# **Clinical Educator & Service PATH**



Department of Medicine

The Department of Medicine PATHS were created as a guide for faculty as they navigate through their careers. These are only guidelines for accomplishments towards promotion, not requirements, and achievement of these targets does not guarantee promotion. These are examples and it is not expected every faculty member achieve every suggested target. The PATH is divided by career years into best practices and academic mission areas.

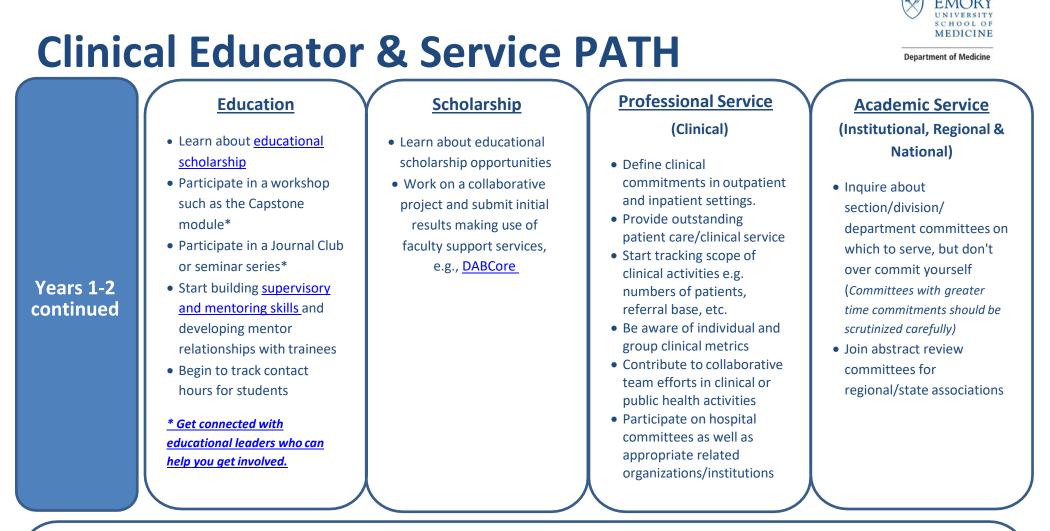
### Beginning of year 1 Best Practices:

- Check out the Department mentoring resources for individual development plan templates, helpful checklists and more.
- Download our app (*ios only*): <u>BUGLE: Best Unofficial Guide to Life at Emory</u> a quick-reference guide to help you better navigate Emory with site-specific details and insider tips
- Attend <u>New Faculty Orientation</u>: Learn how you fit into the DOM and how we are improving health through discovery, education and care. Walk away with new skills you can apply immediately regardless of your career focus.

#### Tip!

Download the <u>SOM CV, Service Portfolio, and Teaching Portfolio templates</u>...and start adding in your efforts NOW and continue to do so. This will help you track your efforts and be prepared for performance reviews, promotions, etc.





### During years 1 & 2 Best Practices:

- Prepare for your <u>Career Conference Performance Review</u> by reviewing your CV, Teaching and Service Portfolios for accomplishments. Prepare to discuss goals with your evaluator.
- Review Department's faculty development and mentoring websites and the promotion guidelines
- Attend Professional Development Opportunities such as:
  - o DOM Faculty Education, Enhancement and Development (FEED) Conference
  - <u>SOM Professional Development Lecture Series</u>
  - SOM CV Building Workshop

#### EMORY UNIVERSITY SCHOOL OF MEDICINE

Department of Medicine

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#### During years 1 & 2 Best Practices Continued:

- Find out what else is being offered in the DOM and SOM
- Explore offerings from the Emory WorkLife Resource Center
- Begin tracking MOC and CME workshop participation

## Before year 3 Best Practices:

- Interested in improving your leadership skills? Apply for the <u>SOM Junior Faculty Development Course</u> a career development program specifically for junior faculty (5 month program)
- Learn about quality improvement and efforts underway at Emory:
  - <u>Health Services Research Day "Quality Day"</u> annual quality forum and networking opportunity for researchers sponsored by <u>Georgia Clinical and Translational Science Alliance (CTSA)</u> of which Emory is a member
  - <u>Emory Healthcare Quality Academy: Leadership for Healthcare Improvement</u> designed to give health care leaders an introduction to quality improvement. (2 day course)
  - <u>Emory Healthcare Quality Academy: Practical Methods for Healthcare Improvement</u> more intensive program designed to develop local quality improvement leaders who are capable of independently planning and conducting improvement in their areas and serving as resources to others
  - Interprofessional Team Skills for Quality Improvement seven session course guides teams through quality improvement projects, fosters interprofessional teamwork and builds skills to teach QI in clinical teams





# **Education**

- Present conferences, <u>Grand</u> <u>Rounds</u> or similar educational sessions and venues
- Identify focus area(s) of teaching which will help drive scholarship areas.
- Develop or direct electives, short courses or <u>ACGME</u> programs
- Develop educational/ curricular materials
- Develop or direct a workshop such as Capstone
- Organize and develop conferences, journal clubs, etc.
- Participate or plan a regional/national CME event
- Start developing <u>mentor</u> relationships with junior <u>faculty</u>

# **Scholarship**

- Publish original scholarship, as well as case reports and review articles on clinical and scientific topics related to the initial project (journals for educational scholarship)
- Expand to more advanced projects
- Publish educational, clinical, basic science, quality measures, epidemiological or social science research with evidence of significant contribution to publications, e.g., senior authorship
- Provide reviews or ad hoc editorial services to professional publications

# Professional Service (Clinical)

- Continue to track and document scope of clinical activities e.g. numbers of patients, referral base (especially important of you are becoming a regional and national expert in your clinical area)
- Join appropriate local or regional committee(s) of specialty societies or groups related to clinical specialty services
- Revisit clinical performance metrics
- Contribute to policy development for the Institution or a local agency

# <u>Academic Service</u> (Institutional, Regional & National)

- Join appropriate committees or groups related to academic activities such as the DOM Faculty Development Committee
- Membership role/chair of major committees in professional medical organizations on a regional basis
- Join appropriate committees or groups related to academic activities such as DOM Quality Council and committees mentioned above
- Join national professional associations

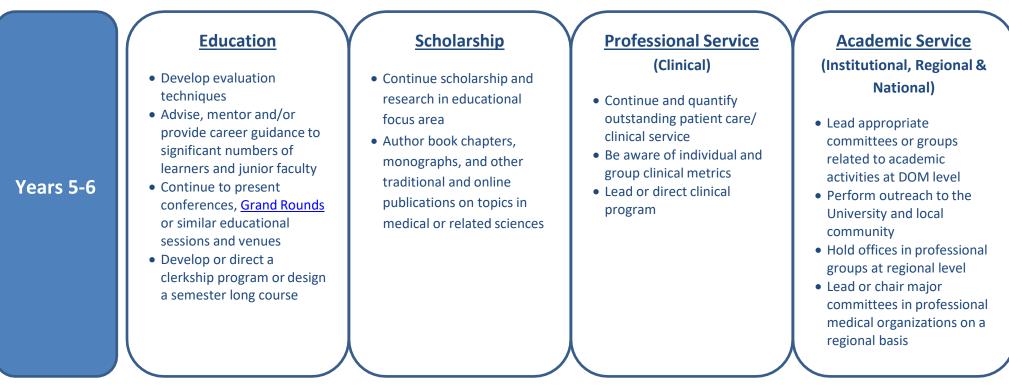
## During years 3 & 4 Best Practices:

Years 3-4

- Learn if you are on track for promotion by attending a <u>DOM CV Review</u> or <u>SOM Promotion Readiness Session</u>
- Want to continue building your leadership skills? Apply to the <u>EM-Pro LEAD</u> course which focuses on enriching leadership skills, enhancing business knowledge, and developing strong partnerships across Emory (Jan-Oct)
- Continue best practices from your first years on faculty

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#### During years 5 & 6 Best Practices:

• Discuss readiness for promotion with your division director and attend a DOM CV review session.

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