



**Orientation:** Orientation for new faculty is held twice annually. This is a chance for new hires to meet leaders in the SOM, learn about teaching, research and patient care opportunities and receive useful reference information.

**Faculty Development Lecture Series:** The lecture series is presented monthly from September to May and covers practical topics to assist faculty in their career development. A few topics from past years include the promotion process, emerging technology in the classroom, the impact of changes in healthcare laws and time management.

#### **Faculty Courses:**

**Health Services Research Course:** Introduced in 2016, the HSR course provides a broad overview of health services research questions and approaches, introduces learners to key health service researchers at Emory and builds awareness of ongoing strategic initiatives.

**Business of Healthcare:** Introduced in 2017, this 8-session series is open to all faculty members, APPs, and senior residents and fellows who are building their practices and those who are entering practice in the next few years. Topics include establishing a practice, managing patient access, HR essentials and much more.

**Inter-professional Development in Quality Improvement:** This multi-part curriculum introduces QI terminology and methods, teaches skills required to implement and carry out an independent QI project through a mentored project and increases confidence in teaching QI. The project team assembled by participants must include non-physician and trainee members.

**Leadership in Healthcare Improvement:** This 2-day course is conducted by the Emory Healthcare (EHC) Quality Academy and provides an introduction to the context, terminology and methodologies of QI, the relation of the Emory Care Transformation Model to patient safety and the EHC approach to population health management. It complements the content of the above Inter-professional Development in QI.

**Learning to be Better Teachers:** This full-day workshop, organized by Dr. William Branch, includes didactic sessions, keynote speakers and multiple workshops focused on all aspects of teaching. Now in its 23<sup>rd</sup> year, the course has had over 1,200 faculty attendees.

**Practical Methods in Healthcare Improvement:** This intensive QI course is conducted by the Emory Healthcare Quality Academy. Participants attend 12 full-day class sessions over 4 months while carrying out a mentored QI project. Class sessions cover the Lean approach to QI, leadership, change management, and teamwork training. Graduates of the course will demonstrate the ability to conceive and conduct independent QI work and serve as a resource to others.

#### **Leadership Development Courses at Emory:**

**Junior Faculty Development Course:** This five-month course designed for new faculty presents information necessary for success in an academic medical center using a variety of formats including didactic presentations, panel discussions, group and individual exercises, and case-based problem solving. Now in its 11<sup>th</sup> year, the Jr. Faculty Development Course has 358 graduates from 25 departments.

**EM-ProLEAD:** Open to all members of Emory Medicine, EM-ProLEAD is a merger of the former PEP (Physician's Executive Program) and PLDP (Physician Leadership Development Program) courses. The focus of EM-ProLEAD is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.

**Woodruff Leadership Academy (WLA):** The WLA is a leadership program for professionals and managers within the Robert W. Woodruff Health Sciences Center. This program develops managerial and technical expertise, as well as interpersonal, communications, and presentation skills necessary to meet the challenges of a rapidly changing health care landscape.

### **School of Medicine Promotion Support:**

**CV Building Workshops:** Held annually, the CV Workshops include a didactic lecture on the ins and outs of the SOM CV template, a panel discussion on how CVs are reviewed by the Promotions and Tenure committee and small group sessions with individualized feedback on how to structure a CV.

**Promotion Readiness Sessions:** These sessions pair participants with former members of the Faculty Committee on Appointment and Promotions (FCAP) for a 20 minute one-on-one meeting to provide individualized advice on progress towards promotion.

**SOM Packet Classes:** Packet Classes are invitation-only sessions for those who are currently going up for promotion. Specific information on the entire promotion dossier and timelines for the promotion process are provided during the class.

### **School of Medicine Research Support:**

**Grant Writing Workshop Series:** Launched in 2018, this series of four workshops over a nine-month period is aimed at helping faculty walk through the process of writing a grant. This series is open to junior and senior faculty members who wish to improve their skills in grant writing.

**Clinical Research Bootcamp:** This full-day workshop is designed to provide faculty with a comprehensive overview of the major components involved in clinical research. There are now three bootcamp levels, 101, 201 and 301, each digging deeper into clinical research. Topics include study and survey design, IRB, database management and resources at Emory.

**Speed Networking:** Basic and clinical researchers from across Emory Medicine are paired up to discuss research opportunities for collaboration in a series of short face-to-face meetings, followed by a networking reception. Previous topics included child health, cardiovascular research and neurology.

**Peer-Mentoring Manuscript Development Initiative:** The Emory SOM Faculty Development Advisory Committee (FDAC) will help facilitate mentoring relationships between senior faculty with publication experience and junior faculty seeking guidance in the preparation of manuscripts for publication.

### **Annual Conferences:**

**Emory Quality Conference:** This conference, hosted by the Woodruff Health Sciences Center, is now in its 11<sup>th</sup> year. The conference combines poster presentations with keynote speeches. The posters highlight clinical and education quality projects taking place across our health sciences programs and our hospital and clinic partners.

**Health Services Research Day:** Now in its fifth year, the Health Services Research Day is an opportunity to share the breadth of quality, effectiveness, and value-based research activities at Emory, and network with colleagues. All members of the Woodruff Health Sciences Center are invited to participate.

**Awards and Recognitions:** The annual Celebration of Faculty Excellence recognizes faculty members throughout the School of Medicine for senior promotions, teaching, research, and outstanding clinical service as well as awards and accomplishments on the regional and national levels. Appreciation days are also held throughout the year.

**Lunch with the Dean:** These periodic, informal lunches provide faculty members the opportunity to meet with the Dean, network with faculty outside of their departments, and enhance the sense of community in the School of Medicine.

**Career Conferences and Performance Reviews:** Our faculty are the most important resource in the SOM. Maintaining and developing each faculty member's professional engagement throughout his or her career is a high priority for the school. Annual career conferences with department chairs are facilitated by an online system managed by the Office of Faculty Affairs and Professional Development.

**Chair Evaluations:** Annually, SOM faculty complete an online survey to evaluate the Chair of their department in seven areas and suggest areas for improvement. The results of these evaluations are sent to the Dean for review.

**Web Resources:** The faculty development website is a central resource for career development for clinicians, researchers and educators. Information on Emory career development programs, promotion requirements, a comprehensive list of leadership development programs and mentoring resources are just a few of the resources available online.