Getting to Know Your Institution and Each Other

Carolyn C. Meltzer, MD, FACR

William P. Timmie Professor and Chair of Radiology & Imaging Sciences
Executive Associate Dean of Faculty Academic Advancement, Leadership and Inclusion
Chief Diversity and Inclusion Officer
Goals of the Day

• Virtually meet senior leadership and other new faculty
• Learn the Woodruff Health Sciences Center and School of Medicine structure
• Introduce you to the services and offerings of the Office of Faculty Academic Advancement, Leadership and Inclusion (FAALI)
• Familiarize yourself with University resources through the Resource Fair via Zoom from 10:15-11:00 am, immediately following this session
• Learn more about your interests in education and research breakout sessions
What are you most interested in learning about today?

Answer now through the chat feature
Our Tripartite 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 and developing a diverse group of students 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.
256 new hires!

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*From 1/1/20 – 9/1/20*
Ice Breaker

• Join your breakout rooms when prompted
• Share the following:
  • Name
  • Where you are from
  • Department and where you will be working
  • What you are most looking forward to at Emory
Woodruff Health Sciences Center (WHSC)

Schools
- School of Medicine
- School of Nursing
- School of Public Health

Research Institutes
- Winship Cancer Institute
- Global Health Institute
- Yerkes National Primates Research Center

Emory Healthcare
Where are SOM Faculty?

Woodruff Health Sciences Center

Yerkes  SON  EHC  RSPH  SOM  WCC

Emory University

Research Partnerships

Georgia Tech

Affiliate Health Systems

Grady Health System

Children’s Healthcare of Atlanta

Atlanta VA

Emory Hospitals

- EUH
- EUHM
- ESJH
- EJCH
- EUOSH
- Smyrna
- ERH
- DeKalb

The Emory Clinic

- TEC (faculty)
- ESA (non-faculty, but employed)
Emory SOM Dean’s Office – Executive Associate Deans

J. William Eley, MD, MPH  
Executive Associate Dean, Medical Education and Student Affairs, Graduate Medical Education and Continuing Medical Education

Heather H. Hamby, MPH  
Executive Associate Dean, Emory School of Medicine; Chief Business Officer, Emory School of Medicine and Physician Group Practice  
Associate Vice President for Health Center Integration, Woodruff Health Sciences Center

Ira Horowitz, MD  
Executive Associate Dean, Faculty and Clinical Affairs

Allan Levey, MD, PhD  
Interim Executive Associate Dean, Research Administration

Carolyn C. Meltzer, MD, FACR  
Executive Associate Dean, Faculty Academic Advancement, Leadership and Inclusion

Carlos del Rio, MD  
Executive Associate Dean, Emory School of Medicine at Grady Health System
Emory SOM’s Dean’s Office – Associate Deans

Maria M. Aaron, MD
Associate Dean, Graduate Medical Education

Joshua A. Barwick, JD
Associate Dean, Faculty Affairs Administration

Marilane B. Bond, EdD, MEd, MBA
Associate Dean, Medical Education

Jeremy Boss, PhD
Associate Dean, Basic Research

Erica Brownfield, MD
Associate Dean, Medical Education

Farah Chapes, CPA
Chief Operating Officer, Emory School of Medicine

Joel M. Felner, MD
Associate Dean, Clinical Education

Haian Fu, PhD
Associate Dean, Innovation and International Strategies

Kathy Griendling, PhD
Associate Dean, Faculty Affairs and Professional Development

Sheryl L. Heron, MD, MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion

Jeffrey Lennox, MD
Associate Dean, Clinical Research

Ellen Mangione, MD, MPH
Interim Chief of Staff, Atlanta VA Health Care System

Constance B. Nagle
Associate Dean, Clinical Planning and Finance, Emory at Grady

Chad W. Ritenour, MD
Associate Dean, Clinical Services, Emory University Hospital

Ira K. Schwartz, MD
Associate Dean, Medical Education and Student Affairs, Admissions

Nathan O. Spell, III, MD
Associate Dean, Education and Professional Development

James Steinberg, MD
Associate Dean, Clinical Services, Emory University Hospital Midtown

Michael E. Zwick, PhD
Associate Dean, Research
Poll: How many faculty members are there in the School of Medicine?
Distribution of Academic Rank in the School of Medicine

- 60% Professor
- 19% Associate Professor
- 17% Assistant Professor
- 3% Instructor
- 1% Senior Associate

3,200 faculty members

47% women
13% underrepresented minorities
Poll: How many departments are in the School of Medicine?
Clinical (20)
- Anesthesiology
- Dermatology
- Emergency Medicine
- Family & Preventive Medicine
- Gynecology and Obstetrics
- Hematology/Oncology
- Medicine
- Neurological Surgery
- Neurology
- Ophthalmology
- Orthopaedics
- Otolaryngology
- Pathology and Laboratory Medicine
- Pediatrics
- Psychiatry and Behavioral Sciences
- Radiation Oncology
- Radiology & Imaging Sciences
- Rehabilitation Medicine
- Surgery
- Urology

Basic Sciences (8)
- Cell Biology
- Biochemistry
- Biomedical Engineering
- Biomedical Informatics
- Human Genetics
- Microbiology and Immunology
- Pharmacology and Chemical Biology
- Physiology

28 departments!
Office of Faculty Academic Advancement, Leadership, and Inclusion (FAALI)
Interconnected Program Areas

- Faculty Affairs
- Professional & Leadership Development
- Diversity, Equity & Inclusion
- Wellness
MISSION
To foster an inclusive environment, professional growth, and well-being so that our faculty can thrive as leaders in research, education, and service to patients, the profession, and the local and global community.

VISION
To be a place where faculty feel valued and empowered to engage in the SOM journey from excellence to eminence. We want to be a national academic leader in:
• Creating programs and initiatives that attract, retain, and empower faculty
• Valuing and recognizing our faculty for their contributions
• Enhancing faculty skills and training to support their career aspirations
• Increasing engagement, well-being, and resilience
• Developing policies and best practices to advance a diverse, equitable, and inclusive culture and climate
• Creating innovative approaches to integrate wellness, diversity, and leadership.
VALUES

- COLLABORATION
- EXCELLENCE
- INTEGRITY
- INCLUSION
- RESPECT
- WELL-BEING

Link to 2019-2020 FAALI Annual Report
<table>
<thead>
<tr>
<th>Promotions &amp; Tenure Actions</th>
<th>Professional Development</th>
<th>Diversity, Equity &amp; Inclusion</th>
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<td>Kathy Griendling, Ph.D.</td>
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<td>Sheryl L. Heron, M.D., MPH, FACEP</td>
<td>Gordon Tuttle, Ph.D.</td>
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<td>Associate Dean, Faculty Affairs and Professional Development (CME)</td>
<td>Associate Dean, Community Engagement, Equity &amp; Inclusion</td>
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<td>Cynthia Derdeyn, Ph.D.</td>
<td>Nathan Spell, M.D.</td>
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<td>Paula Gomes, Ph.D.</td>
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<td>Jada Bussey-Jones, M.D.</td>
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<td>Program Manager, Diversity, Equity and Inclusion</td>
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<td>Caroline Moore</td>
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Joshua A. Barwick, JD
Associate Dean, Faculty Affairs Administration
• Vacation / FMLA leave
• Employment benefits
• Faculty relationships with industry
• Research misconduct
• Authorship disputes
• Faculty grievances
• Our responsibility to report problems
• Emory Trust Line
• Sexual Harassment/Sexual Misconduct
Vacation / FMLA Leave

- Vacation = 20 work days/academic year
- Vacation balance at year-end not carried over
- Pro-rated for part-time and partial years
- Unused vacation not paid out at separation
Vacation / FMLA Leave

- Short-term absences for illness/injury governed by department policy
- FMLA – up to 12 weeks of leave
- “Salary continuation” = up to 6 months full salary
  - Requires a physician’s certification
  - Only applies to one’s own medical condition
  - Not available to temporary faculty
- Long-term disability
Employment Benefits

- Open Enrollment for 2021 Benefits is October 26-November 6
- See [http://www.hr.emory.edu/eu/benefits](http://www.hr.emory.edu/eu/benefits) for comprehensive info on benefits
- Benefits specialists are available for individual meetings (404-727-7613)
Faculty Relationships with Industry
Personal External Activities

- Faculty must request approval via eCOI from Department and Dean’s Office before engaging in personal external professional activities.

- Faculty are expected to amend these reports to reflect any updated information throughout the year (e.g., change in fees).

- If an activity’s eCOI end date is expiring but you intend to continue to providing services, you must amend request to seek approval of an extension.
Open Payments (Physician Payment Sunshine Act)

• Payments or other transfers of value made to you may be publicly reported by industry companies on a CMS web site in compliance with the Physician Payment Sunshine Act.

• The following link provides information regarding the CMS Open Payments System: https://www.cms.gov/OpenPayments
Permitted External Activities
(eCOI submission and approval required)

Examples include:

• Advisory board services
• Legal consulting
• Data monitoring committee services
• Industry-sponsored educational presentations
• Physician proctoring at non-Emory facilities
• Outside faculty appointment
Prohibited External Activities

• Practice of Medicine
• Engagement in research
• Speaking activity that is part of a primarily promotional event
• Including name on ghost-written article
Traditional Academic Activities
(eCOI submission *not* required)

- Lecturing at an academic institution in which you are paid by the academic institution
- Speaking at any professional meeting (including CME) that is not paid for by industry
- Serving on a government advisory panel or a government grant review body
- Publishing a non-industry sponsored book
- Serving as a journal editor
The SOM Welcomes Principled Industry Gifts

❖ Gifts of funds, equipment, and supplies are welcome

❖ Work with the Office of Advancement and Alumni Engagement to solicit and accept institutional gifts

❖ Funds should not be solicited or accepted for specific activities (with some exceptions such as CME activities)

❖ Funds should not be given for the benefit of an individual

❖ Emory Healthcare Pharmacy manages medication donations
Individuals may not accept industry gifts

Studies show that gifts:
- Elicit feelings of reciprocity
- Influence decision making, including Rx writing
- Create a perception of bias

Examples of gifts that industry sometimes offers (but cannot be accepted) include:
- Travel reimbursement, tickets, meals, pens, pads
- Books or journal subscriptions
Plagiarism, research fraud, authorship disputes

Key documents:

- Guidelines for the Responsible Conduct of Scholarship and Research ([http://policies.emory.edu/7.9](http://policies.emory.edu/7.9))
- Policy on Research Misconduct ([http://policies.emory.edu/7.8](http://policies.emory.edu/7.8))
- Policy on Authorship Guidelines and Dispute Resolution ([http://policies.emory.edu/7.8](http://policies.emory.edu/7.8))

SOM Scientific Integrity Committee

- If you have a concern that research misconduct has occurred, report it to your supervisor, Chair, the Dean’s Office or the Office of Research Compliance
Our Responsibility to Report Problems
Emory Trust Line

(888-550-8850 or online at compliance.emory.edu/about/trust-line/trust-line-online.html)

• For potential ethical, legal or business concerns
• Available 24/7, administered through independent company
• Concerns can also be reported to supervisor, Chair, Dean’s Office
• Retaliation for reporting concerns strictly prohibited
Help ensure an environment free from sexual harassment!
We will be back at 9:30 am!
Promotion Process and Support: What New Faculty Need to Know

Kathy Griendling, PhD
Associate Dean for Faculty Affairs and Professional Development
GUIDELINES FOR APPOINTMENT, PROMOTION and TENURE

*Emory School of Medicine*

2017

View the latest guidelines for appointment, promotion and tenure here:

[bit.ly/PromotionsGuidelines](bit.ly/PromotionsGuidelines)
**Academic Ranks**

- Associate/Sr. Associate
- Instructor (**max 2 years** before tenure clock starts)
- Assistant Professor (5 years)
- Associate Professor (4 years)
- Professor

(minimum time in rank)
Non-tenured vs. Tenure Path vs. Tenure Eligible

- **Non-tenured (88%)**—faculty who have not yet achieved tenure or who specialize in 1-2 mission areas with limited contributions to the third
- **Tenure path (3%)**—emphasis on scholarship, but high expectations for teaching and service
- **Tenure eligible (100%)**—applies to all faculty provided they meet the criteria for tenure within 11 years
- **Tenured (9%)**—have progressed to senior ranks and have successfully met the criteria for tenure as judged by departmental, school and university committees
Promotion Criteria are Based on the Missions of the School

- Scholarship
- Service – clinical and professional
- Education

To be promoted, you must have a plan, OR plan not to be promoted. (Jeff Lennox)
• Faculty choose their area of distinction at the time of promotion
• Area of distinction may change over time.

Areas of distinction

Scholarship
Education
Professional service

National/International

Involvement Achievement Reputation Leadership

Involvement Achievement Reputation Leadership

Institutional/Regional
Criteria for Promotion

- Set out in the P&T guidelines
- Focused on impact and quality of your work as judged by publications, h-index or RCR, awards, teaching evaluations, external evaluators
- Reach and trajectory of your work: institutional, regional, national, international
  - Know that you are expected to be involved outside of Emory
  - Be familiar with the requirements to reach each benchmark
  - Stay involved—don’t rest on your laurels
How will I showcase my accomplishments?

• Download templates for CV, teaching portfolio, service portfolio
• Put your CV in the School of Medicine format
• Keep records of teaching evaluations, awards, citations
• Keep letters or notes from students or patients who talk about the impact you had on their lives/careers
Promotion Advice: You are not alone!

• CV building workshops
• Promotion readiness sessions
• Packet classes
• Annual presentations on the promotion process
• Career Conference and Performance Review
Career Conference and Performance Reviews

• Annual 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
What do I really need to do now?

• Become familiar with the promotion guidelines on the SOM Promotions website ([bit.ly/SOMPromotions](bit.ly/SOMPromotions))
• Put your CV on your desktop for easy updating
• Attend the CV Building Workshop offered by the SOM
• Start a file to collect teaching evaluations, letters and notes in an easy, accessible place
• **Stay focused** on your primary mission, but know what is expected in other areas

• **Actively seek out opportunities** to be involved—promotion is an active process

• **Network**—get to know senior faculty at other institutions who can serve as your evaluators

• **Check in frequently** with your chair or mentor to be sure you are on track for promotion

• **Have a timeline that is realistic** with respect to your workload, your goals and the formal guidelines
Clinical Distinctions Program

• Designed to recognize faculty who have devoted a majority of their time and careers to providing excellence in clinical care.
• Four levels of distinction: Physician, Senior Physician, Distinguished Physician, Master Physician
• Rewards 4 areas of service: Patient care, innovation, citizenship, administration
• Available to clinically-focused faculty with at least 0.5 FTE clinical effort
• More information can be found at: inside.med.emory.edu/faculty_affairs_dev/clinical-distinctions.html
Good Luck!
We want to hear from you!

What do you hope to learn about the School of Medicine and professional development opportunities?
Professional Development Website

Faculty Development

From New Faculty Orientation to your transition to the Emeritus College, the Office of Faculty Academic Advancement, Leadership and Inclusion is here to support and celebrate you at all stages of your academic career.

Whether you are a research scientist, clinical investigator, educator or clinician, our office delivers programs and resources to assist you in expanding your professional skills and achieving your career aspirations.

Teaching
No matter the learner, we have programs and

Clinical Care
Emory provides you a phenomenal place to

Research
From submitting a grant to writing a

Career Development
Explore learning

New Faculty
We are excited you have chosen to join faculty at Emory! As a new faculty member, you are invited to attend New Faculty Orientation and Resource Fair. View the quick guide and watch these important videos to help you jump-start your Emory

med.emory.edu/about/faculty/faculty-development/index.html
Career Development Programs

• General Professional Development
• Opportunities for Researchers
• Education and Quality
• Leadership Development Programs
FAALI Lecture Series

- Covers topics in education, research, wellness, DEI, clinical service and the business of medicine as well as general faculty development
- Offered twice monthly via zoom at either noon or 5:30 pm
- Schedule can be found [here](#)

If you miss this or any recorded series, all sessions are available in the [Faculty Video Library](#)
Leadership Development Courses
Jr Faculty Development Course

- Designed to help junior faculty acquire the skills they need for academic success
- Offered annually from Jan to May; 11 three-hour sessions every other week
- Class size limited to 30; application period in the fall
- 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

• Goal is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.
• Geared towards senior assistant professors/associate professors at least 3-4 years since appointment
• 9-12 month course that meets monthly.
• Class size limited to 25; applications currently being accepted.
• emoryhealthcare.org/careers/development-programs/em-prolead-program.html
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
Lunch With the Dean

- Informal lunch with 6-10 colleagues and the dean (temporarily on hiatus)
- 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
Emory Alliance for Women in Medicine and Science

• 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.

• Quarterly events in each focus area
Research Support Programs

- Clinical Research Bootcamp (101, 201, 301) held annually in the spring. CRB 201 will be held in 2021.
- Speed Networking (the Gong Show) held annually in the fall
- Introduction to Health Services Research Course (held bi-annually in the fall)
- Health Services Research Symposium (5/5/2021)
Researcher Survival Skills

Monthly workshops designed to provide researchers with traditional skills such as manuscript and grant writing, but also soft skills such as lab/research team management, people skills, navigating research administration, and other topics not covered in professional school.

• Nov 4: Project Management
• Dec 2: Grant Writing... and much more!
Poll: What time of day would be best for you to attend a professional development event, lecture, or workshop outside of your day-to-day responsibilities?
Manuscript Mentoring 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 or submit a request.

"[My mentor's] experience is most valuable as I had no clue how to begin the task. She is supportive when emphasizing my strengths, and is constructive when pointing out weaknesses."

"This program is a really great opportunity to meet with senior researchers and get real time feedback."
Emory FIRST

• Faculty data management system used to populate web profiles and to track your publications

• Uses authoritative sources to track publications, teaching activities, professional service. Provides information on article citations, h-index, etc.

• Access at profiles.emory.edu
Emory School of Medicine Recognitions

- Annual “Celebration of Faculty Excellence Ceremony” and Recognitions Week
- Dean’s Distinguished Faculty Lecture and Award
- Evangeline T. Papageorge Distinguished Teaching Award
- Dean’s Teaching Awards
- Affinity Months
- Millipub and 1% Clubs
- Nominate your peers!
  - SOM Mentoring, Service, Diversity and Innovation Awards
  - Doctor’s Day-March
  - Educator Appreciation Day-May
  - Researcher Appreciation Day-September
Who’s who...?
Carolyn C. Meltzer, MD, FACR
Executive Associate Dean Faculty Academic Advancement, Leadership and Inclusion
J. William Eley, MD, MPH
Executive Associate Dean Medical Education and Student Affairs
Ira Horowitz, MD
Executive Associate Dean Faculty and Clinical Affairs
Sheryl L. Heron, M.D., MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion
Carlos del Rio, MD
Executive Associate Dean Emory School of Medicine at Grady Health System
Heather H. Hamby, MPH
Executive Associate Dean, Emory School of Medicine; Chief Business Officer, Emory School of Medicine and Physician Group Practice Associate Vice President for Health Center Integration, Woodruff Health Sciences Center
Jada Bussey-Jones, M.D.
Assistant Dean, Professional Development for Emory at Grady
Ted Johnson, MD, MPH
Chair, Family and Preventive Medicine
Division Director, General Internal Medicine
Courses in Education

Learning to be Better Teachers
- Held annually in January (Jan 11, 2021)
- Keynote speaker plus ~25 workshops throughout January
- Graduated > 1000 faculty over 20 years

Medical Education (“MedEd”) Day
- Annual in spring (delayed to September 2020 due to COVID)
- Theme was “Cultural Humility in Health Care”
- Keynote and workshops
Emory Quality Academy

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
- Oct. 14 and 21, 2020, 1-5 pm email Nate Spell to register

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

Inter-professional Faculty Development in Quality Improvement
- Goal to increase competency in doing and teaching QI
- Seven 2-hr workshops (Sep - Mar, 5-7 pm)
- Poster on project submitted to Emory Quality Conference
Transition from Training to First Faculty Position Workshop

- Half-day workshop December 9, 2021
- Objective is to prepare for success by increasing comfort in assuming the mantle of leadership as a faculty member, managing tricky power dynamics, and maintaining your professional focus and personal balance
- Registration is open now!
**Mission**

- To bring together educators across the health sciences at Emory to promote and support the practice and scholarship of teaching and learning.

**Vision**

- To foster an interprofessional community of educators across the health sciences at Emory
WHEA Activities

FOSTERING AN INTERPROFESSIONAL COMMUNITY OF EDUCATORS ACROSS THE HEALTH SCIENCES AT EMORY

1. FELLOWSHIP IN EDUCATIONAL SCHOLARSHIP
An 18-month program for health science educators who want to develop skills in educational research and scholarship.

2. TEACHING FELLOWSHIP
A 12-month program for health sciences educators who want to advance their teaching skills and offer quality instruction to their learners.

3. IPE JOURNAL CLUB
A monthly opportunity for educators across the health sciences to meet and expand their knowledge of Interprofessional Education (IPE) theory and practice.

4. EDUCATORS SALON
A triannual opportunity for learning and community building across professions.

5. WHEA PATHWAYS PLATFORM (IN PROGRESS)
A learning management system to guide and support health sciences educators around key aspects of the learning process.

6. FUNDAMENTALS OF EDUCATIONAL SCHOLARSHIP (IN PLANNING)
A half-day workshop, available to all WHSC sites, to provide the background and tools for health science educators to develop and implement scholarly projects.
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 – Eric Weeks
Associate Directors – Donna Troka and Allison Adams

http://cfde.emory.edu/
Professional Development at Grady

- Diverse faculty
- Commitment to underserved
- Separate from campus/resources

GME@Grady

373
Residents/fellows

Anesthesiology
Dermatology
Emergency Medicine
Family Medicine
Genetics
GYN/OB
HMO
Medicine
Neurology
Neurosurgery
Ophthalmology

Orthopedics
Otolaryngology
Palliative Care
Pathology
Pediatrics
Psychiatry
RadOnc
Radiology
Rehab Medicine
Surgery
Urology

662
Emory Faculty

361
Emory Faculty FTE

80% Of Grady Patient Volume Provided by Emory Physicians

446
Active Research Studies Ongoing

Total Expenses: $185.1M
Total Revenues: $56.1M
Grady Funding Support: $129.0M
Professional Development at Grady

• Led by Jada Bussey-Jones, MD

• Programs in 2019
  • 3rd Friday lecture series
  • IDEAL – deep dive on interdisciplinary programs
  • Quality Academy & bedside teaching course
  • Support, growth, community....

• Newsletter, recognition cmte, social media, anti-racism
URiM Faculty Development Program

New! Development Program for Faculty Underrepresented in Medicine (URiM)

**Featuring**

- Experiential seminars
- Discussions forums on URiM experience
- Peer Mentoring – check in and support for personal projects.
- Leadership coach – matched w/ leaders across the SOM
- Food & Fellowship

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**SEMINAR TOPIC**

- Mentoring and developmental networks
- Getting promoted – knowing and showing your value in academia
- Time management: Strategically saying yes and no to achieve your goals
- Self-reflection, awareness, and assessment: Understanding your personality & leadership style
- Understanding how to avoid and rise above the common pitfalls to URiM success in academia
- Art & style of interpersonal communication as a URiM leader

**Deadline: July 24th**
Clinical Research Mentoring Program at Grady

- 4 month program
- Grady specific EHR tools, data sources, grants
- Mentor pairings
- Networking
DIVERSITY, EQUITY & INCLUSION

Sheryl L. Heron, MD, MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion
School of Medicine DEI Leadership

Sheryl Heron appointed as Associate Dean for Community Engagement, Equity, and Inclusion for the Emory School of Medicine

Carolyn Meltzer appointed as Chief Diversity and Inclusion Officer for the Emory School of Medicine
Baseline – Strategic Initiatives
Path Forward

SOM DEI Strategic Themes

 Awareness, Learning, and Growing
 Inclusive Culture and Climate
 Community Engagement
 Research and Innovation
### Departmental DEI Leadership

<table>
<thead>
<tr>
<th>Full Name</th>
<th>DEI Title</th>
<th>Department</th>
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<tbody>
<tr>
<td>Kathy Glas, MD, MBA</td>
<td>Vice Chair of Professional Development, Leadership, and Diversity</td>
<td>Anesthesiology</td>
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<tr>
<td>Matt Kroll</td>
<td>Liaison</td>
<td>Biochemistry</td>
</tr>
<tr>
<td>Loren Krueger, MD</td>
<td>Ambassador, Diversity, Equity, and Inclusion</td>
<td>Dermatology</td>
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<tr>
<td>Michelle Lall, MD</td>
<td>Director of Wellness, Equity, Diversity, and Inclusion</td>
<td>Emergency Medicine</td>
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<td>Antonio Graham, MD</td>
<td>Vice Chair of Diversity, Equity, and Inclusion</td>
<td>Family &amp; Preventive Medicine</td>
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<td>GINA NORTHINGTON, MD</td>
<td>Chair, Diversity and Inclusion Committee</td>
<td>Gynecology &amp; Obstetrics</td>
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<td>Stephanie Sherman, PhD</td>
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<td>Ted Brzinski</td>
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<td>Medical Imaging</td>
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Recent Programs & Initiatives

• Unconscious Bias Education Program
• Bystander/Upstander Training
• Diversity Engagement Survey (DES)
• Best Practices Guide for Faculty Search Committee Process
• EUSOM History Project

Unconscious Bias Training Impact as of March 2020

18 CERTIFIED UNCONSCIOUS BIAS TRAINERS
637 FACULTY, STAFF & LEARNERS HAVE COMPLETED AN UNCONSCIOUS BIAS EDUCATION SESSION
Affinity Month Celebrations

In our commitment to an inclusive environment at Emory, it is our goal to build a culture that recognizes the contributions of all individuals—including those who come from underrepresented groups.

Submit a nomination: bit.ly/SOMAffinity

Celebrating Hispanic Heritage Month

Leon Bernal-Mizrachi, MD

With support from the SOM Recognitions Committee and the Diversity, Equity and Inclusion Council, the Office of Faculty Academic Advancement, Leadership and Inclusion is excited to launch a celebratory initiative to acknowledge the diversity of our community and promote sharing, awareness, and learning. As part of this effort, we are recognizing and celebrating our faculty by hearing their stories and their experiences.

Read the stories of eight of our outstanding faculty members and learn more about how the Latinx community has impacted their careers, hear stories about their favorite traditions, and how they stay engaged with the Latinx community.

In what ways have being a part of the Latinx community influenced your professional life as it relates to your current role/responsibilities?

As a doctor and scientist, I feel that being Latinx has shaped me to be a compassionate, warm, friendly doctor. More broadly, I have committed to fighting for the needs of our community in health care, reducing health disparities, and pushing for opportunities to improve their care. This is through leadership positions in our institution and national committees in healthcare, such as the committee in Health Disparities at the American Society of Clinical Oncology. At the same time, this interest has also been accompanied by research in different fields of science, including basic, genetic, population-based, and quality improvement.

Professionally, as my career progressed, I have become a voice for Latino and other minority professionals. In the last ten years of my career, I have made efforts nationally to improve the opportunities for Latinos and other minorities in hematology. Besides being a
Goals for Our Community

Our Culture
Create a culture and climate of equity and inclusion, where diversity is nurtured, valued, and celebrated.

Our People
Recruit, develop, and retain a diverse workforce, at all levels.

Our Learners
Recruit, develop, support, and engage diverse learners.
The School of Medicine has developed an anti-racism resource guide to help address the need for our collective education, engagement, and growth. While diversity, equity, and inclusion have been championed in several areas, there is more work to be done. In our commitment against racism, hate, and injustice we have also created a series of webinars and trainings to support intercultural fluencies and frank conversations through humble inquiry.

Glossary of Terms
Racism & Social Justice Webinar Series

Juneteenth: Giving Voice - June 19
Bias in Clinical Decision Making - June 24
Microaggressions under the Microscope - July 1
Anti-Racism Dialogue and Action - July 8
Inclusive Leadership - July 15

Anti-racism Advocacy for Structural and Systemic Change – July 22
Being an Authentic Ally – August 5
Dismantling Racism in the Ivory – August 19
Intersectionality and Stigma – August 26
Racial Trauma – September 2
Wellness Executive Committee

The Wellness Executive Committee oversees implementation of comprehensive change framework; sets goals and direction for wellness and engagement initiatives; measures success of wellness-based programs; and defines utilization standards for SOM employee participation in Emory wellness programs.
Wellness Working Group

Goal: Facilitate system-wide cultural changes to maximize the success and well-being of our patients, learners, and teachers.

Est. 7/21/15
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<tr>
<th>Name</th>
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<td>Boris Spector</td>
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<td>Tari Owi</td>
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<td>Cliff Teague</td>
<td>Dean's Office</td>
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EDITORIAL

Perspective: Responding to the Well-Being of Health Care Workers and Learners in Academic Medicine During the COVID-19 Pandemic

Cherie C. Hill MD¹, Paula G. Gomes PsyD², Alayna H. Feng¹, Cricket C. Gullickson¹, Carla I. Haack MD¹, Sheryl L. Heron MD, MPH¹

DOI: 10.18297/jwellness/vol2/iss1/8
Website: https://ir.library.louisville.edu/jwellness/
Affiliations: ¹Emory University School of Medicine, ²Emory University Department of Psychiatry and Behavioral Sciences
Recommended Citation: Hill, Cherie C.; Gomes, Paula G.; Feng, Alayna H.; Gullickson, Cricket C.; and Heron, Sheryl L. (2020) "Perspective: Responding to the Well-Being of Health Care Workers and Learners in Academic Medicine During the COVID-19 Pandemic" Journal of Wellness: Vol. 2 : Iss. 1 , Article 8.
Sample of Programs & Initiatives

- Press Ganey Survey
- Faculty Staff Assistance Program
- Healthy Emory Connect
- Pulse Surveys
- Wellness Days for Residents
- Examining faculty leave policies
- Time’s UP Healthcare signatory
- COVID-19 wellness response
Faculty-Staff Assistance Program (FSAP)

• Services to enhance your personal health and well-being
  • Assessment, short-term counseling, and referral services
  • Physician & Faculty Coaching – work-life integration, cultural transitions, communication enhancement, conflict management
  • Targeted Physician Services - for faculty, residents and Fellows
  • Self-Assessments - for emotional health concerns, confidential
  • Referrals for Community Support Groups (e.g., grief and loss, AA)
  • Workshops - burnout prevention, COVID stress, emotional intelligence, self care & team care
  • 24 hour on-call services

• Services to enhance work productivity and performance
  • Coaching - professional skills enhancement, workplace dynamics
  • Individual and Leadership Consultations
  • Team Dynamics – Leadership Coaching, Mediation/ Facilitated Discussion Services
  • Critical Incident Response Sessions - team support following traumatic incident (e.g., the death of a colleague)

https://www.fsap.emory.edu/

Paula G. Gomes, PsyD, CEAP
Licensed Psychologist
FSAP Executive Director
Assistant Vice President, Human Resources
SOM Wellness Resources

Resources on this page are available to Emory SOM faculty, staff and residents.

Upcoming Wellness Events at Emory

Emory Healthcare Online Yoga Studio - daily yoga classes

View the Virtual Events Calendar for daily meditation, yoga, and workout sessions.

Online Compassion Practice and Fellowship

"Cultivating Our Best Selves in Response to COVID-19" by Dr. Linda Grabbe and Kate Pfeiffer, MS, APRN, PMHNP-BC, PMHCNS-BC. The Emory University Nell Hodgson Woodruff School of Nursing is pleased to present this talk on Cultivating Our Best Selves in Response to COVID-19. The talk is based on the Community Resiliency Model (CRM) which trains community members to not only help themselves but to help others within their wider social network. The primary focus of this skills-based, stabilization program is to re-set the natural balance of the nervous system.

Wellness Forum Series
Community Engagement

• Public Summit of the Action Collaborative to Prevent Sexual Harassment in Higher Education Satellite Meeting host site
• Atlanta Pride Parade sponsor
• Student National Medical Association (SNMA) Region IV Medical Education Conference sponsor
• Emory Martin Luther King, Jr. Community Service Awards host school
• Emory Alumni Association Asian American and Pacific Islander Heritage Month panelist
• National Medical Association Convention and Scientific Assembly host school and sponsor