

Research Scientist PATH

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:

- Connect with the [Ambassador Program](#) to meet new colleagues and learn more about your specific practice site
- Find out about mentoring options in your Division and check out the [Department resources](#)
- Download our app: [BUGLE: Best Unofficial Guide to Life at Emory](#) - a quick-reference guide to help you better navigate Emory with site-specific details and insider tips
- Connect with colleagues throughout the department and have opportunities for skill building in your particular areas of focus by joining a [Community](#) and reading the monthly e-newsletter.
- Attend [New Faculty Orientation](#): 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 [SOM CV, Service Portfolio, and Teaching Portfolio templates](#)...and start adding in your efforts NOW and keep them updated. This will help you track your efforts and be prepared for performance reviews, promotions, etc.

Years 1-2

Education

- Train graduate students and postdoctoral fellows in your laboratory
- Present didactic lectures and/or facilitate small group teaching to appropriate learners
- Start building [supervisory and mentoring skills](#) and developing mentor relationships with trainees

Scholarship

- File [IACUC and/or IRB](#) applications
- Set up your laboratory and write a grant proposal on previously identified research question(s), e.g. specific aims for an NIH grant
- Meet with identified research mentor and appropriate collaborators
- Work on independent research project

Academic Service

(Institutional, Regional & National)

- Become a member of academic societies (e.g. American Society of Nephrology, SGIM) and take advantage of opportunities
- Inquire about section/division/department committees on which to serve, but don't over commit yourself (*Committees with greater time commitments should be scrutinized carefully*)

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Years 1-2

Education

- Begin to track contact hours for students
- Utilize the [Consult Program](#) for one on one teaching consultation
- Contact the [Graduate School](#) by year two to become involved in teaching

Scholarship

- Present (platform or poster) study results to appropriate audiences
- Make use of faculty support services, e.g., [Grant Review Service](#), [DABCore](#), [Manuscript Development Initiative](#), [Scholarly Writing and Publishing Fund](#)

Academic Service

(Institutional, Regional & National)

- Seek peer review opportunities for journals relevant to your research area

During years 1 & 2 Best Practices:

- Establish a regular meeting with your primary mentor (at minimum every 2 months) and mentoring team (frequency TBD in consultation with your primary mentor). See mentoring series offerings.
- Take advantage of other mentoring opportunities such as manuscript [peer mentoring](#).
- Prepare for your [Career Conference Performance Review](#) by reviewing your CV, Teaching and Service Portfolios for accomplishments. Prepare to discuss goals with your evaluator. (See best practices for years 3+4)
- Attend Professional Development Opportunities such as:
 - [Faculty Education, Enhancement and Development \(FEED\) Conference](#)
 - [Faculty Development Lecture Series](#)
 - [CV Building Workshop](#)
- Find out what else is being offered in the [DOM](#) and [SOM](#)
- Explore offerings from the [Emory WorkLife Resource Center](#)
- Need help with your grant or manuscript preparation? Want to improve your platform or poster presentations? Or become a more effective educator or grant writer? The [Consult Program](#) is here to help.

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Before year 3 Best Practices:

- Interested in improving your leadership skills? Apply for the [SOM Junior Faculty Development Course](#) a career development program specifically for junior faculty (5 month program)
- Learn about quality improvement and efforts underway at Emory:
 - [Health Services Research Day](#) - Annual quality forum and networking opportunity for researchers
 - [Emory Healthcare Quality Academy: Leadership for Healthcare Improvement](#) - designed to give health care leaders an introduction to quality improvement. (2 day course)
 - [Emory Healthcare Quality Academy: Practical Methods for Healthcare Improvement](#) - 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.
 - [Inter-professional Development in Quality Improvement](#) - introduces QI terminology and methods and teaches skills required to implement and carry out an independent QI project
 - [SOM Health Services Research Course](#) - provides a broad overview of health services research questions and types of approaches (12 sessions)

Years 3-4

Education

- Organize and develop local/regional conferences, workshops, etc.
- Present at conferences, research seminars, Grand Rounds or similar educational sessions
- Continue building [supervisory and mentoring skills](#) and developing mentor relationships with trainees

Scholarship

- Publish original scholarship on biomedical topics related to the faculty member's research
- Expand to more advanced projects
- Present (platform or poster) study results to appropriate audiences locally
- Develop expertise in specific research disciplines and gain recognition for science beyond Emory

Academic Service

(Institutional, Regional & National)

- Seek additional peer review opportunities for journals relevant to your research area
- Join appropriate [Department or Division committees](#) or groups related to academic interests
- Seek active roles on major committees in professional medical organizations on a regional or national basis

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Years 3-4

Education

- See above
- Present didactic lectures to various audiences (e.g. medical students, fellows, allied health students, etc.)

Scholarship

- Continue experiments, [writing of manuscripts and grants](#); obtain independent extramural funding
- Work towards achieving senior authorship
- Utilize faculty support services, e.g., [Grant Review Service](#), [DABCore](#), [Manuscript Development Initiative](#), [Scholarly Writing and Publishing Fund](#)

Academic Service

(Institutional, Regional & National)

- Regularly review of manuscripts/grants at national level either ad-hoc or on committees

During years 3 & 4 Best Practices:

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

Years 5-6

Education

- Advise, [mentor](#) and/or provide career guidance to learners and junior faculty
- Present didactic lectures to appropriate learners, e.g. medical students, residents, fellows, nursing, allied health, graduate students
- Train graduate students and/or postdoctoral fellows in your laboratory

Scholarship

- Continue scholarship and research with a positive trajectory
- Develop expertise in specific research disciplines and gain recognition for science beyond Emory, including a record of successful independent extramural funding

Academic Service

(Institutional, Regional & National)

- Seek leadership role in appropriate [committees](#) or groups related to academic activities at DOM level
- Seek active roles on major committees in professional medical organizations on a regional or national basis
- Pursue editorial board membership

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During years 5 & 6 Best Practices:

- Discuss readiness for promotion with your division director and attend a [CV review session](#).
- Apply for the [LEAP Program to utilize leadership skills learned in programs such as Junior Faculty Development Course](#).