

# Faculty Development

*The Department of Radiology and Imaging Sciences nurtures a collaborative and collegial environment in which its people thrive. Emory Radiology invests significantly in nurturing the talents and expertise of both clinical and research faculty at every level so they can enjoy a successful career path. Emory Radiology also consistently rewards faculty for their outstanding contributions to the Emory enterprise and to the radiology and imaging sciences profession. Many programs now are delivered virtually because of the COVID-19 pandemic. In-person gatherings follow Emory University's strict COVID-19 protocols.*

## EMORY RADIOLOGY PROGRAMS

### NEW FACULTY ORIENTATION

All new faculty members benefit from a 1.5-day orientation program introducing them to the department's primary functional units and programs plus the department's leaders and other key personnel. The goal is to help faculty members more quickly ease into their new career home.

### NEW FACULTY CAREER DEVELOPMENT RETREAT

This daylong retreat for recently arrived faculty members provides practical knowledge and skills-building modules to support a successful career path. Topics include managing your career and the promotion process; getting involved in the profession at the national level; mentorship and leveraging the mentor/mentee relationship; funding and academic time; manuscript writing; and growing a career in academic medicine.

### FACULTY RESEARCH SEED GRANTS AND SUPPORT

The Division of Research sponsors the Research Seed Grants program, providing initial funding required to demonstrate a research project's promise, and evidence required for competitive external funding. The Research in Progress Seminars (RIPS) create a collegial space for faculty and trainees to discuss their research projects and get feedback, and the Grant Review Committee helps investigators fine tune their research proposals. [Click here to learn about past grantees.](#)

### FACULTY MENTORSHIP PROGRAM

This program pairs new faculty members with a more senior faculty member who provides guidance on thriving in Emory Radiology. Mentors provide insight about 1) achieving clinical excellence while also enhancing skills in education and/or research; 2) understanding and meeting the guidelines for promotion and other metrics for career success; and 3) balancing the demands of work and home life. Senior faculty also benefit from the two-year mentorship experience.

### RADIOLOGY LEADERSHIP ACADEMY (RLA)

The Radiology Leadership Academy is the department's signature leadership development program that invests highly engaged leaders in improving the department, Emory, and the community. Established in 2009, RLA brings together a select cohort of high-achieving clinical and research faculty plus clinical and administrative staff for a year of leadership skills development and knowledge building activities. Class members also work in teams on designing solutions for current problems or opportunities. [Click here for more information.](#)

### SERVICE EXCELLENCE INSTITUTE (SEI)

The Service Excellence Institute cross-trains faculty, staff and even trainees at all levels in the tenets and practices of excellent customer service. Launched in 2010 from an RLA team project, and retooled in 2015, SEI emphasizes the fundamentals of teamwork for service delivery and complements Emory Healthcare's new patient-care initiatives. [Click here to learn more.](#)

### FACULTY AND STAFF AWARDS PROGRAM

Each year, outstanding members of the department are recognized across a range of categories related to

the department's tripartite mission during a departmentwide celebration in early fall. [Click here](#) to see last year's winners.

## DEPARTMENTAL RETREATS

The department periodically hosts facilitated retreats for its faculty and staff leaders. These daylong retreats include both a strategic planning component and a skill-building module aligned with departmental priorities at the time of the retreat. [Click here](#) for more about past retreats.

# EMORY SCHOOL OF MEDICINE AND WOODRUFF HEALTH SCIENCES FACULTY DEVELOPMENT

## OFFICE OF FACULTY ACADEMIC ADVANCEMENT, LEADERSHIP, AND INCLUSION

The dean established the Office of Faculty Academic Advancement, Leadership and Inclusion (FAALI) in 2019 to centralize four areas of programming and resources essential to optimizing the faculty experience: Faculty Affairs; Professional and Leadership Development; Diversity, Equity and Inclusion; and Wellness. Led by Executive Associate Dean for FAALI and the Chair of the Department of Radiology and Imaging Sciences Dr. Carolyn Meltzer, FAALI's talented faculty and staff offer programs and initiatives tailored to faculty needs, such as the following:

**Continuing Medical Education:** FAALI maintains a robust calendar of continuing medical education (CME) programs via live and telecast conferences, regularly scheduled series, internet CME, journal CME, procedure-oriented programs, individual mini-fellowships, and enduring materials. CME credit offerings meet ACCME requirements.

**Career Development:** From New Faculty Orientation and the Faculty Resource Fair to a variety of leadership development and mentoring programs, FAALI has resources to guide every stage of a faculty member's career.

**FAALI Lecture Series:** A robust calendar of lectures by senior faculty covers practical topics of career development while the Bold Leaders Series engages the School of Medicine community with forward visioning leaders in a schoolwide conversation and idea exchange on topics of leadership, wellness, diversity, equity, and inclusion.

## WOODRUFF LEADERSHIP ACADEMY

Woodruff Leadership Academy combines classroom sessions, off-site team projects, and weekend retreats to motivate health sciences faculty and staff leaders within The Robert W. Woodruff Health Sciences Center to develop, exercise, and strengthen individual leadership potential. Each class of fellows is an extraordinary group of researchers, physicians, educators, and administrators.

## TENURE AND PROMOTION

The School of Medicine supports the advancement of all faculty, enables informed decisions regarding tenure, and offers flexibility to support changes in career paths. FAALI sponsors a range of career advancement offerings, including one-on-one promotion readiness coaching sessions, the Promotion Workshop Series, SOM Packet Class and more. [Click here](#) to learn more.

## BENEFITS

Clinical and research faculty enjoy financial support for professional development activities and protected time to pursue teaching and research interests and to participate in service and continuing education opportunities at the regional, national, and international levels.

Because family life is so important, faculty also enjoy generous vacation, parental, and other leave. A number of competitive plans for health, dental, vision, disability, long-term care, and life insurance are offered for self and family plus flexible spending accounts for medical and/or dependent care. Faculty have several 403(b) retirement savings options with employer match. Faculty whose children are accepted for undergraduate study at Emory University may be eligible for courtesy scholarships. For more information, [click here](#).