



# Faculty Development Opportunities



EMORY  
UNIVERSITY  
SCHOOL OF  
MEDICINE

Department of Medicine

## **PATHS (Professional Advancement Tracks for Health Sciences)**

Whether you are a clinical educator, clinical investigator or research scientist, PATHS will guide you through additional learning opportunities to aid in your career progression. These guidelines detail suggested targeted accomplishments towards promotion with a specific time frame. Each PATH is divided by career year(s) into best practices and academic mission areas.

### **New faculty**

**BUGLE: Best Unofficial Guide to Life at Emory:** BUGLE is a practical reference to help you better navigate Emory with site-specific details and faculty insider knowledge. The BUGLE is available as an app on any iOS device (search Emory BUGLE in the app store) or online with Emory credentials.

**Ambassador Program:** This program helps to enrich the onboarding experience of the new Department of Medicine faculty. Recent hires are paired with faculty from their same site who can assist in introductions to other faculty and staff, provide tips on how to best navigate their location, point them to the best faculty development resources for their careers, and where to grab the best lunch!

**Orientation:** At Orientation, held each fall, new hires have the chance to meet Department of Medicine leadership and learn about teaching, research, and clinical opportunities and resources. A welcome dinner is held in conjunction with this event.

### **Early- to mid-career faculty**

**Consult Program:** The Consult program provides a centralized resource for faculty to request assistance in five distinct areas: presentations, grant preparation, mentoring, teaching advisement and manuscript preparation.

**Mentoring Program:** Mentoring options have been designed to meet the needs for our diverse faculty. We offer one-on-one mentoring, peer mentoring, quarterly mentoring videos and a consult program. Your divisional mentoring facilitator will contact you within six months of your start date to discuss your career goals and offer any mentoring assistance needed, including help with finding a mentor.

**Promotions and tenure advice:** The Department of Medicine Promotions and Tenure Committee offers an annual promotions workshop, in which faculty have the opportunity to meet one-on-one with experts on the promotion and tenure process, view sample promotion materials, and talk informally with members of the committee.

**FAME grants for protected time:** The Department of Medicine FAME (Fostering the Academic Mission in the Emory DOM) grant program is designed to provide support for clinical faculty to dedicate 20% of their professional time to scholarly activity including research, education, mentoring and quality improvement projects.

## Leadership and development opportunities

**School of Medicine Junior Faculty Development Course and Seminars:** The School of Medicine is pleased to again offer a 5-month career development course. Featuring diverse speakers selected from across the University, this course will present 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.

**Em-ProLEAD:** The Emory Professional Leadership Enrichment and Development Program (Em-ProLEAD) focuses on enriches leadership skills, enhancing business knowledge, and promoting collaborative efforts across Emory Medicine. This program is open to all members of Emory Medicine and is directed by Dr. Harold (Hal) Simon and Dr. Nathan Spell III, in collaboration with leaders from Goizueta Business School and Emory School of Medicine.

**Woodruff Leadership Academy (WLA):** The WLA is a leadership program for professionals and managers within the Robert W. Woodruff Health Sciences Center. This program combined a program of classroom sessions, off-site team projects and weekend retreats to motivate professionals and managers within the Robert W. Woodruff Health Sciences Center to develop, exercise and strengthen individual leadership potential. Each year's class of fellows is an extraordinary group of researchers, physicians, educators and administrators.

## Other programs and initiatives

**Awards:** The Department of Medicine has an extensive awards program to recognize exceptional teaching, mentoring, research, quality initiatives, clinical care, and service. A call for nominations is sent in spring, and awards are presented at a celebratory event in August.

**Career conference reports:** The Office of Faculty Development assists with the annual career conference and performance review process, which involves one-on-one meetings between faculty and their chairs to discuss mutual goals and annual progress.

**Clinical Skills Refresher Course and Ultrasound Workshop:** Each year, we offer a Clinical Skills Refresher Workshop and a comprehensive Ultrasound Workshop. These provide faculty with unique hands-on opportunities to refresh skills for their practice as well as for teaching purposes.

**FEED Conference** (*Faculty Education, Enrichment, and Development*): This half-day CME conference includes general-interest presentations as well as career-specific pathway sessions for clinician educators, clinical researchers, and basic scientists. Co-sponsored by the Department of Pediatrics.

**Research Day:** This annual event celebrates research efforts across the Department of Medicine. Research Day brings together researchers from all divisions and provides an excellent opportunity to share exciting new findings, participate in scientific exchange, and identify potential new collaborations. The event consists of poster displays, oral presentations, a keynote address by a renowned scientist, and an award ceremony. All members of the department are encouraged to attend.