 (above). Set aside a few hours and submit the certificate to the Georgia Composite Medical Board when applying for or renewing your license. In order to prescribe controlled substances in the state of Georgia, a valid medical license and enrollment in the [Prescription Drug Monitoring Program \(PDMP\)](#) is required.

At Emory, electronic prescribing of controlled substances is encouraged to promote safety and security. After enrolling in the PDMP, you will need to contact information technology to arrange access to Imprivata, a smartphone app which is used to verify electronically transmitted controlled substances.

RESEARCH TRAININGS (CON'T)

- **Institutional Animal Care and Use Committee (IACUC)**

- If you use animals in your research, protocols must be submitted and approved using the [eIACUC](#) and staff must show evidence of appropriate training. Training requirements can be found in the education and training [policy](#) and links to required training are found [here](#).

- **Environmental Health and Safety Office (EHSO)**

- Laboratory personnel must complete lab safety training in [SciShield](#). Training requirements vary according to the type of research; information can be found [here](#).
- Login: same as email
- Courses: Varies by research focus (hazardous materials, animal studies, etc.)

- **Radiation Safety**

- The use of radioactive materials is tightly controlled and requires application and approval by EHSO.

CLINICAL TRAININGS (CON'T)

- **Telehealth Training**

- Login: Your HLC User ID is your seven-digit EHC employee ID.
 - To access your employee ID or related information, you can use the e-Vantage tool. e-Vantage is a self-service, online benefits and payroll tool that allows you to view your pay advice, current benefits plan enrollment, and update your personal contact information. This platform may provide access to your employee ID or related details.
- In Self-Service, select the Personal Information tile, select Name and Profile Details, select Employee Profile.
- Or In Self-Service, select the Personal Information tile, select Emergency Notification System
- First-time users, use ehc as a temporary password. You will be prompted to change your password after this initial login.

REQUIRED FOR ALL

- **HIPAA**

- Instructions
- Site: Learning Management-Brainier
- Notes: Go to the Emory Self-Service portal and log in using your Emory NETID. Select the "Learning Management" tile from the Self-Service options, then select "Learning Management-Brainier." You will be able to access the courses under the "My Learning" tab from your dashboard. Add each to your learning plan by clicking Plan for Later so you won't have to look them up again.

Note: HIPAA compliance training is not required for PhDs in labs.

- **Sexual Harassment / Title IX**

- Course: Bridges: Building a Supportive Community (should be set up in My Learning, or just search for it using Find Learning).
- Notes: Microsoft Edge seemed to work better for this (requires Adobe Flash), remember to allow pop-ups for the whole site. You will also need to attend separate, in-person Title IX training (watch your email for reminders and an invitation to a group training event for the Department). Allow at least 45 minutes to complete this module.

ORIENTATIONS

You may get a sense of orientation overload as a new faculty member! However, it is important to note that each orientation is unique and will introduce you to the multiple facets of life at Emory.

UNIVERSITY:

- New Employee Welcome Session is held monthly and designed to acclimate you to Emory University and ensure that you have a proper welcome to the community. Benefits and programs available to you will be discussed.
- Provost's New Faculty Orientation is typically held annually in August. New faculty will receive an invitation from the Provost's office.

SCHOOL OF MEDICINE:

- The School of Medicine currently hosts New SOM Faculty Launch twice annually. This session will introduce you to senior leadership, provide information about resources available to you as faculty, and provide a deeper dive into getting involved in education and research. Launch is required and faculty members should work with their department administration to schedule time to attend.

CLINICAL SITES:

- Emory Healthcare's New Employee Orientation is held on the second Monday of every month and should be completed within the first 90 days of employment. Your departmental HR representative can help you schedule this session.
- The Atlanta VA Physician Orientation has resumed in-person sessions.
- Children's Healthcare of Atlanta/Pediatric Institute faculty attend CHOA's New Provider Orientation on their first date of employment. CHOA's NPO occurs once a month and is typically on the 2nd or 3rd Monday of the month and will likely align with your hire date.

DEPARTMENTS:

Some departments may offer their own form of orientation to help you acclimate to Emory. Your department administrator, HR team, or faculty development office will coordinate this session.

OTHER TO-DOS

- Start working on your Emory-formatted CV – a template is available from the SOM Faculty Development site. An updated CV in this format is required during your annual review and for future promotion. More information is available in the promotions and tenure section of this document.
- Emory FIRST - All faculty are asked to create and maintain their faculty website profiles through the Emory FIRST tool. Emory FIRST is a faculty information system that collects your publications from authoritative sources, allowing you to keep up to date! You can also enter information about your professional education and experience, as well as teaching and professional activities. Visit <https://profiles.emory.edu> and log in using your Emory University NetID and password.
 - Emory Healthcare Profile (if applicable): Check your EHC Profile every 6 months to ensure that all information is complete and accurate. The profile is managed in a web service called Kyruus. To log in, first enter your long-form Emory email address: [firstname].[lastname]@emory.edu and you will be redirected to an Emory login (SOM credentials). If you have questions, email providerprofilesupport@emoryhealthcare.org.
 - Children's Healthcare of Atlanta (if applicable): Physician bios can be requested and updated via Careforce
- Emory CME Tracker - All clinical faculty are asked to create a profile in the Emory Continuing Medical Education (CME) system, CME Tracker. Doing so will allow you to easily claim credit for CME activities such as Grand Rounds, Tumor Boards, and live conferences with your mobile phone number. Including your month and year of birth and licensure information in your profile allows the Emory CME office to report your CME credits directly to the ACCME and your specialty board. Visit the CME website for more information.
- Occupational Health Services (OHS) - Ensures a safe environment for employees of Emory University and Emory Healthcare and provides direct access to care for employees with occupational injuries, illnesses and exposures.

IT SUPPORT AND SYSTEMS

- One Drive/Sharepoint/Teams - Emory uses the Microsoft platform for data storage and collaboration. Each faculty member is entitled to dedicated storage space that can be requested in the IT section below. This interfaces with the Share Point and Teams platforms that facilitate collaboration across groups within Emory.
- Zoom - Zoom is a remote conferencing service that uses cloud computing software for videoconferencing, online meetings, chat functions, and mobile collaboration. Some clinical departments offer Zoom Telemedicine visits. Training may be required. Please check with your division leader on your department's requirements.

Additional resources and support contacts are included in the IT section below.

ANNUAL SOM ADMINISTRATIVE EXPECTATIONS OF ALL FACULTY MEMBERS

As a SOM faculty member, there are a few administrative tasks you will be asked to complete annually. As always, check with your department, division, and/or site to inquire about any additional annual requirements.

- Career Conference and Performance Reviews (CCPR) - Each regular faculty member is required to meet with their chair or a designee to complete the annual CCPR. Faculty are encouraged to use this time to share their accomplishments and discuss goals for the future.
- INSIGHT - INSIGHT is a comprehensive application that brings together IRB approval, contract management, regulatory compliance, study budgeting, and financial management into one integrated system. All faculty are required to complete disclosures annually. This system is also used to assess potential conflicts upon submission of external funding applications. Additional information and training materials are available online.
- You will also be required to provide an updated CV to the Dean's Office. We recommend you upload your CV during your annual CCPR (two birds, one stone!). Otherwise, the dean's office will contact your department for an updated CV.



RESEARCHER INCENTIVE PROGRAM FAQS

BACKGROUND AND OVERVIEW

The goals of the Researcher Incentive Program are to provide researchers with rewards that are clear, transparent, fair, and importantly, in alignment with key objectives of expanding the School of Medicine's grant portfolio and increasing the level of effort supported by grants. Modifications and enhancements to the original SaLaD (Salary and Lab and Discretionary) program support these goals.

FAQs

1. What is the Researcher Incentive Program?

The Research Incentive Program is a financial reward program for faculty who exceed expected productivity levels. There are 3 components to the Researcher Incentive Program.

1. Faculty Research Incentive Plan – a compensation-based reward program for faculty who exceed productivity expectations.
2. Faculty Research Reward Fund – a non-compensation reward for research faculty who exceed productivity expectations. Research faculty earn rewards based on the level of research effort on SOM grants combined with the level of their research awards portfolio within a fiscal year.
3. Department Research Reward Fund – funds distributed to the department chair based on the faculty productivity. Usage of the Faculty Research Reward Fund is limited to supporting research and researchers.

2. What are the qualifications for the Faculty Research Incentive Plan and the Faculty Research Reward Fund?

Independent research-intensive/research-focus faculty are eligible based on the following criteria:

- a. Faculty Rank
 - i. Assistant Professor
 - ii. Associate Professor
 - iii. Professor
- b. SOM Grant FTE
 - i. >0.2 FTE on SOM Grants
 - ii. Certified SOM Grant FTE must be 65% of Research FTE (rFTE), with corresponding salary coverage up to NIH cap
 - iii. Effort certification must be certified for both reporting periods
- c. PI Type on SOM Awards
 - i. Contact/Award PI
 - ii. MPI on NIH Awards
- d. SOM Award
 - i. >\$100K of direct award amount for extramural SOM grants for the review period
- e. Chair & Center Director
 - i. Eligible for Faculty Research Reward Fund
 - ii. Not eligible for Faculty Research Incentive

3. What is changing in FY25 enhanced model?

- a. Total Research Direct Awards < \$100k no longer included in the program
- b. NIH Project Directors on Program Project Awards not included
- c. Awards with MPIs have equal allocation of effort across MPIs
- d. Range of payout based upon Direct Awards per PI (see tiers in #7 below)
- e. Calculation of payout for Effort > .65 SOM rFTE increases in 1% increments with slightly higher weighting for higher Direct Awards (see payout ranges in #7 below)

4. When do faculty need to certify their effort in order to qualify for the Research Incentive Program?

Faculty must certify for both February and August effort periods by Day 90 in order to qualify for the Research Incentive Program.

5. When will payments be distributed?

Generally, administration of this program will be late Spring each year.

6. What are the key components of the Research Incentive Program calculation?

The calculation for the Research Incentive Program is based on faculty's certified effort (for both effort periods—February and August), SOM rFTE, and direct award amounts on SOM extramural grants as of Day 91.

7. What is the methodology for determining payout?

SOM allocates a pool of funds to cover the 3 components of the program. The pool level is subject to change annually based on the overall availability of funds.

Methodology based upon:

- a. Alignment on incentivizing/rewarding those who put more than 0.65 SOM rFTE on grant support.
 - i. Within the tier there is a linear pay scale which increases in 1% increments above 0.65 SOM rFTE.
- b. Alignment on incentivizing/rewarding based on size of the portfolio.
 - i. 4 payout tiers based upon amount of FY25 Direct Awards
 - \$100,000 - \$399,999
 - \$400,000 - \$749,999
 - \$750,000 - \$1,499,999
 - \$1,500,000+

8. How can the Faculty Research Reward Fund be used by departments and faculty?

- a. For Faculty, use of **Faculty Research Reward Funds** requires Chair approval. Uses include:
 - i. Salary recovery up to the required minimum if external awards are insufficient
 - ii. Research and academic related expenses
 - iii. Other non-grants and contracts expenses
 - iv. Support for over the cap salary
 - v. Support for faculty on transition
 - vi. Graduate student salary support

b. For departments, **Department Research Reward Funds** use is limited to support research-related activities which include:

- i. Departmental bridge funding
- ii. Research/Academic-related shared costs in department
- iii. Capital/Core investments
- iv. Support for over the cap salary
- v. Support for faculty on transition
- vi. Graduate student salary support

9. Is faculty salary supported by research gifts, endowments, and internal seed grants included?

Not at this time. Faculty salary funded by research/foundation gifts, endowments, and internal seed grants DO NOT count toward effort covered on grants, and therefore ineligible towards the 65% of certified effort on research grants. Only effort on sponsored projects (administered through ORA/OSP) will be counted as grant effort.

10. How are non-SOM awards(VA, Emory Primate Center, etc.) grants reflected?

Grants not assigned to the SOM are excluded in the Research Incentive Program.

Other Considerations/Notes:

- a. Calculation uses the federal salary cap which is listed for each award in the effort certification report. If annual cap changes in January, this will be reflected in the August effort certification period.
- b. For faculty with training grants and K-awards, salaries are adjusted to be non-punitive in calculating Faculty Research Reward Fund.
- c. Effort Certification reports will be run on the day after the deadline for certifying each period (day 91). This is the official data used to calculate payments.
- d. SOM will not re-calculate payments based on Retroactive Salary Transfers after certifying each period (day 91).
- e. If a faculty member has left Emory before the Research Reward Fund payout date, no Research Reward Fund will be distributed to the home department.
- f. SOM G&A will not be charged to the Faculty Research Reward Fund accounts.
- g. IPA, Fellowship, and VA Contracts/IPA are excluded from calculations.
- h. For the awards with multiple years of funding, SOM will include all the awarded directs in the specific year that Emory received the award. This increases the awarded directs in the first year (and likely moves the investigator into a higher direct tier).The award dollars will NOT be counted in the outyears of the grant.

For those that meet criteria, the table below summarizes for each individual effort period, the payout ranges that will be distributed.

Incentives Per Effort Period

Faculty Research Incentive (Compensation Only) - payout tiers *

	FY25 Award Directs \$100,000 - \$399,999	FY25 Award Directs \$400,000 - \$749,999	FY25 Award Directs \$750,000 - \$1,499,999	FY25 Award Directs \$1.5M +
Min Payout	\$ 1,250	\$ 3,125	\$ 5,000	\$ 6,875
Max Payout	\$ 2,814	\$ 4,689	\$ 6,564	\$ 8,745
\$ Range	\$ 1,564	\$ 1,564	\$ 1,564	\$ 1,870
Incremental \$ per certified effort % point	\$ 46	\$ 46	\$ 46	\$ 55

Faculty Research Reward Fund (Discretionary) - payout tiers *

	FY25 Award Directs \$100,000 - \$399,999	FY25 Award Directs \$400,000 - \$749,999	FY25 Award Directs \$750,000 - \$1,499,999	FY25 Award Directs \$1.5M +
Min Payout	\$ 2,500	\$ 4,688	\$ 6,875	\$ 9,375
Max Payout	\$ 5,016	\$ 9,380	\$ 13,743	\$ 21,887
\$ Range	\$ 2,516	\$ 4,693	\$ 6,868	\$ 12,512
Incremental \$ per certified effort % point	\$ 74	\$ 138	\$ 202	\$ 368

Department Research Reward Fund (Discretionary) - payout tiers *

	FY25 Award Directs \$100,000 - \$399,999	FY25 Award Directs \$400,000 - \$749,999	FY25 Award Directs \$750,000 - \$1,499,999	FY25 Award Directs \$1.5M +
Min Payout	\$ 2,500	\$ 4,688	\$ 6,875	\$ 9,375
Max Payout	\$ 5,016	\$ 9,380	\$ 13,743	\$ 21,887

*Note: Based on 1.0 SOM Research FTE. Payout rates will be adjusted if <1.0 SOM rFTE

SOM calculates each individual effort period separately. See Appendix 1 for Faculty Payout Scenarios.

Appendix 1: Faculty Scenarios

*Note: Total Incentives Earned are based on 1.0 SOM Research FTE. Actual Payout Amounts are adjusted if <1.0 SOM rFTE

Example 1 PI A

FY25 Awarded Directs	\$	250,000			
SOM FTE		1.00			
SOM rFTE		0.80			
Effort Period	certified effort % on SOM grants *	Faculty Research Incentive (Compensation)	Faculty Research Reward Fund	Total Researcher Incentives	Dept Fund
Ending 2/28/2025	68%	\$ 1,342	\$ 2,648	3,990	\$ 2,648
Ending 8/31/2025	75%	\$ 1,664	\$ 3,166	4,830	\$ 3,166
Total Incentives Earned		\$ 3,006	\$ 5,814	8,820	\$ 5,814
	SOM rFTE/SOM FTE	Faculty Research Incentive (Compensation)	Faculty Research Reward Fund	Total Researcher Incentives	Dept Fund
Total Payout Amount after adjusting for SOM rFTE *	0.80	\$ 2,405	\$ 4,651	\$ 7,056	\$ 4,651

Example 2 PI B

FY25 Awarded Directs	\$	1,000,000			
SOM FTE		1.00			
SOM rFTE		0.80			
Effort Period	certified effort % on SOM grants *	Faculty Research Incentive (Compensation)	Faculty Research Reward Fund	Total Researcher Incentives	Dept Fund
Ending 2/28/2025	85%	\$ 5,874	\$ 10,713	16,587	\$ 10,713
Ending 8/31/2025	90%	\$ 6,104	\$ 11,723	17,827	\$ 11,723
Total Incentives Earned		\$ 11,978	\$ 22,436	34,414	\$ 22,436
	SOM rFTE/SOM FTE	Faculty Research Incentive (Compensation)	Faculty Research Reward Fund	Total Researcher Incentives	Dept Fund
Total Payout Amount after adjusting for SOM rFTE *	0.80	\$ 9,582	\$ 17,949	\$ 27,531	\$ 17,949

HUMAN RESOURCES OVERVIEW

Emory's School of Medicine is comprised of 27 departments and multiple centers and employs over 6,000 regular faculty and staff. We have a dedicated HR leadership team within the Dean's office that holds oversight responsibility for approximately forty HR professionals across the SOM. The SOM HR team is led by [Cliff Teague](#), Executive Administrator of Human Resources. At a departmental level we are organized around three HR Advisory Centers that serve all departments across the SOM as a whole. Each HR Advisory Center has a leadership team to assist with the full range of HR functions, including a Sr. HR Administrator, HR Administrator(s) and an HR Consultant. The leadership team is supported by a corresponding group of HR professionals dedicated to day-to-day HR operational and transactional needs.

Your local HR team can assist you in areas such as recruitment, onboarding, performance management, compensation, policy interpretation, and employee relations. You may have already had contact with your departmental HR team during your hiring process and they will continue to be your first point of contact for all HR related items. If you are not sure who your local HR contact is, please check with your departmental administration for additional information.

EMPLOYEE BENEFITS

Employee benefits are managed by Emory University, The Emory Clinic (TEC), the VA, and Children's Healthcare of Atlanta. Your benefits eligibility is determined by your affiliation with any of these entities and your percentage of effort. It is important to understand how these factors can impact your current and future benefits (e.g., if you assume or end an affiliation; for example, if your effort shifts from The Emory Clinic to the VA, that could have an impact on your benefits). Stay informed!

Emory University Benefits

(Includes those faculty/physicians based at Grady)

The Emory Clinic (TEC)

Atlanta VAMC

Children's Healthcare of Atlanta

POLICIES

Faculty life at Emory is guided by a number of policies that help ensure you are compliant with institutional and federal rules. These include policies on promotion and tenure, performance reviews, faculty searches, salary, vacation leave, sexual misconduct, [industry relations](#), [conflict of interest](#), and professionalism, among others. Links to each of these policies and more can be found on the [website](#).

COMMUNICATION GUIDELINES AND RESOURCES

INTERNAL COMMUNICATIONS

Email is the primary channel the SOM uses to communicate with faculty. Be sure to watch out for the following emails:

SOM Huddle – This bi-weekly newsletter combines important operational updates, funding opportunities, events, and top stories. This email is sent from SOMcommunications@emory.edu every other Tuesday.

Faculty Digest – This monthly newsletter from the Office of Faculty Academic Affairs and Professional Development provides an overview of the many ways we support faculty, including career development opportunities across education, clinical care, and research. This email is sent from somfde@emory.edu the last Monday of each month.

Team Emory Medicine – This monthly newsletter highlights the incredible things School of Medicine faculty, staff, and learners are doing in the classroom, clinic, lab, and beyond. These people-centered stories and profiles link to our shared goal of moving from excellence to eminence. This email is sent from SOMcommunications@emory.edu the last Friday of each month.

The intranet houses an [online message archive](#) for Huddle and Team Emory Medicine newsletters. A [dean's message archive](#) houses messages from the dean's office. You can also [share news or request communications support](#) online or contact the SOM Communications office at SOMCommunications@emory.edu.

TIP:

If you need assistance with setting up your email, check out [this page](#) from Emory IT.

TOOLS AND TEMPLATES

Find an [online toolkit](#) for guidelines, including links to our primary logos and branded templates for flyers, posters, PowerPoints, and more.

Your department and/or site may also have templates or additional resources. Contact SOMcommunications@emory.edu for additional communication questions.

SOCIAL MEDIA

The SOM follows the social media [policy](#) outlined by Emory's Office of Communications and Marketing. This policy also includes guidelines for personal social media use by Emory faculty and staff. If you would like to start a social media account on Emory's behalf, please contact Jen King at jen.king@emory.edu.

Emory SOM social media accounts are linked below.



MEDIA RELATIONS

The offices of Media Relations and of Health Sciences Communications initiate all outreach to, and respond to all inquiries from, the news media and release information about events, programs, research, emergencies and incidents involving Emory. If you receive emails or calls from a news reporter or producer, please contact the [Emory Media Relations Team](#) prior to speaking with the media outlet. They can assist in vetting the inquiry prior to responding, providing media training as needed and coordinating interviews.

View the [full policy](#) online.

UPDATING YOUR FACULTY PROFILE ONLINE

The [faculty profiles](#) on med.emory.edu pull faculty bio information from Emory FIRST and from the PeopleSoft database. If you need to update your faculty profile, [log into Emory FIRST](#). Changes made in Emory FIRST should be reflected on the website within 24-48 hours.

If you have questions about your faculty profile after ensuring the Emory FIRST information is up to date, contact Elizabeth Thompson at epthomp@emory.edu.

CONTACT:

Jen King
Executive Administrator, Communications, Emory School of Medicine
Vice President, Communications, Emory Healthcare
jen.king@emory.edu

View additional [communications and marketing policies](#) at Emory.

SOM AWARDS AND RECOGNITION PROGRAM

The School of Medicine (SOM) has a robust faculty recognition program to acknowledge and honor the outstanding contributions of our faculty in teaching, clinical and professional service, and scholarship. This program reflects the high value Emory SOM places on its faculty's contributions and achievements.

The Emory at Grady Professional Development Committee created the Emory at Grady Awards program in 2020 to honor the community of Grady-based faculty members. You can learn more about the Grady's Award program [online](#).

In addition to the SOM and Grady based awards, many departments have also developed their own internal awards programs to celebrate and honor their faculty. Check with your department administration for additional information.

APPRECIATION DAYS

The SOM celebrates and recognizes faculty on three distinct Appreciation Days annually. Nominations are solicited from peers and then reviewed by the SOM Recognitions Committee, who selects those faculty members to be recognized. Announcements are made on the SOM and departmental websites. These recognitions are important for faculty morale and recipients are encouraged to cite them on their CV.

National Doctors' Day: Occurs on March 30 each year on National Doctor Appreciation Day and recognizes those who go above and beyond in taking care of patients and families.

Educator Appreciation Day: Occurs in May each year and recognizes educators who go above and beyond to educate, encourage, and support a diverse group of scholars and learners across Emory.

Researcher Appreciation Day: Occurs in September each year and recognizes faculty who are making a difference in their field.

Of note, on a fourth annual appreciation day, Mentor Appreciation Day, faculty and learners are encouraged to tweet comments regarding mentors; this is a social media event only.

SOM AWARDS

The Recognition Committee solicits nominations for eight internal awards annually. Self and/or peer nominations are accepted. Awards are conferred at the annual Celebration of Faculty Eminence ceremony each fall. Learn more about each award via the links below.

- [Advocacy Award](#)
- [Distinguished Service Award](#)
- [Excellence in Research Award](#)
- [Mentoring Award](#)
- [Inclusive Excellence Award](#)
- [Innovation in Clinical Care Award](#)
- [Innovation for Impact Award](#)
- [Lifetime Service and Leadership Award](#)

In addition to the above eight awards, the School of Medicine also solicits nominations for the following awards. Honorees are determined by separate committees.

- [Dean's Distinguished Faculty Lecture and Award](#)
- [Dean's Eminent Investigator](#)

CELEBRATION OF FACULTY EMINENCE AND RECOGNITION WEEK

Every fall, the SOM dedicates a full week to highlight and celebrate faculty for their many outstanding accomplishments. The annual Celebration of Faculty Eminence is held during this week and is hosted by the Woodruff Health Science Center and the SOM leadership. The following awards and honors are highlighted at the event and during Recognition Week.

Internal awards include:

- [Senior Promotions](#)
- [Clinical Distinctions](#)
- [Dean's Teaching Awards](#)
- [Excellence in Patient Satisfaction Awards](#)
- [Site-based awards](#)
- [Hidden Gems Awards](#)
- Excellence in Research Awards:
 - [MilliPub Club](#)
 - [Emory 1% Award](#)
- [Distinguished Service Award](#)
- [Excellence in Research Award](#)
- [Mentoring Award](#)
- [Innovation in Clinical Care Award](#)
- [Innovation for Impact Award](#)
- [Lifetime Service and Leadership Award](#)
- [Advocacy Award](#)
- [Inclusive Excellence Award](#)

[View highlights](#) from the 2025 events.

INTERNAL/EXTERNAL NOMINATION PROCESS

The SOM Recognitions Committee oversees and coordinates the faculty nominations for major awards both within Emory University and for major national/international organizations or prizes. This award nomination process typically occurs in collaboration with the nominee's department and/or the Provost's office.

Internal awards are those sponsored by Emory University and include the [Thomas Jefferson Award](#), [Provost Distinguished Teaching Award for Excellence in Graduate and Professional Education](#), and the [Exemplary Teacher of the Year Award](#).

External awards are those awards sponsored by national and international scientific and medical societies such as the AAMC, the AMA, and the NIH, as well as major national and international prizes.



[Steven Sloan](#)
[2025 Provost Distinguished Teaching Award](#)



[Sheryl Heron](#)
[2026 Jefferson Award Winner](#)

WELLNESS & WELL-BEING

Emory SOM is committed to the wellness and well-being of its faculty, staff, and learners. As such, the Wellness Working Group (WWG) was established in 2015 and consists of departmental Wellness Ambassadors who serve as liaisons to the WWG. The WWG also consists of SOM executive leaders representing UME, GME, and CME, along with leaders from Healthy Emory, the Faculty Staff Assistance Program (FSAP), Emory Healthcare, and the Center for Contemplative Science that stresses Compassion-Based Cognitive Training (CBCT). In addition, most departments have a Wellness Ambassador who serves as the liaison to the WWG. Sheryl Heron, MD, MPH, was appointed by the Dean to serve as the SOM liaison to the WHSC.

- Supporting Our People - We're acknowledging the human side of medical practice and taking steps to improve everyone's wellbeing.
- Emory Faculty Staff Assistance Program (FSAP) - FSAP has several programs and services designed to promote emotional, behavioral, and occupational health. The program serves as a resource for faculty, staff, trainees, and their family members.
- Your Work Life - Resources, programs and services to help you manage the many demands of your work and life including child and adult/elder care.
- Healthy Emory - The Healthy Emory initiative was established to focus on improving employee health and wellness in the areas of physical activity and fitness, healthy eating and weight, and stress or emotional health.
- Center for Contemplative Science - Within the Center, CBCT® (Cognitively-Based Compassion Training) is a system of contemplative exercises designed to strengthen and sustain compassion. Practices include training in attentional stability and increased emotional awareness, as well as targeted analytical reflections to better understand one's relationship with self and others.
- Email Etiquette - This guide assists in setting clear expectations for email communication and etiquette, crucial for enhancing workplace well-being. It emphasizes respect for personal time, encourages concise messages, and delineates appropriate response times to empower effective workload management and safeguard mental health. By promoting mindful and considerate email practices, we can collectively foster a healthier work-life balance and a supportive, less stressful work environment.



APPOINTMENT, PROMOTIONS & TENURE

Even though you may have just arrived, it's not too early to begin thinking about promotion. It's important to understand what's expected of you in each of our three mission areas (service, teaching and scholarship). Download the SOM [CV template](#), [teaching](#) and [service portfolios](#), put them on your desktop, and be sure to track your activities as you go! We have a number of resources to help you along the way.

- [Sr. Promotions and Appointments](#) - Bookmark this page! The current SOM guidelines, templates (start your docs now!) are accessible via this site. Be sure to visit the [intranet link](#) on this page for more detailed information, timelines and examples. *Please consult with your department for specific deadlines, guidance and assistance.*
- Promotion Workshops - This workshop series is held annually and is geared towards learning how to structure your CV and how to create compelling teaching and service portfolios.
- Promotion Readiness Sessions - Want to know if you are on track for promotion? Attend a Promotion Readiness Session which provides 1:1 advice on your progress towards promotion. These sessions are held twice a year and communicated to all SOM faculty.
- SOM Packet Class - These invitation-only sessions are for those faculty members who are currently going up for promotion. Classes are held in conjunction with promotion deadlines and include specific guidance on putting together your entire dossier.

CLINICAL DISTINCTIONS PROGRAM

Clinical distinctions were created by the School of Medicine to recognize those faculty who have devoted a majority of their time and career to providing excellent clinical care. Distinctions are conferred after considering accomplishments in quality of patient care, innovation in practice, citizenship, and administration. They range from physician to senior physician to distinguished physician to eminent physician (or appropriate designation for the profession). Information on requirements and how to apply for these distinctions can be found [online](#).

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

The School of Medicine offers many opportunities for professional development for faculty members. You're encouraged to visit and bookmark the [SOM Faculty Development Website](#) as well as the [calendar of events](#). We've also created a [flyer](#) to provide a quick glimpse at multiple learning opportunities offered by the Office of Faculty Academic Affairs and Professional Development (FAAPD).

Below you will find additional links to resources within the SOM and beyond. Many of our programs are recorded and kept in our [online video archive](#).

GENERAL CAREER DEVELOPMENT

- [Transition to First Faculty Position](#) - New faculty members are encouraged to participate in this half-day workshop designed to assist in the transition from trainee to faculty member.
- [Junior Faculty Development Course](#) - A nine session career development course, designed especially for SOM junior faculty, that presents information necessary for academic success in a variety of formats, including didactic presentations, panel discussions, group and individual exercises, and case-based problem solving.
- [Advancing Success through Coaching, Equity, Networking, and Development \(ASCEND\) Program](#) - This five-month career development program is designed to empower every faculty member by fostering a culture of inclusivity, professional growth, and leadership across our academic community. This program develops skills crucial for thriving in an academic environment and emphasizes the value of contributions from all faculty.
- [Professional Development Lecture Series](#) - Presented throughout the year, this monthly lecture highlights traditional faculty development topics. The lectures cover practical topics aimed at assisting faculty in areas such as leadership, education, research, and wellness.
- [Emory @ Grady](#) - In conjunction with the SOM faculty development efforts, the Emory at Grady Professional Development team hosts events that provide an opportunity for fellowship among faculty and staff based at Grady.
- [Emory University Center for Faculty Development and Excellence \(CFDE\)](#) - The CFDE supports all Emory faculty in the areas of teaching, research, and professional development. Their funding opportunities, programs, and resources are designed to assist faculty at every level of their professional careers.

TIP:

The monthly Faculty Digest will alert you to upcoming sessions, deadlines and announcements from the FAAPD!

MENTORING

- [Mentoring Collaborative](#) - Departmental teams refined their mentoring programs using knowledge gained through peer learning and education. Mentoring resources can be found [here](#).
- [Career Optimization and Mentoring Program for Academic Success Support \(COMPASS\)](#) - This program provides mid-career faculty the opportunity to hone their skills through individualized mentoring and collaborative peer support.

LEADERSHIP

- [Leadership Programs in Academic Medicine](#) - Compilation of internal and external leadership programs, sorted by career level.
- [Executive Leadership Programs](#) - The School of Medicine nominates faculty for the renowned [Executive Leadership in Academic Medicine \(ELAM\)](#) and [Executive Leadership in Health Care \(ELH\)](#) programs annually. The ELAM program is an intensive one-year fellowship of leadership training with extensive coaching, networking and mentoring opportunities. ELH builds upon the ELAM fellowship model to include the concepts, tools, and skills which will enable leaders to bring their full value to health care organizations.
- [Pathways to Academic Leadership](#) - This is an eight-month course designed for mid-career faculty who demonstrate strong potential for assuming leadership positions in one or more missions of academic medicine. The course will encourage its graduates to pursue the full range of roles that offer opportunities for leadership across the university and beyond. The program's goals are to strengthen the network among faculty members, enhance leadership skills and career development, and empower faculty to assume and excel in academic leadership positions.
- [Emory Medicine Professional Leadership Enrichment and Development Program \(EM-ProLEAD\)](#) - Focused on enriching leadership skills, enhancing business knowledge, and promoting collaborative efforts across Emory health professionals. Integrating health sciences and business professionals, this leadership course will take you to the next career step once you've settled into your academic role.
- [Leadership Series](#) - Focused on essential soft skills—such as navigating change, negotiating effectively, managing conflict, and fostering peer learning—this series will empower you to lead with confidence and impact.

EDUCATION AND TEACHING

A number of teaching resources, including teaching workshops, consultations, and classroom grants, are available to you as an Emory University faculty member [online](#). A few specific offerings are included below.

- [Learning to be Better Teachers](#) - Annual full-day educational conference held early each spring semester.

- Pedagogy, Assessment, Curriculum development, and Evaluation (PACE) Teaching Fellowship - A 9-month program for School of Medicine educators who want to advance their teaching skills and offer quality instruction to learners. The fellowship includes skills development workshops organized around three key domains of teaching: pedagogy, curriculum development, and assessment and evaluation.
- Faculty Development Program for Clinical Teachers - This course for medical teachers enhances skills to be more effective in any medical educational setting. Each seminar develops teacher versatility, provides an opportunity to analyze teaching, and fosters collegial exchange.
- CFDE teaching and pedagogy resources - University-wide resources to support faculty in teaching, including teaching ideas, funding, workshops, and webinars. CFDE also provides teaching consultations helps a faculty member strengthen one or more aspects of their teaching and/or helps a faculty member think through and develop or revise a course.

CLINICAL SERVICE AND QUALITY IMPROVEMENT

- EmPower - *(log into HealthStream Learning Center, click "Catalog" tab, and enter 6555 into the search field)* Emory Healthcare's LEAN journey relies on daily management system huddles to quickly escalate and address clinical and quality issues encountered by frontline staff.
- Improving Health and Healthcare (IHHC) - As an American Board of Medical Specialties (ABMS) Improving Health and Healthcare (IHHC) Portfolio Program Sponsor, Emory University School of Medicine IHHC works with participating ABMS Member Boards to grant IHHC credit to Emory physicians who actively participate and successfully complete approved quality improvement efforts.
- Point-of-care ultrasound (POCUS) - is an emerging patient assessment tool that can be utilized for diagnostic and procedural purposes. This half-day course focuses on image acquisition and interpretation of POCUS modalities applicable to a wide range of medical specialties.
- Health Equity Advocacy course - This course brings together faculty, learners, and community members from several institutions to advocate around common health-related priorities.
- Emory-Georgia Tech Healthcare Innovation Program - An interactive network among members of the Georgia Clinical & Translational Science Alliance (Georgia CTSA) that provides information, resources, and community connectivity to support and enhance innovation in healthcare services research, education, and programs.
- Innovation Hub - A "Shark Tank" platform for faculty members to pitch their ideas to investors and find industry support to take their innovations to the next level.
- Emory Innovation Certificate Program - an 8-month, hands-on biomedical innovation program designed to help participants translate healthcare and research ideas into real-world solutions. Through expert-led sessions and collaborative activities, participants explore unmet clinical needs, commercialization strategy, prototyping, intellectual property, and venture development while learning how innovations move from concept to impact.

RESEARCH AND SCHOLARSHIP

- [Researcher Survival Skills Workshops](#) – Designed to provide SOM researchers with the skills they need to succeed in research in academic medicine. Workshops feature traditional skills like manuscript and grant writing, as well as a lab/research team management, navigating research administration, and other topics not covered in professional school.
- [Clinical Research Bootcamp](#) – Provides faculty with a comprehensive overview of the major components involved in clinical research. There are three bootcamp levels, 101, 201 and 301, each digging deeper into clinical research.
- [Clinical Research Mentoring Program](#) - This program provides resources, information, and tools to develop clinical research projects for Grady based faculty. Participants have the opportunity to be paired with experienced faculty as mentors, with the specific goal of working through some of the hurdles to getting started on clinical research projects.
- [Speed Networking](#) – Basic and clinical researchers from across WHSC are given the opportunity to make a 3–4-minute presentation to potential collaborators from both clinical and basic science backgrounds. Be careful - if you exceed the allotted amount of time, you are gonged off the stage!
- [Health Services Research Day](#) - The annual Health Services Research Day is an opportunity to share the breadth of quality, effectiveness, and value-based research activities and network with colleagues across the state of Georgia.
- [CFDE research and scholarship resources](#) – Emory faculty can access tools to advance their scholarly work: professional editors, open access funding for publications or books, as well as podcasts and webinars offering advice on publishing.
- [Georgia CTSA TEAMS Mentoring Program](#) – This nine-month program for post-doctoral fellows and junior faculty is designed to develop professional skills in the areas of translational and clinical research, with special emphasis on multidisciplinary teams. This innovative, cohort-based model takes a three-pillared approach to mentoring and includes learning communities, 1:1 mentoring, as well as training and resources.

CONDUCTING RESEARCH

Emory has a rich, innovative research environment with active engagement by faculty and trainees. We benefit from collaborations among departments and many academic and government partners. Areas include basic, translational, clinical, and health services research. We participate in a multitude of clinical trials and play prominent roles in national cooperative trials. Emory's footprint reaches from local community engagement research to global outreach. Our research portfolio included \$738M in 2024 from all sponsoring agencies. We rank 17th nationally in NIH funding. Emory technologies have led to 140 start-up companies.

OVERVIEW

- [School of Medicine Research](#) - Overview of the research programs and resources offered at Emory.

- Emory University Research Administration - The Office of Research Administration provides collaborative administrative systems and technical expertise to facilitate scholarship, research, and discovery within the Emory community from inception through dissemination and application. Specific Research Administration Offices are highlighted below.

RESEARCH RESOURCES

- Office for Clinical Research (OCR) - The mission of the Office for Clinical Research (OCR) is to facilitate operational processes that support the efforts of the clinical research team in the timely initiation, management, and completion of clinical trials at Emory.
- Georgia Clinical and Translational Science Alliance (Georgia CTSA) - Georgia CTSA has an extensive roster of offerings for clinical and translational researchers including Biostatistics, Epidemiology, & Research Design Consults, studio consultations, support for subject recruitment, and webinars.
- Emory Integrated Core Facilities - Emory integrated core facilities provide access to technologies, equipment, and support services to help researchers manage and interpret data, as well as a network of resources at partnering institutions.
- Office of Postdoctoral and Mentored Trainee Education (OPMTE) - OPMTE is dedicated to improving the postdoctoral experience of Emory SOM Postdoctoral trainees through various training programs as well as career and professional development opportunities.
- Clinical Trial Guidebook - This resource describes the requirements of federal regulations, federal guidance, state and local laws, and Emory policies and translates them into practical instructions that are applicable to all clinical trials at Emory.
- Research IT Resources - This website houses a searchable table of IT resources available to Emory Researchers. Log in with your Emory credentials.
- Training Grant Support at Emory - The Training Grant Support Office (TGSO) was established at Emory to support the longevity of our existing training programs while targeting new areas for program development by providing expert knowledge, tools, and resources.

COMPLIANCE AND ADMINISTRATION

- Division of Animal Resources (DAR) - The DAR is an integrated team of animal care specialists, administrative professionals, veterinarians, veterinary technicians, logistics deliverers, and information technology experts dedicated to the high quality and comprehensive care of research animals by providing the finest support possible to Emory University scientists.
- Institutional Animal Care and Use Committee (IACUC) - The IACUC is a research oversight committee charged with ensuring the proper care, use and humane treatment of animals used in research, testing and education.
- Environmental Health and Safety Office (EHSO) - The EHSO has university-wide responsibility for developing, implementing and maintaining Environmental Health and Safety programs to control occupational exposures and to oversee the implementation of the mandated federal/state laws, regulations, and guidelines. Their Research Safety Office provides consulting services, training programs, and regulatory compliance support.
- Institutional Review Board (IRB) - The IRB is responsible for reviewing human subjects research and FDA-regulated clinical investigations and ensuring that they are conducted in accordance with applicable federal regulations and institutional policies. The website includes policies and guidance to submit a project to IRB.

RESEARCH FUNDING SUPPORT

- [Emory University Research Administration Services \(RAS\)](#) - RAS units provide faculty assistance with pre and post award research administration activities. On this site, you can find important links and information on each RAS unit and determine which one supports your department and see an overview of the RAS Central Operations team.
- [Office of Sponsored Programs \(OSP\)](#) - Learn about the many different services OSP provides supporting the pre-award administration of Emory's sponsored programs.
 - [Office of Sponsored Programs \(OSP\) Fact Sheet](#) - This website includes fringe rates and other important information you will need for your grant submissions.
- [Research Grants & Contracts \(RGC\)](#) - This group provides post-award research administration services and expert knowledge to Emory schools and other research administration units.
- [Office of Technology Transfer \(OTT\)](#) - The role of the Office of Technology Transfer (OTT) is to manage the intellectual property rights of the University, to oversee industry contracts, and to provide a single point of contact for industry. Check out information on taking your research to market.
- [Opportunities to Improve Your Grant Writing](#) - This site provides a list of grant writing tutorials and training opportunities available at Emory.
- [Funding Opportunities](#) - List of internal and external funding opportunities and search engines to find your own!
- [Office of Research Development](#) - ORD provides support and programming to facilitate research partnerships, support strategic planning, identify funding opportunities, form interdisciplinary collaborations, and, through the Training Grant Support Office, pursue large institutional training awards.

ADDITIONAL EMORY-SPECIFIC FUNDING SOURCES:

- | | |
|---|--|
| • University Research Council | • Emory Medical Care Foundation |
| • Halle-URC Institute International Research Awards | • The Office of Foundation Relations |
| • Emory Primary Care Consortium Grants | • CTSA Pilot Grants |
| | • Children's Pilot Grant Program |

PUBLISHING RESEARCH

- [Think Check Submit](#) - Choose the right journal for your research and beware of predatory journals.
- [Predatory Journals](#) - Beware of journals that charge large processing fees without providing editorial review. Learn more about these journals and how to distinguish open access from predatory.

GETTING INVOLVED IN TEACHING AND EDUCATION

At Emory SOM, teaching takes place in the classroom, by the bedside, in small groups, in the clinic and in the lab. As one of the largest medical training programs in the country, there are plenty of opportunities for faculty interested in teaching at Emory. In addition to undergraduate (medical students) medical education (UME), graduate (residents and fellows) medical education (GME), and postdoctoral education, School of Medicine faculty also teach in the Graduate Division of Biological, Biomedical Sciences, and in our Allied Health programs.

- [School of Medicine Education](#) - Overview of the degree programs offered at Emory.
- [Office of Postdoctoral and Mentored Trainee Education](#) - Information including expectations of postdocs, appointment and review processes for postdocs and resources for mentors.
- [Graduate Division of Biological and Biomedical Sciences](#) - The Graduate Division of Biological and Biomedical Sciences at Emory provides our students with the opportunity to work with world-renowned researchers as they work towards their PhD.
- [Office of Continuing Medical Education](#) - Find resources to assist you with developing CME programs.

Faculty interested in UME and GME should connect with the Vice Chair for Education or the leader for medical education in their department. Faculty can also get plugged into education at Emory through service on education committees, task forces, and as mentors to Discovery students.

The contacts below are correct as of the time of publication. Email somfde@emory.edu with any corrections.

- Curriculum Committee Subcommittees (Dr. Jason Brown)
- Admissions Committee (Dr. Martha Ward)
- Ad Hoc Task Forces charged by the Executive Curriculum Committee (Dr. Jason Brown)
- Small Group Advisor (Dr. Mary Jo Lechowicz)
- Discovery Mentor (Dr. Ambar Kulshreshtha)
- OPEX preceptor (Dr. Pamela Vohra-Khullar)
- Emory DOCS (Development of Career and Specialty Choice) (Dr. Meghan Henn)
- Course/thread director (Dr. David Schulman)
- Clerkship director (Department Vice Chairs for Education or Chair)
- Course/thread teaching (Course/thread directors or Dr. David Schulman)
- Clerkship teaching (Clerkship directors)
- Participation in LCME accreditation committees, ad hoc task forces (Dr. Jason Brown)
- Elective course/capstone director (Dr. Sherita Holmes)

ADDITIONAL RESOURCES:

- [Teaching and Learning Technologies at Emory](#) - Internal resources for teaching technologies, including Zoom, Canvas, and Poll Everywhere.
- [Publishing Educational Research](#) - Information on how and where to publish educational research can be found here.
- [Ready To Teach Website](#) - resource hub for faculty teaching within the MD program.

PROFESSIONAL SERVICE OPPORTUNITIES

Annually each spring, the School of Medicine solicits new members for various University and School of Medicine committees and taskforces. As a new faculty member, service on a committee may not be on your radar but is a great way to get plugged into the School of Medicine. Here are a few examples of the committees that are included in the annual call. Additional information including terms, eligibility, and charges can be found [online](#).

Keep in mind your department, division or site may also have committees that may be of interest.

- Emory University Senate
- Dean's Faculty Advisory Committee (DFAC)
- SOM Faculty Committee on Appointment and Promotions (FCAP)
- MD Program Admissions Committee
- Undergraduate Medical Education Curriculum Committee
- MD Progress & Promotion Committee
- SOM Recognitions Committee
- Faculty Development Advisory Committee (FDAC)
- Faculty Relations Committee
- Grady Champions
- IACUC
- Clinical Distinctions Committee
- Grady Awards & Recognition Committee



INFORMATION TECHNOLOGY SUPPORT

IT support is a distributed function within Emory and the School of Medicine. If you have questions on how to obtain IT support, it is recommended that you submit a ticket via the [Emory University IT Service Management](#). This ticketing service allows users to request support, request aid with purchasing hardware, request sponsored accounts, or access Knowledge Base articles regarding technical services. The request will then be directly routed to the team that supports your department. A few specific resources of interest have been highlighted below.

- [Email](#) - Request support to set up your email, request an email alias, etc.
- [Telephone support](#) - Tech support for phones, voicemail, fax and emergency phones
- [Virtual Private Network \(VPN\)](#) - Virtual Private Network (VPN) provides off-campus users with secure access to the Emory University's internal network. Emory VPN access uses a web browser to establish the remote access connection. It secures traffic by encrypting communications
- [Collaboration and Conferencing Resources](#) - Learn about the tools and resources available to faculty and staff at Emory for collaboration.
- [Zoom](#) - Zoom is a remote conferencing service that uses Cloud computing software for videoconferencing, online meetings, chat function and mobile collaboration. Many faculty development programs are available via Zoom!
- [Qualtrics](#) - Use Qualtrics to easily build and distribute online surveys, analyze and report on results, and collaborate in real-time in an easy to navigate web-based interface.
- [OneDrive](#) - OneDrive for Business is cloud storage provided under our Microsoft 365 educational licensing. Every user at Emory has a 5TB (terabyte) personal quota. Office 365 Groups and SharePoint sites start with a 1TB quota and dynamically expand.
- [Graphpad Prism](#) - available at deeply discounted rates for SOM Faculty and staff.
- [Software](#) - The Office of Information Technology (OIT) administers academic software licensed by the University and can consult with faculty, staff and students about products they need.
- [BioRender](#) - an online software tool that helps scientists create and share beautiful, professional science figures in minutes. All faculty and staff of the School of Medicine can request a new activation on the SOM BioRender Group license. Please see the BioRender site [here](#).

School of Medicine IT

404-727-6648

SOMITS-HELP@emory.edu

University IT

404-727-7777

Emory Healthcare IT

404-778-4357

Please note that IT support at Grady, Emory Healthcare, and Children's Healthcare of Atlanta is managed separately from Emory University IT and may vary by location.

IMPORTANT CONTACTS AND PHONE NUMBERS

The University has compiled a comprehensive list of contacts [online](#). A few SOM specific contacts and phone numbers are included below.

- Atlanta VA Medical Center: 404.321.6111
- Children's Healthcare of Atlanta: 404.785.KIDS (5437)
- The Emory Clinic: 404.778.3539
- Emory Decatur Hospital: 404.501.1000
- Emory Healthcare: 404.778.5000
 - VIP access for Personal Healthcare: 404.778.3847
- Emory HealthConnection: 404.778.7777
(patient information and external physician referral)
- Emory Hillandale Hospital: 404.501.8000
- Emory Johns Creek Hospital: 678.474.7000
- Emory Office of Government and Community Affairs: 404.727.5311
- Emory Ombuds Office: 404.727.1531
- Emory Orthopaedics & Spine Hospital: 404.251.3000
- Emory Parking: 404.727.PARK (7275)
- Emory Police
 - Emergency: 404.727.6111
 - 24-Hour Non-Emergency: 404.727.8005
 - Business Office: 404.727.6115
- Emory Rehabilitation Hospital: 404.712.5512
- Emory Saint Joseph's Hospital: 678.843.7001
- Emory University Hospital Midtown: 404.686.4411
- Emory University Hospital: 404.712.2000
- Faculty Staff Assistance Program: 404.727.4328
- Grady Memorial Hospital: 404.616.1000
- Health Sciences Communications: 404.727.5686
- IT Service Desk
 - School of Medicine: 404.727.6648
 - University: 404.727.7777
 - Emory Healthcare: 404.778.4357
- Office of Public Affairs: 404.727.7709
- Safety Escort Services
 - Emory University SafeRide Program: 404.727.7555
 - Oxford College of Emory University: 770.784.8377
 - Emory University Hospital Midtown: 404.686.2597
 - Emory University Orthopedics and Spine Hospital: 404.831.4207
 - Emory John's Creek Hospital: 678.474.8132
 - Emory St. Joseph's Hospital: 678.843.7568
 - Emory Grady Area Campus: 404.557.8106
- Trust Line: 888.550.8850
(report potential ethical, legal, and/or business conduct violations or concerns at Emory in a confidential manner)
- University Information: 404.727.6123
- Wesley Woods Center: 404.728.6200
- Winship Cancer Institute: 404.778.1900



COMMON SOM ACRONYMS

- CCPR – Career Conference and Performance Review
- CFDE – Center for Faculty Development and Excellence
- CHOA – Children's Healthcare of Atlanta
- CME – Continuing Medical Education
- eCOI – Electronic Conflict of Interest
- EHC – Emory Healthcare
- EJCH – Emory Johns Creek Hospital
- Emory FIRST – Faculty Information on Research, Scholarship and Teaching
- ESA – Emory Specialty Associates
- ESJH – Emory St. Joseph's Hospital
- EUH- Emory University Hospital
- EUHM – Emory University Hospital Midtown
- EUOSH – Emory University Orthopaedic and Spine Hospital
- GME – Graduate Medical Education
- IACUC – Institutional Animal Care and Use Committee
- IRB – Institutional Review Board
- OIM – Occupational Injury Management
- RSPH – Rollins School of Public Health
- SaLaD – Salary and Lab and Discretionary
- SOM – School of Medicine
- SON – School of Nursing
- SOUP – Sharing of Organizational and Unit Performance
- UME – Undergraduate Medical Education
- WCI – Winship Cancer Institute
- WHSC – Woodruff Health Sciences Center
- WHSCAB – Woodruff Health Science Center Administration Building

SITE SPECIFIC INFORMATION

If you're seeking location specific information such as parking, security, or dining, check out the Department of Medicine's [Best Unofficial Guide to Life at Emory aka BUGLE](#). Information is currently available for Emory University Hospital (EUH), Emory University Hospital Midtown (EUHM), Grady Memorial Hospital, the Atlanta VA Medical Center and Emory St. Joseph's Hospital.

[Emory at Grady Faculty Onboarding Guide](#) - This interactive Onboarding Guide is designed to address questions as you begin your career as an Emory faculty member on the Grady campus.

QUESTIONS AND EDITS

If you have questions about this guide or suggestions or edits for future versions, please contact somfde@emory.edu. *This document is updated annually.*



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