



The School of Medicine offers a number of opportunities for professional development for faculty members. You're encouraged to visit and bookmark the [SOM Professional Development](#) website as well as the [FAALI calendar of events](#).

General Professional Development & Leadership Programs at Emory:

Bold Leaders Series: A series that seeks to engage the School of Medicine community with forward-visioning leaders in a school-wide conversation and idea exchange on topics of leadership, wellness, and diversity, equity, and inclusion

EM-ProLEAD: Open to all members of Emory School of Medicine, the focus of EM-ProLEAD is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.

FAALI Lecture Series: The lecture series is presented monthly from September to April and covers topics across the four FAALI pillars. Topics range from general leadership and professional development to teaching, research, and diversity, equity, and inclusion.

Junior Faculty Development Course: This five-month course designed for new faculty presents 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. Now in its 14th year, the Jr. Faculty Development Course has 450 graduates from all SOM departments.

New Clinical Leaders: Open to physicians and Advance Practice Providers in their first clinical leadership position at Emory, the New Clinical Leaders course is designed to equip participants to lead peers in the clinical environment.

Orientation: Orientation for new faculty is held twice annually. This is a chance for new hires to meet leaders in the SOM, learn about teaching, research, service, and patient care opportunities and receive useful reference information.

Professional Development Lecture Series at Grady: Monthly lecture that highlights traditional faculty development topics, but also features content important to faculty and staff on the Grady campus.

Transition to First Faculty Position: New faculty members are encouraged to participate in this annual half day workshop designed to assist in the transition from trainee to faculty member.

Woodruff Leadership Academy (WLA): 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.

Education, Clinical & Quality Improvement Programs & Initiatives:

Faculty Development in Quality Improvement: This multi-part curriculum introduces QI terminology and methods, teaches skills required to implement and carry out an independent QI project through a mentored project and increases confidence in teaching QI. The project team assembled by participants must include non-physician and trainee members.

Faculty Development Program for Clinical Educators: This course is brought to you by two Stanford trained facilitators, Reena Hemrajani and Richard Pittman. The Stanford Faculty Development Clinical Teaching program is a validated, internationally recognized method of training for medical teachers to enhance their skills to be more effective in any medical educational setting.

Interdepartmental Learning (IDEAL): IDEAL brings together Grady experts from multiple departments to discuss clinical and process issues relevant to Grady faculty and staff in an effort to collaboratively problem solve.

Leadership in Healthcare Improvement: This 2-day course is conducted by the Emory Quality Academy and provides an introduction to the context, terminology and methodologies of QI, the relation of the Emory Care Transformation Model

to patient safety and the EHC approach to population health management. It complements the content of the above Inter-professional Development in QI.

Learning to be Better Teachers: This full-day workshop, organized by Dr. William Branch, includes didactic sessions, keynote speakers and multiple workshops focused on all aspects of teaching. Now in its 26th year, the course has had over 1,300 faculty attendees.

Practical Methods in Healthcare Improvement: This intensive QI course is conducted by the Emory Quality Academy. Participants attend 12 full-day class sessions over 4 months while carrying out a mentored QI project. Class sessions cover the Lean approach to QI, leadership, change management, and teamwork training. Graduates of the course will demonstrate the ability to conceive and conduct independent QI work and serve as a resource to others.

Woodruff Health Educators Academy: WHEA strives to bring together educators across the health sciences at Emory to promote and support the practice and scholarship of teaching and learning.

School of Medicine Research Support:

Clinical Research Bootcamp: This full-day workshop is designed to provide faculty with a comprehensive overview of the major components involved in clinical research. There are now three bootcamp levels, 101, 201 and 301, each digging deeper into clinical research. Topics include study and survey design, IRB, database management, statistics, and resources at Emory.

Clinical Research Mentoring Program: This four-month clinical research mentoring program will provide resources, information and tools to develop clinical research projects. Participants will have the opportunity to be paired with experienced faculty as mentors, with the specific goal of working through some of the hurdles to getting started on clinical research projects.

Health Services Research Course: The HSR course provides a broad overview of health services research questions and approaches, introduces learners to key health service researchers at Emory and builds awareness of ongoing strategic initiatives.

Peer-Mentoring Manuscript Development Initiative: The Emory SOM Faculty Development Advisory Committee (FDAC) will help facilitate mentoring relationships between senior faculty with publication experience and junior faculty seeking guidance in the preparation of manuscripts for publication. [Submit a request.](#)

Researcher Survival Skills Workshop Series: Launched in Fall 2019, this series is designed to provide researchers with the skills they need to succeed in academic medicine. Featuring traditional skills like manuscript and grant writing, as well as a lab/research team management, navigating research administration, and other topics not covered in professional school.

Speed Networking: Basic and clinical researchers from across Emory SOM are given the opportunity to make a 3-4 minute presentation to potential collaborators from both clinical and basic science backgrounds.

School of Medicine Promotion Support:

Promotion Workshops: This workshop series is held annually and is geared towards learning how to structure your CV and how to create compelling teaching and service portfolios. The series is capped off with a Mock Faculty Committee on Appointment and Promotions (FCAP) session.

Promotion Readiness Sessions: These sessions pair participants with former members of the FCAP for a 20-minute one-on-one meeting to provide individualized advice on progress towards promotion.

SOM Packet Classes: Packet Classes are invitation-only sessions for those who are currently going up for promotion. Specific information on the entire promotion dossier and timelines for the promotion process are provided during the class.

Diversity & Inclusion:

Affinity Groups & Celebrations: Sponsored faculty and staff affinity groups enhance the SOM work experience through networking, resource, professional development and support, and community engagement. Focused affinity months are celebrated to promote sharing, awareness, and learning.

Racism & Social Justice Webinar Series: A series of webinars and trainings to support intercultural fluencies and frank conversations through humble inquiry. The School of Medicine has developed an [anti-racism resource guide](#) to help

address the need for our collective education, engagement, and growth.

Unconscious Bias Training: Training sessions explore best practices for recruiting and the latest research on the impact of implicit associations on decision making.

Underrepresented in Medicine Prof. Development Course: A five-month career development program for URiM faculty. This longitudinal program provides resources, information and tools important for academic success. The course features didactic sessions from diverse speakers, experiential components, along with peer mentoring and networking

Annual Conferences:

Emory Quality Conference: This conference, hosted by the Woodruff Health Sciences Center, is now in its 14th year. The conference combines poster presentations with keynote speeches. The posters highlight clinical and education quality projects taking place across our health sciences programs and our hospital and clinic partners.

Health Services Research Day: Now in its ninth year, the Health Services Research Day is an opportunity to share the breadth of quality, effectiveness, and value-based research activities at Emory, and network with colleagues. All members of the Woodruff Health Sciences Center are invited to participate.

Other Activities:

Awards and Recognitions: The annual Celebration of Faculty Excellence recognizes faculty members throughout the School of Medicine for senior promotions, clinical distinctions, teaching, research, and outstanding clinical service as well as awards and accomplishments on the regional and national levels. Appreciation days are also held throughout the year.

Career Conferences and Performance Reviews: Our faculty are the most important resource in the SOM. Maintaining and developing each faculty member's professional engagement throughout his or her career is a high priority for the school. Annual career conferences with department chairs are facilitated by an online system managed by our office.

Chair Evaluations: Annually, SOM faculty complete an online survey to evaluate the Chair of their department in seven areas and suggest areas for improvement. The results of these evaluations are sent to the Dean for review.

Clinical Distinctions: The Clinical Distinctions (CD) designation program, designed to recognize faculty who have devoted a majority of their time and careers to providing excellence in clinical care, is managed by our office. While the CD is not intended to compete with or replace the standard academic promotions mechanism for faculty advancement, it emphasizes the critical contributions of clinically focused faculty in the SOM.

Citizenship Opportunities: Our office oversees the annual School of Medicine and University Senate elections and appointments each spring.

Video Library: Many of our lectures are recorded and available online in a searchable database. Sort, filter and search by series, topic or keyword.

Note: Many of the above programs are held on a cyclical basis. Please visit the linked website for additional information.