



General Professional Development & Leadership Programs at Emory:

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.

FAALI Lecture Series: The lecture series is presented twice monthly from September to April and covers topics across the four FAALI pillars. Topics range from general leadership and professional development to teaching, research, and diversity, equity and inclusion.

Professional Development Lecture Series at Grady: Monthly lecture that highlights traditional faculty development topics, but also features content important to faculty and staff on the Grady campus.

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

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, group and individual exercises, and case-based problem solving. Now in its 13th year, the Jr. Faculty Development Course has 450 graduates from all SOM departments.

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

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 & Quality Improvement Programs & Initiatives:

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 25th year, the course has had over 1,300 faculty attendees.

Faculty 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 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.

Practical Methods in Healthcare Improvement: This intensive QI course is conducted by the Emory 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.

Interdepartmental Learning (IDEAL): IDEAL brings together Grady experts from multiple departments to discuss clinical and process issues relevant to Grady faculty and staff in an effort to collaboratively problem solve.

Woodruff Health Educators Academy: WHEA strives to bring together educators across the health sciences at Emory to promote and support the practice and scholarship of teaching and learning.

School of Medicine Research Support:

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

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. Previous topics include inflammation, opioid, and sepsis.

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. [Submit a request.](#)

Health Services Research Course: 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.

School of Medicine Promotion Support:

CV Building Workshop: Held annually, the CV Building Workshop includes 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.

Diversity & Inclusion:

Emory Alliance for Women in Medicine & Science: The mission of the Emory Alliance for Women in Medicine and Science (EAWiMS) is to promote a culture that supports the academic progress and professional success of women faculty and trainees through education, advocacy, mentoring, and networking. Both women and men are invited to join EAWiMS. Members will receive access to member-only events and a quarterly newsletter. [Join now!](#)

Racism & Social Justice Webinars: In our commitment against racism, hate, and injustice we have created a series of webinars and trainings to support intercultural fluencies and frank conversations through humble inquiry. The School of Medicine has developed an [anti-racism resource guide](#) to help address the need for our collective education, engagement, and growth.

Bold Leaders Series: A new series that seeks to engage the School of Medicine community with forward-visioning leaders in a school-wide conversation and idea exchange on topics of leadership, wellness, and diversity, equity and inclusion

Annual Conferences:

Emory Quality Conference: This conference, hosted by the Woodruff Health Sciences Center, is now in its 12th 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 seventh 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.

Other Activities:

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.

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

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

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 Academic Advancement, Leadership and Inclusion.

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.