



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of Faculty
Academic Affairs and
Professional Development



The School of Medicine offers a number of opportunities for professional development for faculty members. You're encouraged to visit and bookmark the [SOM Professional Development](#) website as well as the [Professional Development calendar of events](#).

Career Development Programs:

Advancing Success through Coaching, Equity, Networking, and Development (ASCEND) Program: A 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.

Junior Faculty Development Course: This long running course designed for junior faculty presents information necessary for success in an academic medical center using a variety of formats including didactic presentations, group and individual exercises, and case-based problem solving.

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, service, and patient care opportunities and receive useful reference information.

Professional Development Lecture Series: The lecture series is presented monthly from September to April and covers topics aimed at assisting faculty in their career development. Topics range from general leadership and professional development to teaching, research, and belonging.

Transition to First Faculty Position: New faculty members are encouraged to participate in this annual half day workshop designed to assist in the transition from trainee to faculty member.

Leadership Development:

EM-ProLEAD: Open to all members of Emory SOM, the focus of EM-ProLEAD is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.

Leadership Series: This new series is 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.

New Clinical Leaders: Open to physicians and Advance Practice Providers in their first clinical leadership position at Emory, this course is designed to equip participants to lead peers in the clinical environment.

Pathways to Academic Leadership: An 8-month course designed for mid-career faculty who demonstrate strong potential for assuming leadership positions in one or more missions of academic medicine.

Woodruff Leadership Academy (WLA): 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.

Education, Clinical and Quality Improvement Programs and Initiatives:

American Board of Medical Specialties (ABMS) Portfolio Program: Through this program, the School of Medicine can grant Maintenance of Certification Part IV credit to physicians who actively participate and successfully complete approved quality improvement efforts.

Continuing Medical Education (CME) Courses: The CME office offers numerous programs to advance your clinical skills through engaging educational opportunities.

Faculty Development Program for Clinical Educators: This course is brought to you by two Stanford trained facilitators, Reena Hemrajani and Richard Pittman. The Stanford Faculty Development Clinical Teaching program is a validated, internationally recognized method of training for medical teachers to enhance their skills to be more effective in any medical educational setting.

Health Advocacy Course: This five-month multi-pronged educational intervention brings faculty, learners and community members from several institutions together to advocate around common health-related priorities.

Interprofessional Team Skills for 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.

Learning to be Better Teachers: This full-day workshop includes didactic sessions, keynote speakers and multiple workshops focused on all aspects of teaching. Now in its 28th year, the course has had over 1,350 faculty attendees.

Point-of-Care Ultrasound (POCUS) Course: This half-day course focuses on image acquisition and interpretation of POCUS modalities applicable to a wide range of medical specialties and provides a comprehensive foundation of core POCUS knowledge so you can begin applying it to patient care.

Research Programs and Initiatives:

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, statistics, and resources at Emory.

Clinical Research Mentoring Program: This four-month clinical research mentoring program will provide resources, information and tools to develop clinical research projects. Participants will 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.

Emory Innovation Certificate Program: Launched in 2023, this course is designed to develop and enrich entrepreneurial skills and business knowledge for faculty and staff interested in learning how to bring technologies to market.

Health Services Research Day: 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.

Researcher Survival Skills Workshop Series: Launched in fall 2019, this series is designed to provide researchers with the skills they need to succeed in academic medicine. Features 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.

Speed Networking: Basic and clinical researchers from across Emory SOM are given the opportunity to make a 3-4 minute presentation to potential collaborators from both clinical and basic science backgrounds.

School of Medicine Promotion Support:

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. The series is capped off with a Mock Faculty Committee on Appointment and Promotions (FCAP) session.

Promotion Readiness Sessions: These sessions pair participants with former members of the 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.

Mentoring:

Career Optimization and Mentoring Program for Academic Success and Support (COMPASS): Launched in the fall of 2024, this formal mentoring program pairs mid-career faculty with a one-on-one mentor and knowledge network to support career growth.

Mentoring Collaborative: The inaugural Mentoring Collaborative, brought together eighteen teams to refine an existing or implement a new mentoring program within their department using knowledge gained through peer learning and education.

Other Activities:

Affinity Groups: Sponsored faculty and staff affinity groups enhance the SOM work experience through networking, resource, professional development and support, and community engagement.

Awards and Recognitions: We know celebrating faculty accomplishments enriches the faculty experience and have partner closely with the SOM Recognitions Committee to develop and support meaningful opportunities to honor our faculty. The annual Celebration of Faculty Eminence ceremony recognizes faculty members throughout the SOM for senior promotions, clinical distinctions, 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.

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 our office.

Clinical Distinctions: The Clinical Distinctions (CD) designation program, designed to recognize faculty who have devoted a majority of their time and careers to providing excellence in clinical care, is managed by our office. While the CD is not intended to compete with or replace the standard academic promotions mechanism for faculty advancement, it emphasizes the critical contributions of clinically focused faculty in the SOM.

Citizenship Opportunities: Our office oversees the annual School of Medicine and University Senate elections and appointments each spring.

Video Library: Many of our lectures are recorded and available online in a searchable database. Sort, filter and search by series, topic or keyword.

Well-Being: In partnership with the University Faculty Staff Assistance Program (FSAP), Wellness Working Group, and EmWell, we strive to support our faculty through multiple initiatives including well-being check-ins for new faculty and tips for building a compassionate email culture.

Note: Many of the above programs are held on a cyclical basis. Please visit the linked website for additional information.