

ANNUAL REPORT

2019-2020



FACULTY EXPERIENCE



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of Faculty Academic
Advancement, Leadership
and Inclusion



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LETTER FROM EXECUTIVE ASSOCIATE DEAN

"Our goal is to foster an inclusive culture and climate in which all can thrive – and in doing so, achieve their full potential and enrich our local and national community."



I am grateful for the wonderful teamwork that has gone into making the first year of the Emory School of Medicine Office of Faculty Academic Advancement, Leadership and Inclusion (FAALI) a success. We believe that the framework of FAALI encourages a connected, cohesive approach to optimizing the faculty experience and may become a national model for other institutions to follow. Our goal is to foster an inclusive culture and climate in which all can thrive – and in doing so, achieve their full potential and enrich our local and national community. FAALI's structural organization of four interconnected pillars of Faculty Affairs, Professional and Leadership Development, Diversity and Inclusion, and Wellness considers the faculty in a holistic manner. We embrace intercultural humility and encourage thoughtful discourse about how to make

Emory a destination for a broad range of talented individuals engaged in leading biomedical research, health care delivery, and educating the future medical workforce.

Over the course of our first year, we have expanded our team, developed new programs and initiatives, and augmented opportunities to recognize and celebrate diverse teams. One of the highlights of this exciting year has been to guide each SOM department chair to develop a blueprint for faculty diversity and inclusion priorities and then to appoint vice chairs and directors to serve as liaisons and partners with FAALI. We have developed trainings on implicit bias, a customized chair onboarding program, and a best-practices guide for faculty and leader searches. We also expanded our faculty development and engagement offerings to address timely issues of interest to

those we serve. A Task Force on Sexual Harassment in Academic Medicine paved the way for Emory School of Medicine to join peer institutions as a signatory of #TimesUpHealthcare.

The COVID-19 pandemic has substantially impacted us all. And while we have not been able to carry out our work through in-person meetings and gatherings over the past few months, our team has been continuing our journey together. This has included webinars and virtual panels on the grief, stress, and work-life disruption that have ensued for many.

There is much work ahead and we look forward to continuing to partner with the Emory SOM community to shape our best future together.

Carolyn Cidis Meltzer, MD
Executive Associate Dean,
FAALI

THE OFFICE OF FACULTY ACADEMIC ADVANCEMENT, LEADERSHIP AND INCLUSION



FACULTY
AFFAIRS



PROFESSIONAL
& LEADERSHIP
DEVELOPMENT



DIVERSITY,
EQUITY &
INCLUSION



WELLNESS

Faculty are the lifeblood of **the School of Medicine**. Every day they are challenging the conventions of traditional care and reshaping how medicine is practiced. Fueled by curiosity and guided by compassion, the School of Medicine's more than **3,000** physician and basic sciences faculty are united in excellence.

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 **Dr. Carolyn Meltzer**, FAALI's talented faculty and staff collaboratively design programs and initiatives tailored to faculty needs. As it moves from excellence to eminence, the Emory School of Medicine is redefining the faculty experience through FAALI to ensure that from the moment they arrive, faculty have what they need to thrive in rewarding careers.

This report highlights FAALI's work during its first year of operations beginning **March 2019 through March 2020**.

MISSION

To foster an inclusive environment, professional growth, and well-being so that our faculty can thrive as leaders in research, education, and service to patients, the profession, and the local and global community.

VISION

To be a place where faculty feel valued and empowered to engage in the SOM journey from excellence to eminence. We want to be a national academic leader in:

- Creating programs and initiatives that attract, retain, and empower faculty;
- Valuing and recognizing our faculty for their contributions;
- Enhancing faculty skills and training to support their career aspirations;

- Increasing engagement, well-being, and resilience;
- Developing policies and best practices to advance a diverse, equitable, and inclusive culture and climate; and
- Creating innovative approaches to integrate wellness, diversity, and leadership.

VALUES

COLLABORATION

EXCELLENCE

INTEGRITY

INCLUSION

RESPECT

WELL-BEING

LEVERAGING LEADERS

The success and sustainability of programs and initiatives that foster faculty excellence in the School of Medicine depend on intentionally leveraging leadership and partnerships. FAALI's teams of faculty and staff experts, listed below, collaborate with partners across the School of Medicine and Emory University to build capacity for effectively meeting goals across the four pillars of activity.

LEADERSHIP

Carolyn Meltzer, MD
Executive Associate Dean

Kathy Griendling, PhD
Associate Dean for Faculty Affairs and Professional Development

Sheryl Heron, MD, MPH
Associate Dean for Community Engagement, Equity, and Inclusion

Nathan Spell, MD
Associate Dean for Education and Professional Development

Jada Bussey-Jones, MD
Assistant Dean for Professional Development, Grady

Cynthia Derdeyn, PhD
Assistant Dean, Faculty Affairs

Natalie Fields, MPH
Director of Faculty Advancement and Inclusion

STAFF

Kim Dang
Administrative Assistant

Katie Davis
Associate Director, Programs

Jennifer Fairchild-Pierce, PhD
Manager, Faculty Appointments & Promotions

Paul Ficklin-Alred
Senior Coordinator, Faculty Affairs

Molly Lawrence
Program Coordinator

Caroline Moore
Program Coordinator

My Nguyen
Information Analyst III

CONTINUING MEDICAL EDUCATION STAFF

Mercede Alexander
Administrative Assistant

Melissa Boone
Continuing Dental Education Coordinator

Karlotta Brown
Associate Director

Keir Gray
Program Coordinator

Antoinette Holmes
Account Manager, RSS Program Coordinator

Shirley Miller
Program Coordinator

Milini Mingo
Program Coordinator

Shelby Smith
Program Coordinator

Reginald Wells
Program Coordinator

Tommy Wilson
Business Manager

OFFICE OF
FACULTY ACADEMIC
ADVANCEMENT,
LEADERSHIP AND
INCLUSION

BUILDING ON FACULTY STRENGTHS

The School of Medicine invests in ensuring that success, however defined by an individual, is a primary facet of the faculty experience. FAALI's innovative professional development and leadership development programming provides faculty at all levels with the tools they need to build on their strengths and optimize their effectiveness as scholars, clinicians, leaders, and educators. FAALI integrates diversity, inclusion, and wellness topics into its programming for a holistic approach to faculty development. FAALI additionally has developed programs tailored to the needs of faculty at critical junctures in their careers. FAALI is augmenting its broad range of successful programming with exciting new offerings.

LEADERSHIP FOR FACULTY DEVELOPMENT

Together with the FAALI office, members of the Faculty Development Advisory Committee (FDAC) work to maximize the opportunities for faculty members' professional development and career growth. FDAC is charged with providing advice on all issues related to faculty development in the school, including improving and evaluating existing programs, recommending and implementing new programs, helping to prioritize initiatives, and reviewing the website. In the past year, FDAC created a professional development strategic plan, developed the outline for the Researcher Survival Skills series, and

provided guidance on the faculty onboarding experience.

Many departments in the School of Medicine have appointed leaders dedicated to overseeing efforts to meet the specific professional development needs of that department's faculty members. These leaders serve on the Faculty Development Advisory Committee.

NEW PROFESSIONAL AND LEADERSHIP DEVELOPMENT PROGRAMS

New Leader Onboarding

Program: This process of integration is longitudinal, paced, and customizable to meet the needs of each new department chair. Further signaling the

school's commitment to excellence, new chairs also benefit from a mentor and an executive coach to support success.

Manuscript Mentoring

Program: Relunched under the leadership of **Dr. Richard Castillo** (Radiation Oncology) in January 2020, the program matches junior faculty members with experienced faculty who provide guidance for successful publication. In just four months, 10 junior faculty have paired with mentors, resulting in one published manuscript, two submitted manuscripts now under peer review, and three manuscripts nearing completion. Although COVID-19 has delayed progress for some, all participants recommend the program.



Richard Castillo – “The School of Medicine is committed to the success and professional development of junior faculty. The best resource for both professional guidance and technical expertise is our world-class faculty. We will continue to promote engagement by mentors and mentees alike, and incorporate feedback from current and past participants to continually refine and improve our program.”



BOLD LEADERS Series

This exciting new speaker series engages the School of Medicine community with forward-visioning leaders in a school-wide conversation and idea exchange on topics of leadership, wellness, diversity, equity, and inclusion. The inaugural event on January 13, 2020 featured **Dr. Carol Henderson**, vice provost for diversity & inclusion and chief diversity officer of Emory University.



BUILDING ON FACULTY STRENGTHS

Researcher Survival Skills

Program: This program provides junior investigators with the administrative skills necessary to succeed in academic medicine. The most popular 2019 session, *Grant Writing Workshop*, drew 75 attendees and earned a 90% satisfaction rating. Early 2020 sessions included:

- *Science as a Team Sport: Setting Strategy, Enhancing Synergy, and Managing Conflict*; and
- *Managing People and Managing Up*.

The COVID-19 pandemic moved

the final workshops of the first quarter in 2020 onto Zoom:

- *Giving Feedback and Handling Difficult Conversations*; and
- *Financial Management and Research Administration: Navigating the Administrative Morass*.

Interdepartmental Learning at Grady:

IDEAL brings together Grady experts from multiple departments to collaboratively problem solve clinical and process issues related to community factors. The 2019 sessions, each engaging 15-20

faculty, focused on the opioid crisis, undocumented patients with end-stage renal disease, and gun violence.

On-Demand Video

Learning Library: The need for asynchronous faculty development led to the creation of the FAALI video library. At present, it includes 75 recorded training sessions related to all mission areas plus promotion and tenure; wellness; and diversity, equity, and inclusion. Faculty can learn anytime, anywhere. The most popular programs include *SOM Wellness Forum: COVID-19*; *SOM Lecture Series: Dealing with Difficult People*; and *Research Resources 101: Intramural Research Funding*.

SPONSORSHIPS FOR NATIONAL FACULTY DEVELOPMENT PROGRAMS

FAALI financially supports the annual nomination of Emory faculty for the Executive Leadership in Academic Medicine program at Drexel University. This prestigious program aims to expand the national pool of qualified women candidates for leadership in academic medicine, dentistry, public

PROFESSIONAL AND LEADERSHIP DEVELOPMENT PROGRAMS



59 EVENTS / PROGRAMS

1,380 ATTENDEES



2,003 INTERACTIONS



BUILDING ON FACULTY STRENGTHS

health and pharmacy. **Drs. Jada Bussey-Jones** and **Denise Jamieson** were selected to participate in the 2020-2021 cohort and will be outstanding representatives of the School of Medicine. FAALI also sponsors faculty to participate in local and national mid-career and minority professional and leadership development programs.

to improve patient care and more effectively manage a career in the ever-changing medical industry. Not only is CME required for maintaining licensure, it also promotes faculty excellence, which is why CME was integrated into the Professional and Leadership Development pillar of FAALI. The resulting synergy across the School of Medicine's professional development activities enhances the faculty experience. Associate Director **Karlotta Brown** led planning and data collection for the CME reaccreditation process, which demonstrated Emory CME not merely met accreditation criteria, it enhanced

interprofessional education; addressed issues of importance to patients' health needs; and effectively strengthened the communication, leadership and quality improvement skills of physicians. By doing so, Emory CME earned full accreditation with commendation, putting it on a six-year rather than a four-year reaccreditation cycle.

Diabetes Day led by Chief of Diabetes and Endocrinology at Grady Memorial Hospital Dr. Guillermo Umpierrez.

CONTINUING MEDICAL EDUCATION

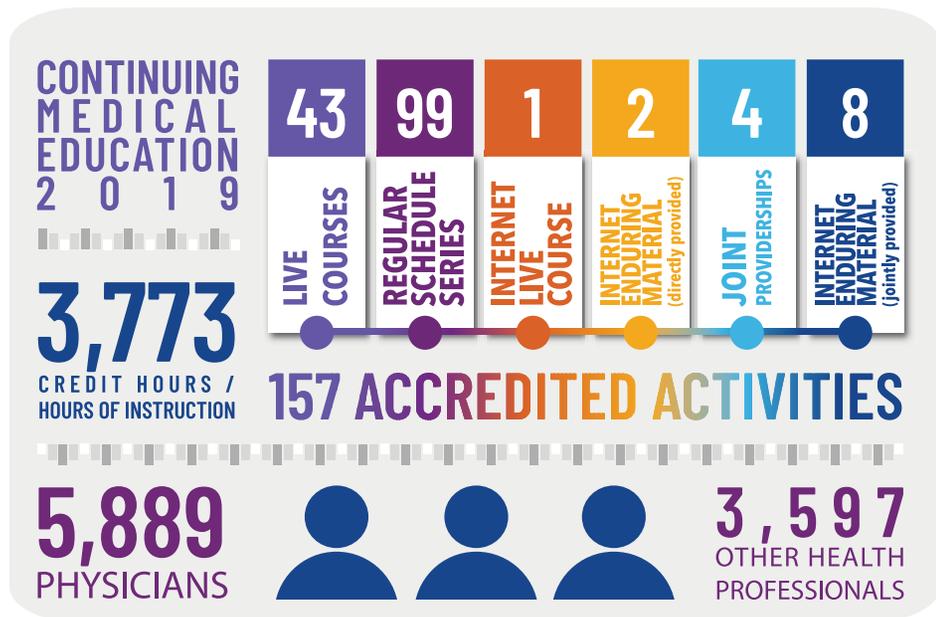
Continuing Medical Education (CME) introduces health care providers with innovative ways

CME COURSE HIGHLIGHTS:

Internet-enduring material on safe opioid prescribing presented by Emory Pain Center Director Dr. Anne McKenzie-Brown and pain specialist Dr. Olabisi Lane (Anesthesiology).

Virtual CME: The COVID-19 pandemic forced CME to go virtual. Built on a variety of web-based platforms, Emory CME will deliver more high-quality online programming in 2020 than ever before. Going virtual provides faculty with even greater access to CME, which is consonant with the school's inclusive culture.

Handling knotty problems like diabetes control for Emory



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The appointment, promotion, and tenure process is an important part of an academic's life. The process can often seem daunting and mysterious, but the FAALI Office aims to demystify promotions by providing resources and support programs to help guide faculty members through the process.



ADVANCING CAREERS

CHANGES TO PROMOTIONS GUIDELINES

Members of the FAALI office led the way for significant changes to the promotion guidelines in 2017. These changes now reflect the school's commitment to the academic success of all faculty members:

- Added flexibility to recognize the many important contributions of faculty.
- Expanded tenure eligibility and extended the tenure clock.
- Provided a path forward at the associate professor level for faculty who contribute extensively to the institutional missions.
- Eliminated promotion tracks, allowing the area of distinction to change over time as careers evolve.

also benefit from annual and departmental seminars plus these FAALI support services related to promotion:

- One-on-one promotion readiness coaching sessions to help faculty determine if they are on track for promotion; and
- Guidance on putting together a compelling promotion packet through the *CV Building Workshop* and packet preparation classes.

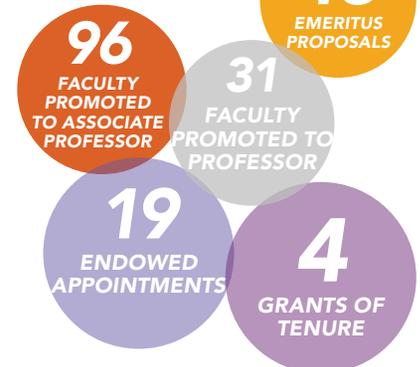
PROMOTING FACULTY EXCELLENCE

The School of Medicine

recognized many faculty for

excellence during the

2018-2019 cycle:



SUPPORTING PROMOTION

In addition to FAALI's special programs for boosting skills regarding research, clinical service, and teaching (see page 4), School of Medicine faculty



ADVANCING CAREERS





PAVING THE WAY TO EQUITY AND INCLUSION

An organizational culture rich in diverse experiences helps Emory provide compassionate, cross-cultural care while leading the effort to eliminate health inequities across the globe. Foundational to inclusive excellence is an infrastructure that supports and monitors progress.

STRENGTHENING THE INCLUSIVE CULTURE

The School of Medicine's journey from excellence to eminence depends on an inclusive culture and will shape the future landscape of how faculty, learners, and staff thrive. Over the past four years, the School of Medicine has invested in new initiatives to promote diversity and equity and to foster a culture of inclusion. Passionate experts and leaders collaborating on task forces, committees, and working groups continue to identify opportunities for improvement and recommend solutions for effective impact. Their work is even more urgent as the COVID-19 pandemic has laid bare the disparities that negatively impact not only patients but also health care providers.

DIVERSITY, EQUITY & INCLUSION LEADERSHIP

The School of Medicine has prioritized the active engagement and direct accountability of departmental leaders in the school's diversity and inclusion initiatives and goals. To this end,

FAALI developed standardized guidelines in 2019 to help departments identify faculty with skills and experience necessary to serve as vice chairs for diversity and inclusion and/or diversity liaisons/ambassadors. These leaders facilitate and oversee departmental diversity and inclusion efforts. They also serve on the Faculty/Staff Working Group on Diversity and Inclusion, which shares best practices and provides recommendations for programs and initiatives that intersect with departmental goals.

The Working Group on Diversity and Inclusion reports to the Executive Committee on Organizational Inclusion. Co-chaired by Executive Associate Dean of FAALI **Dr. Carolyn Meltzer** and **Farah Chapes, CPA**, associate dean and chief operating officer of the School of Medicine, the Executive Committee defines and measures the equity, diversity, and inclusion goals within the School of Medicine. The committee works with the Office of FAALI and the Office of Multicultural Affairs to ensure progress on 1) commitments for continuous recruitment and retention, 2) cultivating a climate of inclusion, and 3) offering engagement



PAVING THE WAY TO EQUITY AND INCLUSION

UNCONSCIOUS BIAS EDUCATION PROGRAM

The School of Medicine continues to increase the number of its leaders who have participated in one of two facets of FAALI's Unconscious Bias Education Program: 1) a rigorous "train-the-trainer" certification program deployed in 2019 by the executive associate dean of FAALI to expand training capacity across the School of Medicine and Emory Healthcare, and 2) unconscious bias education sessions with senior administrative staff, search committee members for senior administrative positions, department administrators, program directors, and human resource representatives.

IMPACT TO DATE:

18 : **637**

CERTIFIED UNCONSCIOUS BIAS TRAINERS

FACULTY, STAFF & LEARNERS HAVE COMPLETED AN UNCONSCIOUS BIAS EDUCATION SESSION

and development programs that positively impact the Emory School of Medicine community.

DEPARTMENTAL DIVERSITY AND INCLUSION PLANS

In 2019 the School of Medicine charged department chairs and center directors to develop strategic Departmental Diversity and Inclusion plans. The Office of FAALI supports planning by sharing best practices and guidance on integrating diversity and inclusion goals/strategies with wellness and leadership development. Several chairs presented their strategic departmental plans during the annual leadership retreat in January 2020 to share promising practices.

BEST PRACTICES GUIDE FOR FACULTY SEARCH COMMITTEE PROCESSES

Emory strives to attract diverse faculty talent who will contribute to the School of Medicine mission of fostering the highest standards in education, biomedical research, and patient

care. The new *Best Practices Guide for Faculty Search Committee Processes* document supplements the *Emory University Guide to Search Committees* and is specifically designed to ensure the use of best practices in all School of Medicine faculty and leadership position searches.

INCLUSIVE LEADERSHIP: COURAGE AND COMMITMENT

During the 2020 Dean's Leadership Retreat, the Office of FAALI hosted an Inclusive Leadership session facilitated by Cook Ross consultant Rosalyn Taylor O'Neale. Chairs engaged in an interactive session focused on Courage and Commitment from *Deloitte's 6 Signature Traits of Inclusive Leadership*. The chairs reflected together in open dialogue on the courage and commitment required to challenge the status quo when necessary and how to model inclusive leadership. At the end of the session, chairs paired off as accountability partners committed to guiding and supporting each other along their inclusive-leadership journeys.

TIME'S UP HEALTHCARE SIGNATORY

In December 2019, School of Medicine department chairs unanimously voted for the school to become a signatory of *Time's UP Healthcare*. Joining 50-plus other health care organizations as a signatory commits Emory Medicine to these core tenets:

"1) Sexual harassment and gender inequity have no place in the healthcare workplace;

2) Every employee should have equitable opportunity, support, and compensation; and

3) We cannot address this problem without understanding its scope and impact; we will measure and track sexual harassment and gender inequity occurring in our institution."



PAVING THE WAY TO EQUITY AND INCLUSION

DATA-DRIVEN DECISION-MAKING

Emory School of Medicine continues to promote data-driven decision-making to aid diversity and inclusion goal-setting.

The Data Governance Committee

ensures that data are clearly defined, consistent, and actionable for initiatives and programmatic efforts aimed at achieving specific goals.

Faculty Salary Equity Project

Ensuring salary equity across US medical schools remains key to retaining talent and fostering an equitable culture and climate. In January 2020 the School of Medicine launched a study of faculty salary data to determine potential salary inequity against faculty demographic categories. This study follows the 2019 AAMC *Promising Practices for Understanding and Addressing Salary Equity at US Medical Schools* report, which provides tools for creating a study strategy.

DIVERSITY ENGAGEMENT SURVEY

The Diversity Engagement Survey, launched in January 2020, assesses baseline strengths and areas for improvement related to diversity and inclusion efforts in the School of Medicine.

Diversity Engagement Survey results are being analyzed at the School and department levels to provide guidance for specific strategic initiatives that foster inclusive culture.



PARTNER NETWORK OF THE ACTION COLLABORATIVE ON PREVENTING SEXUAL HARASSMENT IN HIGHER EDUCATION

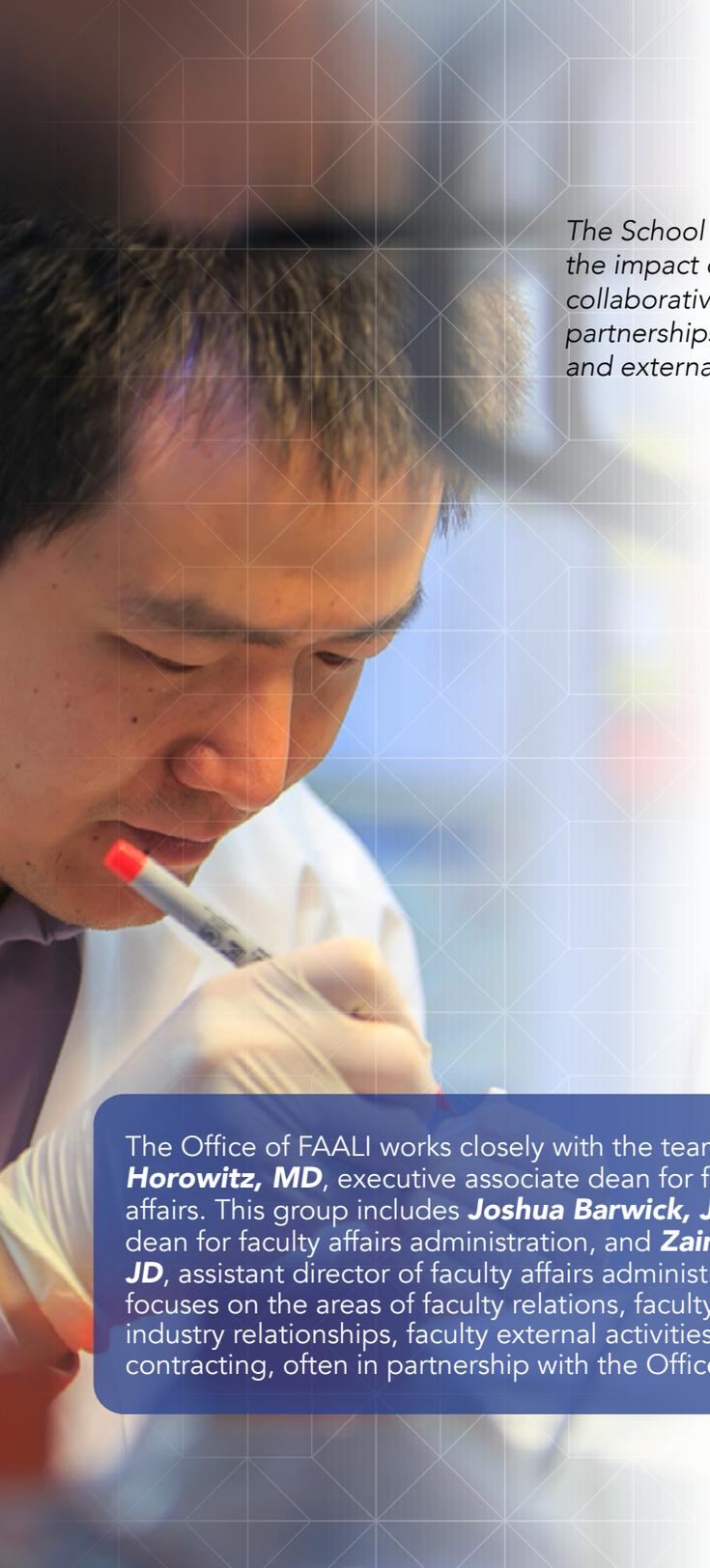
In November 2019 the National Academies of Sciences, Engineering, and Medicine hosted the first annual Action Collaborative on Preventing Sexual Harassment in Higher Education Public Summit. The summit identified and elevated promising practices for preventing sexual harassment in higher education. The School

of Medicine hosted a local satellite meeting that live-streamed concurrent with the Seattle summit to expand the conversation.

ANTI-"MANELS" PLEDGE

Following the lead of the Director of the National Institutes of Health Dr. Francis Collins, who pledged not to sit on all-male panels, School of Medicine chairs joined the multidisciplinary national movement for gender equality.





The School of Medicine values the impact created through collaborative and sustainable partnerships with both internal and external communities.

The Office of FAALI works closely with the team led by **Ira R. Horowitz, MD**, executive associate dean for faculty and clinical affairs. This group includes **Joshua Barwick, JD**, associate dean for faculty affairs administration, and **Zainab Harvey, JD**, assistant director of faculty affairs administration. This team focuses on the areas of faculty relations, faculty-related policies, industry relationships, faculty external activities, and institutional contracting, often in partnership with the Office of FAALI.

PARTNERING FOR IMPACT

ENGAGING EMORY PARTNERS

The Office of FAALI works collaboratively with numerous stakeholders and partners to develop and deliver programs and initiatives. Emory partners include the following:

**School of Medicine
Office of Faculty and
Clinical Affairs**

**School of Medicine
Office of Multicultural
Affairs**

**School of Medicine
Human Resources**

**School of Medicine
Office of Research**

**Emory Faculty Staff
Assistance Program**

**Emory University Office
of the Provost**

**Woodruff Health
Sciences Center**

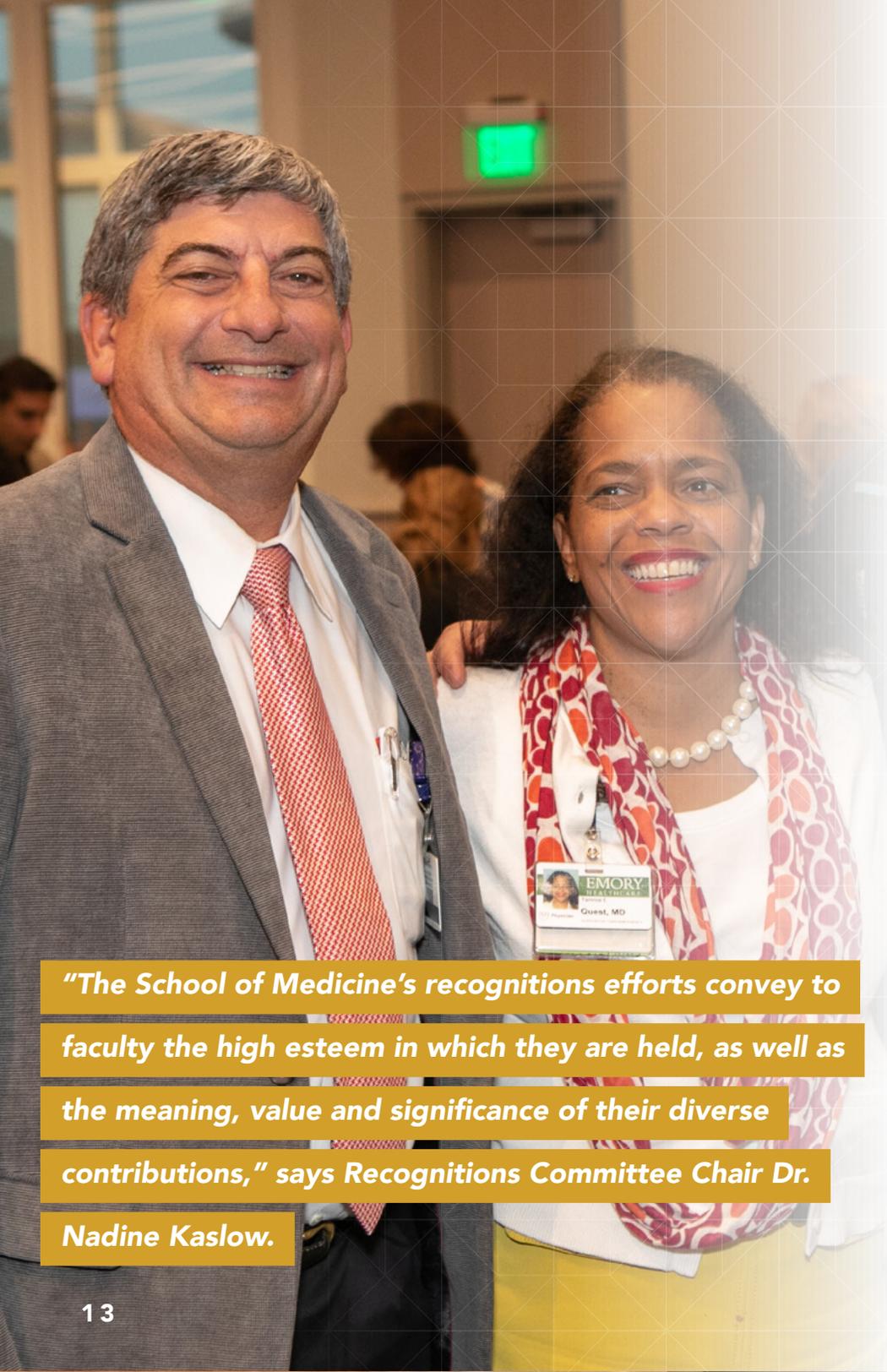
Emory Healthcare

STRENGTHENING COMMUNITY PARTNERSHIPS

The Office of FAALI focused on strengthening its support for Emory partners, local diversity and inclusion initiatives, and national associations by sponsoring a number of community events during 2019 and 2020.

HIGHLIGHTS:

- **November 2019** Public Summit of the Action Collaborative to Prevent Sexual Harassment in Higher Education Satellite Meeting
- **October 2019** Atlanta Pride Parade
- **January 2020** Student National Medical Association (SNMA) Region IV Medical Education Conference
- **January 2020** Emory Martin Luther King, Jr. Community Service Awards



"The School of Medicine's recognitions efforts convey to faculty the high esteem in which they are held, as well as the meaning, value and significance of their diverse contributions," says Recognitions Committee Chair Dr. Nadine Kaslow.

CELEBRATING EXCELLENCE

Celebrating faculty accomplishments enriches the faculty experience. The School of Medicine's Recognitions Committee develops and manages meaningful opportunities for honoring faculty excellence in clinical care, education, and scholarship.

The School of Medicine Celebration of Faculty Excellence, an annual autumnal affair planned by the Recognitions Committee, spotlights accomplishments from tenure and promotions to scholarly achievement, teaching excellence, and outstanding service.

SCHOOL OF MEDICINE AWARDS

The Recognitions Committee oversees the selection process for these awards (2019 honorees listed) that recognize contributions to enriching the faculty experience:

Distinguished Service Award:

Meredith Lora, MD
(Medicine)

Adedapo Odetoyinbo, MD
(Medicine)

Tammie Quest, MD
(Family & Preventive Medicine)

Mentoring Award:

Bassel El-Rayes, MD
(Hematology & Medical Oncology)

Danielle Jones, MD
(Medicine)

Melissa Kottke, MD
(Gynecology & Obstetrics)

Susmita Parashar, MD, MPH
(Medicine)

Jason Schneider, MD
(Medicine)

Diversity and Inclusion Award:

Jodie Guest, PhD
(Family & Preventive Medicine)

Lifetime Service and Leadership Award:

Arthur Yancey II, MD, MPH
(Emergency Medicine)



CELEBRATING EXCELLENCE

HIDDEN GEMS

Nominated by their department chairs, the 27 Hidden Gem recipients in 2019 often fly under the radar but make outstanding contributions to Emory and beyond.

SCHOOL OF MEDICINE APPRECIATION DAYS

The School of Medicine also celebrates faculty on special mission-focused days. The Recognitions Committee solicits peer nominations

(2019 nominees) and selects faculty to feature annually for Doctor's Day (121 nominations), Educator Appreciation Day (80 nominations), and Research Appreciation Day (47 nominations).

UNIVERSITY AND NATIONAL AWARDS

The Recognitions Committee coordinates nominations of School of Medicine faculty for national, regional, and university awards. This coordinated approach maximizes nominees' competitiveness for recognition

by the broader community. The committee's nominations yielded these 2019 honorees:

Rafi Ahmed, PhD
(Microbiology & Immunology): AAMC Award for Distinguished Research in the Biomedical Sciences

Maura George, MD
(Medicine): Vulcan Teaching Excellence Award, Georgia Independent College Association

Mary Jo Lechowicz, MD
(Hematology & Medical Oncology): Emory University Exemplary Teacher Award

NEW: IMPACT FOR INNOVATION AWARD

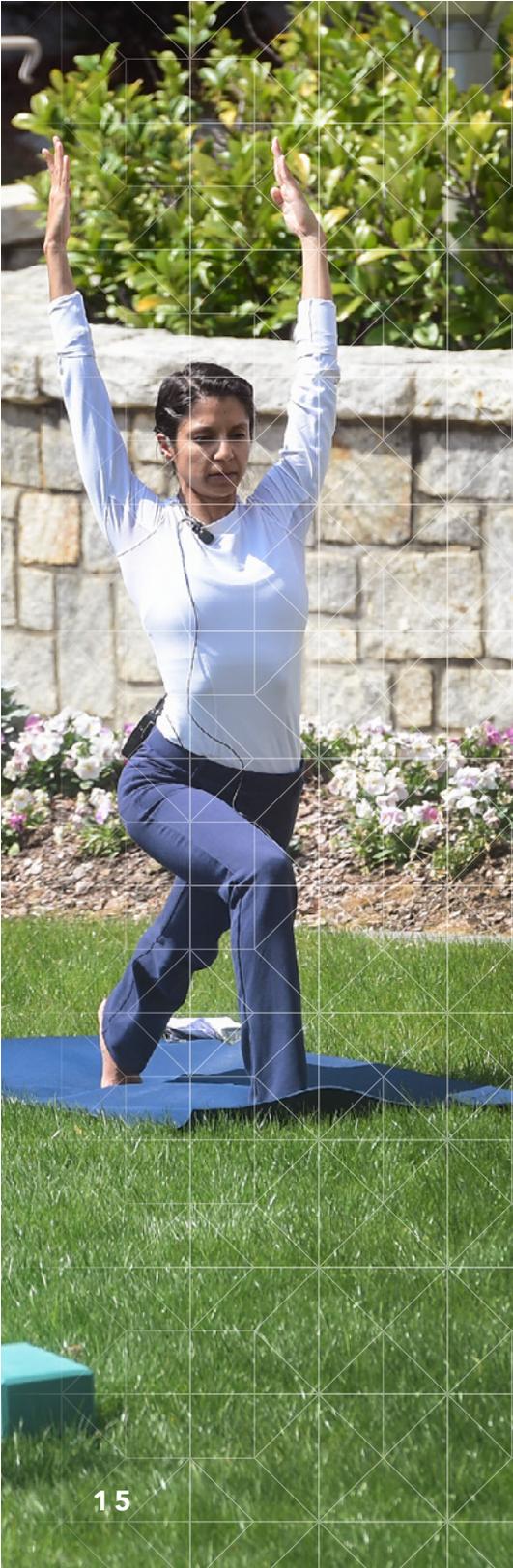
The Recognitions Committee established this award in 2019 to honor School of Medicine innovators, inventors, and entrepreneurs whose contributions significantly impact human health or have the potential to be paradigm-shifting. **Muralidhar Padala, PhD** (Surgery) was the first honoree for inventing the cardiac leaflet enhancer to correct valve leakage in a beating heart.



121
DOCTOR'S DAY
NOMINATIONS

80
EDUCATOR
APPRECIATION DAY
NOMINATIONS

47
RESEARCH
APPRECIATION DAY
NOMINATIONS



PROMOTING WELLNESS

Personal well-being in academic medicine is a critical issue affecting faculty, learners, and staff. The School of Medicine is committed to enhancing the well-being of our people through organizational strategies that consider a holistic approach to wellness, engagement, and resiliency.

SUPPORTING WELLNESS

The Wellness Executive Committee oversees implementation of a comprehensive change framework; sets goals and direction for wellness and engagement initiatives; measures success of wellness-based programs; and defines utilization standards for School of Medicine employee participation in Emory wellness programs.

Aligned with the Executive Committee is the Wellness Working Group, comprising nearly 40 department Wellness Ambassadors and key faculty, staff, and students. The working group helps school leadership gain important, actionable insights on department-level wellness initiatives. The working group also promotes Healthy Emory, the Emory Faculty Staff Assistance Program, and related

programs across the School of Medicine.

PROMOTING ENGAGEMENT

The second annual Press Ganey Engagement survey, completed in September 2019, measured engagement, health and well-being, and workplace resilience among School of Medicine faculty, trainees, and staff.

To ensure an effective response to survey findings aligned with key internal stakeholders, the School of Medicine 1) included wellness and decompression discussions at the 2019 Dean’s Leadership Retreat; 2) facilitated discussions with service line executive administrators to determine operational priorities for wellness and resilience action planning; and 3) collaborated with Press Ganey to host workshops for department chairs and administrators on Situation – Background –Assessment – Recommendation (SBAR) action plans.

MANAGING WELLNESS DURING COVID-19 PANDEMIC

The COVID-19 pandemic has challenged Emory like nothing before. As a global leader in infectious disease pandemic

preparedness, Emory swiftly implemented a care model for ensuring the highest quality patient care while protecting the well-being of its medical faculty, staff, trainees, and students.

The Office of FAALI partnered with the School of Medicine Wellness Working Group, the Department of Psychiatry and Behavioral Sciences, Emory’s Faculty Staff Assistance Program, and Healthy Emory to centralize resources and communications for faculty and other care team members, including these:

- Enhanced Wellness Resources webpage
- Wellness Forum Series:

COVID-19: Wellness Resources and Support

Working and Caregiving from Home During COVID-19

Finding Purpose & Meaning: Navigating Guilt and Grief

Wellness Through the Arts – A Virtual Concert

Additionally, Wellness Working Group members published a piece in the *Journal of Wellness* on wellness perspectives relevant during the COVID-19 pandemic.



PROMOTING WELLNESS





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