Faculty Development Opportunities

Kathy Griendling, PhD, Associate Dean for Faculty Affairs and Professional Development
Clinical Education
Leadership Development
Faculty Recognition
Skills Development

Delivery Mechanisms
- CME
- SOM Faculty Development Office
- Departments

Research

Locations
- Grady
- VA
- CHOA
- TEC
- EUH
- EUHM
- St. Josephs
- Johns Creek
- ESA

Offering programs that build excellence and innovation
Career Development Programs

• Faculty Development Lecture Series
• Leadership Development Programs
• Awards and Recognitions
• Networking
• Promotion Advice
• Research Support
• Career Conferences
• Education and Quality

Offering programs that build excellence and innovation
2017-18 Faculty Development Lecture Series

September 19: Positioning yourself for promotion
October 25: Educational scholarship 101
November 29: Teaching communication at the bedside
January 16: Small budget research
February 20: Creating a service portfolio
March 20: Building a teaching portfolio
April 17: Moving from trainee to teacher
May 15: How to talk to your chair
Leadership Development Courses

Offering programs that build excellence and innovation
Jr Faculty Development Course

• Designed to help junior faculty acquire the skills they need for academic success
• Offered annually from Jan to May; ten 3-hr sessions every other week
• Class size limited to 30; application period Oct-Nov
• Covers personal styles, the organization and its finances, human resource skills, teaching, grant and manuscript writing, presentation skills, promotions, negotiation, ethics and leadership
EM-Pro-LEAD

• Merger of the former PEP (Physician’s Executive Program) and PLDP (Physician Leadership Development Program) courses.

• Goal is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.

• 9-12 month course that meets monthly.

• Class size limited to 25; application period each fall.
Woodruff Leadership Academy

• Offered by Gary Teal, Vice President, WHSC
• Designed to develop tomorrow's leaders so they are prepared to create, articulate, and achieve organizational vision for the benefit of the Woodruff Health Sciences Center.
• Four 2-day sessions over 5 months
• By nomination only; nomination period July-August
External Leadership Development Courses

- Executive Leadership in Academic Medicine (ELAM)
- AAMC and Harvard Leadership courses (HLDP)
Emory School of Medicine Recognitions

- Annual “Celebration of Excellence”
- Dean’s Distinguished Faculty Lecture and Award
- Evangeline T. Papageorge Distinguished Teaching Award
- Dean’s Teaching Awards
- Millipub and 1% Clubs
Emory School of Medicine Recognitions

Nominate your colleagues!

• Doctor’s day-March
• Educator’s day-May
• Researcher’s day-September
Promotion Advice

- CV building workshops
- Promotion readiness sessions
- Packet classes
- Annual presentations on the promotion process
Lunch With the Dean

• Informal lunch with 6-10 colleagues and the dean
• Opportunity to make the dean aware of your challenges and successes and network with colleagues
• Sign up on the Faculty Development Website or in the Weekly Huddle! Newsletter
Alliance of Women in Medicine

• Informal group started summer, 2017
• Mission is to promote a culture that supports the academic progress and professional success of women faculty and trainees through education, mentorship, advocacy, and collaboration.
• Will be hosting networking events, seminars and leadership training—stay tuned!

Offering programs that build excellence and innovation
Research Support Programs

- Clinical Research Bootcamp
- Manuscript Development Program
- Speed Networking
- Introduction to Health Services Research Course
- Health Services Research Symposium
- Emory FIRST

Offering programs that build excellence and innovation
Clinical Research Bootcamp 101, 201, 301

• Three-year series of annual one day programs focused on introduction to clinical research skills and Emory resources

• Workshop becomes more in depth each year

• Held annually in the spring (Tentative date for Clinical Research Bootcamp 201: March 24, 2018)
Manuscript Development Program

• Matches faculty with senior experienced mentors to work on any aspect of manuscript preparation
• Can be collaborative or consultative
• Sign up on the Faculty Development Website or in the Weekly Huddle! newsletter
Speed Networking

- Bi-annual event designed to increase research and education collaborations
- Matches clinicians and basic scientists or educators with similar interests
- Series of 5-min meetings followed by cocktail hour for informal networking
- Join us on September 13 at 5:30 pm for the Medical Education Networking Session
Health Services Research Course

- Introduction to all aspects of health services research and building a network of health services researchers
- Twelve 2½ hour sessions from Sept to Dec
- Course director-Shipra Arya
- Class size limited to 25, so apply early (late spring)!
Health Services Research Day

• Annual symposium to highlight emerging health services research at Emory
• Keynote speaker, invited talks, poster sessions
• Tentative date: May 9, 2017
Emory FIRST

• Faculty data management system currently being deployed across the School of Medicine
• Uses authoritative sources to track publications, teaching activities, professional service
• Publications module currently available; SOM CV and web profile under development
• Access at profiles.emory.edu
Coming this winter: Grant writers anonymous

Four workshops over a six-month period on

- Preparing NIH R-series awards
- Presenting your science: Nailing the approach
- Preparing compelling supporting documentation
- Responding to reviewers
Career Conference and Performance Reviews

• Meeting with your department chair, division director or other supervisor to assess your progress and discuss your goals for the coming year

• Required annually for all faculty, regardless of rank, starting after their first full year on staff

• Online evaluation system available at [http://med.emory.edu/faculty_dev/career-development/ccpr.html](http://med.emory.edu/faculty_dev/career-development/ccpr.html)
Web Resources

Faculty Development website

- **Education** resources
- **Research** resources
- **Clinical** service programs
- Career **Development** programs
- **Promotion advice**, timelines and templates
Center for Faculty Development and Excellence

- Academic Learning Communities
- Teaching, Learning and Pedagogy Workshops
- Author Development Program
- University Courses
- Public Scholarship Roundtables
- Teaching consults

Director – Pamela Scully
Associate Directors – Donna Troka and Allison Adams

http://cfde.emory.edu/
Faculty Development Opportunities in Education

Nate Spell, MD, Associate Dean for Education and Professional Development
Courses in Education and Quality

• Learning to be Better Teachers
  • Held annually in January (Jan 8, 2018)
  • Key note speaker plus ~25 workshops
  • Graduated ~870 faculty over 20 years

• Inter-professional Faculty Development in Quality Improvement
  • Goal to increase competency in doing and teaching QI
  • Seven 2-hr workshops (Sep – Mar, 5:30-7:30 pm)
  • Poster on project submitted to Emory Quality Conference
Courses in Education and Quality

• Leadership in Healthcare Improvement
  • 2-day course open to any faculty, staff, students
  • Focused on concepts and terminology in QI, culture of safety and population health
  • Bringing a version to Grady, likely in December (TBD)

• Practical Methods in Healthcare Improvement
  • 12 full day sessions over 4 months with mentored QI project
  • Lean approach to QI, leadership, change management, and teamwork training
# Business of Healthcare

- New offering to new faculty, APPs and senior residents/fellows
- Objective is to prepare for success in practice
- Register on Professional Development or CME website

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug 15</td>
<td>Personal finance for health professionals</td>
</tr>
<tr>
<td>Aug 29</td>
<td>How hospitals and health systems are paid</td>
</tr>
<tr>
<td>Sep 12</td>
<td>Establishing your practice</td>
</tr>
<tr>
<td>Sep 26</td>
<td>Managing patient access</td>
</tr>
<tr>
<td>Oct 10</td>
<td>Being Patient-Centered in your practice</td>
</tr>
<tr>
<td>Oct 24</td>
<td>Human Resources essentials and Models of effective interprofessional teams</td>
</tr>
<tr>
<td>Nov 7</td>
<td>Teamwork, leadership, and organizational management</td>
</tr>
<tr>
<td>Nov 28</td>
<td>Billing, coding, and documentation tips</td>
</tr>
</tbody>
</table>
Directions in Professional Development at SOM

- Making offerings more available through travel to sites off Clifton Road and streaming/recording
- Inclusive of interprofessional colleagues
- Leveraging CME and MOC where possible

Offering programs that build excellence and innovation
Josh Barwick  jbarwic@emory.edu
Katie Davis  katie.davis@emory.edu
Kathy Griendling  kgriend@emory.edu
Ira Horowitz  ihorowi@emory.edu
Nate Spell  nspell@emory.edu

Faculty Affairs  Website