



Faculty Development Opportunities



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.

Department of Medicine Communities

Communities connect faculty with common interests. Each Community (Clinical Excellence, Education, and Research) distributes a topic-based e-newsletter and hosts quarterly events open to all departmental faculty. Communities facilitate professional and personal growth; provide networking opportunities; and can guide progress toward promotion.

New faculty

BUGLE: Best Unofficial Guide to Life at Emory: This guide, developed by the Department of Medicine's Early Career Faculty Development Subcommittee, is designed to address questions about subjects ranging from grant support to Emory discounts at Six Flags to the location of the Grady parking office—and everything in between. The BUGLE is available as an app on any iOS device, search Emory BUGLE in the app store, or via the Faculty Development webpage.

Ambassador Program: This program was developed to welcome and enrich the experience of new Department of Medicine faculty. The Ambassador program partners experienced faculty with recent hires to ease their transition to the Department of Medicine and Emory.

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—which is co-sponsored by the offices of Education and Research—provides a centralized resource for faculty to request career guidance and peer-coaching on presentations, grant and manuscript preparation, and teaching.

Mentoring Program: The Department of Medicine strongly emphasizes the importance of mentorship. The Mentoring program offers training materials for mentees and mentors. Additional mentoring opportunities are currently being developed and will be available soon.

Promotions and tenure advice: The Department of Medicine Promotions and Tenure Committee offers biannual CV-review sessions, 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: This program, developed by the Fostering the Academic Mission in the Emory Department of Medicine (FAME) Committee, offers clinicians competitive grants for protected time on specific teaching and research projects.

Leadership and development opportunities

School of Medicine Junior Faculty Development Course and seminars: The School of Medicine offers a monthly faculty development seminar series as well as a comprehensive faculty development course geared toward early-career faculty. Applications are due in the fall, and the course runs from January to May. Information on both programs can be found at http://med.emory.edu/faculty_dev/.

Em-ProLEAD: Open to all members of Emory Medicine, Em-ProLEAD is a merger of the former PEP (the executive program) and Physician Leadership Development Program (PLDP) courses. The focus of Em-ProLEAD is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.

Woodruff Leadership Academy (WLA): The 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.

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 early spring, and awards are presented at Celebratory Grand Rounds each June.

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.

Developing our educators: Each year, we offer a Clinical Skills Refresher Workshop and 1-2 additional events targeted at teachers. Past topics include "Using Technology in the Classroom" and "Providing Feedback."

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.

Lunch with the Chair: To provide another avenue for community-building within the Department of Medicine, Department Chair David Stephens, MD hosts periodic, informal lunches for 8-10 faculty members from diverse divisions and specialties.

Project M-PACT (*Medicine Partnering Across the Community*): Project M-PACT provides a central repository for individual-, department-, and university-sponsored volunteer opportunities and promotes collegiality throughout the department. Annually we have supported efforts such as the Hunger Walk/Run, Holiday Toy Drive, and Meals on Wheels.

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.