Getting to Know Your Institution and Each Other

Carolyn C. Meltzer, MD, FACR

William P. Timmie Professor and Chair of Radiology & Imaging Sciences
Executive Associate Dean of Faculty Academic Advancement, Leadership and Inclusion
Chief Diversity and Inclusion Officer
Goals of the Day

• Virtually meet senior leadership and other new faculty
• Learn the Woodruff Health Sciences Center and School of Medicine structure
• Introduce you to the services and offerings of the Office of Faculty Academic Advancement, Leadership and Inclusion (FAALI)
• Learn more about your interests in education and research breakout sessions
What are you most interested in learning about today?

Answer now through the chat feature
Our Tripartite Mission

The Emory University School of Medicine is a leading institution with the highest standards in education, biomedical research, and patient care.

We are committed to recruiting and developing a diverse group of students and innovative leaders in biomedical science, public health, medical education, and clinical care.

We foster a culture that integrates leading edge basic, translational, and clinical research to further the ability to deliver quality health care, to predict illness and treat the sick, and to promote health of our patients and community.
361 new hires!

<table>
<thead>
<tr>
<th>Department</th>
<th>Count</th>
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<td>Anesthesiology</td>
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<td>Urology</td>
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New Hires by Rank

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<thead>
<tr>
<th>Rank</th>
<th>Count</th>
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<tbody>
<tr>
<td>Professor</td>
<td>9</td>
<td>2%</td>
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<tr>
<td>Assoc Professor</td>
<td>19</td>
<td>5%</td>
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<tr>
<td>Assist Professor</td>
<td>216</td>
<td>60%</td>
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<tr>
<td>Instructor</td>
<td>29</td>
<td>8%</td>
</tr>
<tr>
<td>Senior Associate</td>
<td>61</td>
<td>17%</td>
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<tr>
<td>Associate</td>
<td>27</td>
<td>7%</td>
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*From 9/1/20 to 9/1/21*
Ice Breaker

• Join your breakout rooms when prompted
• Share the following:
  • Name
  • Where you are from
  • Department, specialty, and where you will be working
  • What you are most looking forward to at Emory
Where are SOM faculty?

Woodruff Health Sciences Center

School of Medicine

Affiliate Health Systems
- Grady Health System
- Emory + Children's Pediatric Institute
- Atlanta VA

Research Partnerships
- Georgia Tech
- Centers for Disease Control and Prev.
- Atlanta VA
- Children's Healthcare of Atlanta

Emory Healthcare

School of Public Health

School of Nursing

Winship Cancer Institute

Global Health Institute

Emory Hospitals

The Emory Clinic
Emory SOM’s Dean’s Office – Associate Deans

Maria M. Aaron, MD
Associate Dean, Graduate Medical Education

Joshua A. Barwick, JD
Associate Dean, Faculty Affairs Administration

Marilane B. Bond, EdD, MEd, MBA
Associate Dean, Medical Education

Jeremy Boss, PhD
Associate Dean, Basic Research

Erica Brownfield, MD
Associate Dean, Medical Education

Farah Chapes, CPA
Senior Associate Dean and Chief Operating Officer, Emory School of Medicine

Joel M. Felner, MD
Associate Dean, Clinical Education

Haian Fu, PhD
Associate Dean, Innovation and International Strategies

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

Sheryl L. Heron, MD, MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion

Jeffrey Lennox, MD
Associate Dean, Clinical Research

Ivan Correa, MD
Chief of Staff, Atlanta VA Health Care System

Constance B. Nagle
Associate Dean, Clinical Planning and Finance, Emory at Grady

Chad W. Ritenour, MD
Associate Dean, Clinical Services, Emory University Hospital

Ira K. Schwartz, MD
Associate Dean, Medical Education and Student Affairs, Admissions

Nathan O. Spell, III, MD
Associate Dean, Education and Professional Development

James Steinberg, MD
Associate Dean, Clinical Services, Emory University Hospital Midtown
Poll: How many faculty members are there in the School of Medicine?
Distribution of Academic Rank in the School of Medicine

- 60% Professor
- 19% Associate Professor
- 15% Assistant Professor
- 4% Instructor
- 2% Senior Associate

3,300 faculty members

- 47% women
- 13% URiM
Poll: How many departments are in the School of Medicine?
<table>
<thead>
<tr>
<th>Clinical (20)</th>
<th>Basic Sciences (7)</th>
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<tbody>
<tr>
<td>• Anesthesiology</td>
<td>• Cell Biology and Physiology</td>
</tr>
<tr>
<td>• Dermatology</td>
<td>• Biochemistry</td>
</tr>
<tr>
<td>• Emergency Medicine</td>
<td>• Biomedical Engineering</td>
</tr>
<tr>
<td>• Family &amp; Preventive Medicine</td>
<td>• Biomedical Informatics</td>
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<tr>
<td>• Gynecology and Obstetrics</td>
<td>• Human Genetics</td>
</tr>
<tr>
<td>• Hematology/Oncology</td>
<td>• Microbiology and Immunology</td>
</tr>
<tr>
<td>• Medicine</td>
<td>• Pharmacology and Chemical Biology</td>
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<tr>
<td>• Neurological Surgery</td>
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<tr>
<td>• Neurology</td>
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<td>• Ophthalmology</td>
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<td>• Orthopaedics</td>
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<td>• Otolaryngology</td>
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<td>• Pediatrics</td>
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<tr>
<td>• Psychiatry and Behavioral Sciences</td>
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<tr>
<td>• Radiation Oncology</td>
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<tr>
<td>• Radiology &amp; Imaging Sciences</td>
<td></td>
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<tr>
<td>• Rehabilitation Medicine</td>
<td></td>
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<tr>
<td>• Surgery</td>
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<tr>
<td>• Urology</td>
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</table>

27 departments!
Office of Faculty Academic Advancement, Leadership, and Inclusion (FAALI)
Interconnected Program Areas

- Faculty Affairs
- Professional & Leadership Development
- Diversity, Equity & Inclusion
- Wellness
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
• Creating innovative approaches to integrate wellness, diversity, and leadership.
VALUES

• COLLABORATION
• EXCELLENCE
• INTEGRITY
• INCLUSION
• RESPECT
• WELL-BEING

Link to 2019-2020 FAALI Annual Report
<table>
<thead>
<tr>
<th>Promotions &amp; Tenure Actions</th>
<th>Professional &amp; Leadership Development</th>
<th>Diversity, Equity &amp; Inclusion</th>
<th>Wellness</th>
</tr>
</thead>
</table>
| Kathy Griendling, Ph.D.     | Kathy Griendling, Ph.D.  
Associate Dean, Faculty Affairs & Professional Development | Sheryl Heron, M.D., MPH,  
Associate Dean, Community Engagement, Equity & Inclusion | Gordon Tuttle, Ph.D.  
Faculty Staff Assistance Program |
| Cynthia Derdeyn, Ph.D.      | Nathan Spell, M.D.  
Associate Dean, Education and Professional Development (CME) | Paula Gomes, Ph.D.  
Faculty Staff Assistance Program |
| Jennifer Fairchild-Pierce   | Jada Bussey-Jones, M.D.  
Assistant Dean, Professional Development for Emory at Grady | \[\] |
| Paul Ficklin-Alred          | \[\] | \[\] | \[\] |

**FAALI Staff**

- **Katie Cowley**  
  Associate Director
- **Caroline Moore**  
  Program Coordinator
- **Molly Lawrence**  
  Program Coordinator
Faculty Onboarding Guide

This new resource was created specifically for new faculty by the SOM Faculty Development Advisory Committee. It is designed to address a variety of questions that may arise as you begin your career at Emory. It will focus primarily on activities and resources at the School of Medicine or university level, and it is important to note that your department, division, and or site may have additional information or resources to support you. Bookmark and save this guide for future use!

bit.ly/EmoryFacultyGuide
Sheryl L. Heron, MD, MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion
Vice Chair – Emergency Medicine
DEI Leader Team

Carolyn Meltzer, MD
Chief Diversity Officer
Executive Associate Dean for Faculty Advancement, Leadership and Inclusion

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

Jada Bussey-Jones, MD
Assistant Dean, Faculty Development, Emory at Grady
Vice Chair for Diversity, Medicine

Natalie Fields, MPH
Director, Faculty Advancement and Inclusion

Yolanda Hood, PhD
Director, Office Multicultural Affairs

Cliff Teague
Executive Administrator, Human Resources
In July 2020, the ESOM developed an Office of Diversity, Equity, and Inclusion (DEI) as part of the ESOM’s deep commitment to continuing to build a diverse, equitable, and inclusive home in which our SOM community can thrive. The Office is responsible for driving institutional goals around DEI, including program and policy development, awareness and education, research, and partnerships and engagement.
Baseline – Strategic Initiatives Path Forward

SOM DEI Strategic Themes

- Awareness, Learning, and Growing
- Inclusive Culture and Climate
- Community Engagement
- Research and Innovation
Strategic Alignment

One Emory: Engaged for Impact

University DEI Strategic Plan

ESOM Excellence to Eminence

Emory Healthcare names first chief diversity, equity and inclusion officer

Woodruff Health Sciences Center | Aug. 20, 2021

Ildemaro González
2021 EXECUTIVE SUMMARY FOR DIVERSITY, EQUITY, AND INCLUSION STRATEGIC PLAN

Moving from excellence to eminence
<table>
<thead>
<tr>
<th>Department</th>
<th>DEI Representative</th>
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<tbody>
<tr>
<td>SOM ODEI</td>
<td>Carolyn Meltzer, MD (Chair)</td>
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<tr>
<td>SOM ODEI</td>
<td>Sheryl Heron, MD, MPH (Co-Chair)</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>Michele Sumler, MD</td>
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<tr>
<td>Biochemistry</td>
<td>Matt Kroll</td>
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<td>Biomedical Engineering</td>
<td>Karmella A. Haynes, PhD</td>
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<tr>
<td>Dermatology</td>
<td>Loren Krueger, MD</td>
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<tr>
<td>Emergency Medicine</td>
<td>Michelle Lall, MD, MHS</td>
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<td>Family &amp; Preventive Medicine</td>
<td>Antonio Graham, MD, Kimberly Curseen, MD</td>
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<td>Gynecology &amp; Obstetrics</td>
<td>Gina Northington, MD, PhD</td>
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<tr>
<td>Hematology/Medical Oncology</td>
<td>Abeer N Abouyabas, MD, Keerthi Gogineni, MD, MSHP</td>
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<tr>
<td>Human Genetics</td>
<td>Cybil Johnson</td>
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<td>Medicine</td>
<td>Jada Bussey-Jones, MD, Kimberly Manning, MD</td>
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<td>Microbiology/Immunology</td>
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<td>Neurology</td>
<td>Aaron Anderson, MD</td>
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<td>Ophthalmology</td>
<td>Valerie Bioussse, MD</td>
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<td>Onyi Okwandum Ezeike, Edward Jackson II, MD</td>
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<td>Cindy Derdeyn, PhD</td>
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<td>Nadine Kaslow, PhD, Telsie Davis, PhD, Erica Lee, PhD</td>
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<td>Jolinta Lin, MD</td>
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<td>Surgery</td>
<td>Wendy Greene, MD, Allan Pickens, MD</td>
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<td>Cecelia Bellcross, PhD</td>
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<td>Physician Assistant</td>
<td>Alexander Kendall, MPAS</td>
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<td>Anesthesiology Assistant</td>
<td>Katie Monroe, MMSC, PhD</td>
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<td>Ted Brzinski, MES</td>
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<td>African American Womens Collaborative Affinity Group</td>
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<td>DEI and Racial Advocacy (DEIRA)</td>
<td>Tracey Henry, MD, MPH, MS</td>
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<td>Office of Multicultural Affairs</td>
<td>Yolanda Hood, PhD, Allen Lee, MAT, Nancy DeSousa, PhD, LaToya Rolle, EdD</td>
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<td>Faculty Academic Advancement Leadership and Inclusion</td>
<td>Natalie Fields, MPH, Nate Spell, MD, Kathy Griendling, PhD</td>
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Recent Programs & Initiatives

- Implicit/Unconscious Bias Education Program
- Racism and Social Justice Webinar Series and Resource Guide
- Patient Bias Policy
- Partner Network of the Action Collaborative on Preventing Sexual Harassment in Higher Education
- Women’s Leadership Academy (Launches in 2022)
- URiM Faculty Development Program
- URiM and Women Faculty Speakers Bureau
- Diversity Engagement Survey (DES)
Engage

Faculty Affinity Groups

• LGBTQ+ Faculty Affinity Group
• African American Women Collaborative Faculty Affinity Group
• Emory Alliance for Women in Medicine and Science

Learner Affinity Groups

• Emory Medical Alliance (EMA)
• Student National Medical Association (SNMA)
• Asian Pacific American Medical Student Association (APAMSA)
• Latin American Medical Student Association
• Alliance of Health Professions

Staff Engagement

• Staff Recognitions Committee
In our commitment to an inclusive environment at Emory, it is our goal to build a culture that recognizes the contributions of all individuals—including those who come from underrepresented groups.

Submit a nomination: bit.ly/SOMAffinity

Celebrating Hispanic Heritage Month

Leon Bernal-Mizrachi, MD

In what ways have being a part of the Latinx community influenced your professional life as it relates to your current role/responsibilities?

As a doctor and scientist, I feel that being Latinx has shaped me to be a compassionate, warm, friendly doctor. More broadly, I have committed to fighting for the needs of our community in health care, reducing health disparities, and pushing for opportunities to improve care. This is through leadership positions in our institution and national committees in healthcare, such as the committee in Health Disparities at the American Society of Clinical Oncology. At the same time, this interest has also been accompanied by research in different fields of science, including basic, genetic, population-based, and quality improvement.

Professionally, as my career progressed, I have become a voice for Latino and other minority professionals. In the last ten years of my career, I have made efforts nationally to improve the opportunities for Latinos and other minorities in hematology, by serving as a...
FACULTY AFFAIRS
Promotion Process and Support: What New Faculty Need to Know

Kathy Griendling, PhD
Associate Dean for Faculty Affairs and Professional Development
GUIDELINES FOR APPOINTMENT, PROMOTION and TENURE

Emory School of Medicine

2017

View the latest guidelines for appointment, promotion and tenure here:

bit.ly/PromotionsGuidelines
Academic Ranks

- Associate/Sr. Associate
- Instructor (max 2 years before tenure clock starts)
- Assistant Professor (5 years)
- Associate Professor (4 years)
- Professor

(minimum time in rank)
Non-tenured vs. Tenure Path vs. Tenure Eligible

- **Non-tenured (88%)**—faculty who have not yet achieved tenure or who specialize in 1-2 mission areas with limited contributions to the third
- **Tenure path (3%)**—emphasis on scholarship, but high expectations for teaching and service
- **Tenure eligible (100%)**—applies to all faculty provided they meet the criteria for tenure within 11 years
- **Tenured (9%)**—have progressed to senior ranks and have successfully met the criteria for tenure as judged by departmental, school and university committees
Promotion Criteria are Based on the Missions of the School

- Scholarship
- Service – clinical and professional
- Education

To be promoted, you must have a plan, OR plan not to be promoted. (Jeff Lennox)
Faculty choose their area of distinction at the time of promotion.

Area of distinction may change over time.

Areas of distinction:
- Scholarship
- Education
- Professional service

National/International:
- Involvement
- Achievement
- Reputation
- Leadership

Institutional/Regional:
- Involvement
- Achievement
- Reputation
- Leadership
Criteria for Promotion

• Set out in the P&T guidelines

• Focused on impact and quality of your work as judged by publications, h-index or RCR, awards, teaching evaluations, external evaluators

• Reach and trajectory of your work: institutional, regional, national, international
  - Know that you are expected to be involved outside of Emory
  - Be familiar with the requirements to reach each benchmark
  - Stay involved—don’t rest on your laurels
How will I showcase my accomplishments?

- Download templates for CV, teaching portfolio, service portfolio
- Put your CV in the School of Medicine format
- Keep records of teaching evaluations, awards, citations
- Keep letters or notes from students or patients who talk about the impact you had on their lives/careers
Promotion Advice: You are not alone!

• CV building workshops
• Workshops on teaching and service portfolios
• Promotion readiness sessions
• Packet classes
• Annual presentations on the promotion process
• Career Conference and Performance Review
Career Conference and Performance Reviews

• Annual meeting with your department chair, division director or other supervisor to assess your progress and discuss your goals for the coming year

• Required annually for all faculty, regardless of rank, starting after their first full year on staff

• Online evaluation system available at http://med.emory.edu/faculty_dev/career-development/ccpr.html
What do I really need to do now?

- Become familiar with the promotion guidelines on the SOM Promotions website (bit.ly/SOMPromotions)
- Put your CV on your desktop for easy updating
- Attend the CV Building Workshop offered by the SOM
- Start a file to collect teaching evaluations, letters and notes in an easy, accessible place
• Stay focused on your primary mission, but know what is expected in other areas
• Actively seek out opportunities to be involved—promotion is an active process
• Network—get to know senior faculty at other institutions who can serve as your evaluators
• Check in frequently with your chair or mentor to be sure you are on track for promotion
• Have a timeline that is realistic with respect to your workload, your goals and the formal guidelines
Clinical Distinctions Program

• Designed to recognize faculty who have devoted a majority of their time and careers to providing excellence in clinical care.
• Four levels of distinction: Physician, Senior Physician, Distinguished Physician, Eminent Physician (Psychologist)
• Rewards 4 areas of service: Patient care, innovation, citizenship, administration
• Available to clinically-focused faculty with at least 0.5 FTE clinical effort
• More information can be found at: inside.med.emory.edu/faculty_affairs_dev/clinical-distinctions.html
Good Luck!
Join back at 9:10 AM, or stay and ask Kathy Griendling questions about promotions.
Zainab Wurie, JD
Assistant Director, Faculty Affairs Administration
• Vacation / FMLA leave
• Employment benefits
• Faculty relationships with industry
• Research misconduct
• Authorship disputes
• Faculty grievances
• Our responsibility to report problems
• Emory Trust Line
• Sexual Harassment/Sexual Misconduct
• Vacation = 20 work days/academic year

• Vacation balance at year-end not carried over

• Pro-rated for part-time and partial years

• Unused vacation not paid out at separation
• Short-term absences for illness/injury governed by Dept policy

• FMLA – up to 12 weeks of leave

• “Salary continuation” = up to 6 months full salary
  • Requires a physician’s certification
  • Only applies to one’s own medical condition
  • Not available to temporary faculty

• Long-term disability
• Open Enrollment for 2022 Benefits is October 25-November 8

• See http://www.hr.emory.edu/eu/benefits for comprehensive info on benefits

• Benefits specialists are available for individual meetings (404-727-7613)
Faculty Relationships with Industry
Personal External Activity Requests

• Faculty must request approval via eCOI from Department and Dean’s Office before engaging in personal external professional activities.

• Faculty are expected to amend these reports to reflect any updated information throughout the year (e.g., change in fees).

• If an activity’s eCOI end date is expiring but you intend to continue to providing services, you must amend request to seek approval of an extension.
Traditional Academic Activities
(eCOI submission *not* required)

- Lecturing at an academic institution in which you are paid by the academic institution
- Speaking at any professional meeting (including CME) that is not paid for by industry
- Serving on a government advisory panel or a government grant review body
- Publishing a non-industry sponsored book
- Serving as a journal editor
Permitted External Activities
(eCOI submission and approval required)

Examples include:

- Clinical/Scientific Advisory board services
- Legal consulting
- Data monitoring committee services
- Industry-sponsored educational presentations
- Physician proctoring at non-Emory facilities
- Outside faculty appointment
Prohibited External Activities

Examples include:

• Practice of Medicine
• Providing marketing advice
• Engagement in research
• Speaking activity that is part of a primarily promotional event
• Including name on ghost-written article
Open Payments (Physician Payment Sunshine Act)

• Payments or other transfers of value made to you may be publicly reported by industry companies on a CMS web site in compliance with the Physician Payment Sunshine Act.

• The following link provides information regarding the CMS Open Payments System: https://www.cms.gov/OpenPayments
The SOM Welcomes Principled Industry Gifts

❖ Gifts of funds, equipment, and supplies are welcome
❖ Work with the Office of Advancement and Alumni Engagement to solicit and accept institutional gifts
❖ Funds should not be solicited or accepted for specific activities (with some exceptions such as CME activities)
❖ Funds should not be given for the benefit of an individual
❖ Emory Healthcare Pharmacy manages medication donations
Individuals may not accept industry gifts

Studies show that gifts:

- Elicit feelings of reciprocity
- Influence decision making, including Rx writing
- Create a perception of bias

Examples of gifts that industry sometimes offers (but cannot be accepted) include:

- Travel reimbursement, tickets, meals, pens, pads
- Books or journal subscriptions
Plagiarism, research fraud, authorship disputes

Key documents:

- Guidelines for the Responsible Conduct of Scholarship and Research ([http://policies.emory.edu/7.9](http://policies.emory.edu/7.9))
- Policy on Research Misconduct ([http://policies.emory.edu/7.8](http://policies.emory.edu/7.8))
- Policy on Authorship Guidelines and Dispute Resolution ([http://policies.emory.edu/7.8](http://policies.emory.edu/7.8))

**SOM Scientific Integrity Committee**

- If you have a concern that research misconduct has occurred, report it to your supervisor, Chair, the Dean’s Office or the Office of Research Compliance
Our Responsibility to Report Problems
Emory Trust Line

(888-550-8850 or online at http://compliance.emory.edu/about/trust-line/trust-line-online.html)

- For potential ethical, legal or business concerns
- Available 24/7, administered through independent company
- Concerns can also be reported to supervisor, Chair, Dean’s Office
- Retaliation for reporting concerns strictly prohibited
Help ensure an environment free from sexual harassment!
Kathy Griendling, PhD
Associate Dean for Faculty Affairs and Professional Development

Nate Spell, III, MD
Associate Dean for Education and Professional Development

Jada Bussey Jones, MD
Assistant Dean for Faculty Development at Grady
We want to hear from you!

What do you hope to learn about the School of Medicine and professional development opportunities? Answer in the chat now.
Professional Development Website

Faculty Development

From New Faculty Orientation to your transition to the Emeritus College, the Office of Faculty Academic Advancement, Leadership and Inclusion is here to support and celebrate you at all stages of your academic career.

Whether you are a research scientist, clinical investigator, educator or clinician, our office delivers programs and resources to assist you in expanding your professional skills and achieving your career aspirations.

**Teaching**
No matter the learner, we have programs and

**Clinical Care**
Emory provides you a phenomenal place to

**Research**
From submitting a grant to writing a

**Career Development**
Explore learning

New Faculty

We are excited you have chosen to join faculty at Emory! As a new faculty member, you are invited to attend [New Faculty Orientation and Resource Fair](#). View the [quick guide](#) and watch these [important videos](#) to help you jump-start your Emory

[med.emory.edu/about/faculty/faculty-development/index.html](http://med.emory.edu/about/faculty/faculty-development/index.html)
Faculty Onboarding Guide

This new resource was created specifically for new faculty by the SOM Faculty Development Advisory Committee. It is designed to address a variety of questions that may arise as you begin your career at Emory. It focuses primarily on activities and resources at the School of Medicine or university level, and it is important to note that your department, division, and or site may have additional information or resources to support you. *Bookmark and save this guide for future use!*

bit.ly/EmoryFacultyGuide
Career Development Programs

- General Professional Development
- Opportunities for Researchers
- Leadership Development Programs
- Education and Quality
- Professional Development at Grady
FAALI Lecture Series

- Covers general faculty development topics
- Offered monthly via Zoom
- Full schedule can be found here
- If you miss anything, all lectures are available in the faculty video database

New Digital Tools to Aid Collaboration

Different programs such as Teams, SharePoint, One Drive, and Zoom can be overwhelming. Join this session to learn how faculty can use these programs to effectively collaborate in real life situations and to learn tips to make these programs even more useful in both education and research settings.

Wednesday, September 8
Noon – 1 pm
Register

Presented by:

Nancy DeSousa, PhD, MPH
Assistant Director, Office of Multicultural Affairs, Learner Diversity Programs for Graduate Medical Education

Nate Spell, MD
Professor of Medicine, Associate Dean for Education and Professional Development

Megan Turk
IT Project Manager, Informatics Analyst, Office of Information Technology

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Transition from Training to First Faculty Position Workshop

- Half-day workshop December 8, 2021 from 9 am - Noon
- Objective is to prepare for success in new role
- Register!

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<tbody>
<tr>
<td>Claiming your role as a faculty member</td>
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<td>Power dynamics and professional relationships</td>
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<td>Managing and influencing people without having direct authority</td>
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<td>Maintaining professional and personal balance</td>
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</table>
Emory School of Medicine Recognitions

- Annual “Celebration of Faculty Excellence Ceremony” and Recognitions Week
- Dean’s Distinguished Faculty Lecture and Award
- Evangeline T. Papageorge Distinguished Teaching Award
- Dean’s Teaching Awards
- Affinity Months
- Millipub and 1% Clubs
- Nominate your peers!
  - SOM Mentoring, Service, Diversity and Innovation Awards
  - Doctor’s Day-March
  - Educator Appreciation Day-May
  - Researcher Appreciation Day-September
Affinity Groups & Celebrations

In our commitment to an inclusive environment at Emory, it is our goal to build a culture that recognizes the contributions of all individuals – including those who come from underrepresented groups.

- LGBTQ+ Faculty Affinity Group
- African American Women Collaborative
- Emory Alliance for Women in Medicine and Science
- Emory Medical Alliance

*and more!*

[Website]
Emory FIRST

• Faculty data management system used to populate web profiles and to track your publications

• Uses authoritative sources to track publications, teaching activities, professional service. Provides information on article citations, h-index, etc.

• Access at profiles.emory.edu
Research Support Programs

• Clinical Research Bootcamp (101, 201, 301) held annually in the spring. CRB 301 will be held in 2022.
• Speed Networking (the Gong Show) held annually in the fall
• Health Services Research Symposium (5/4/2022)
Researcher Survival Skills

Quarterly workshops designed to provide researchers with traditional skills such as manuscript and grant writing, but also soft skills such as lab/research team management, people skills, navigating research administration, and other topics not covered in professional school.

• **November 15:** SBIR/STTR Grant Workshop

• Full schedule will be available [here](#) soon!
Manuscript Mentoring Program

- Matches faculty with senior experienced mentors to work on any aspect of manuscript preparation
- Can be collaborative or consultative
- Sign up on the Faculty Development Website

"[My mentor's] experience is most valuable as I had no clue how to begin the task. She is supportive when emphasizing my strengths, and is constructive when pointing out weaknesses."

"This program is a really great opportunity to meet with senior researchers and get real time feedback."
Poll: Do you prefer in-person or virtual (Zoom) formats for professional development events and programs?
Leadership Development Courses

- Junior Faculty Development Course
- New Clinical Leaders Course
- EM-ProLEAD
- WLA
Jr Faculty Development Course

• Designed to help junior faculty acquire the skills they need for academic success
• Offered annually from Jan to May; 11 three-hour sessions every other week on Thursday evenings
• Class size limited to 30; application period in the fall
• Covers personal styles, the organization and its finances, human resource skills, teaching, grant and manuscript writing, presentation skills, promotions, negotiation, ethics and leadership
New Clinical Leaders Course

- First-time practice leaders, service chiefs, medical staff committee chairs, etc., who have responsibility for overseeing clinicians
- 5 half-day workshops over 6 months on these topics

<table>
<thead>
<tr>
<th>Leadership styles, values and situational leadership</th>
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<tbody>
<tr>
<td>Roles/responsibilities of clinical leaders at Emory</td>
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<tr>
<td>Managing change, conflict and unprofessional behaviors</td>
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<tr>
<td>HR basics re: physicians (FPPE, OPPE, APP supervision)</td>
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<tr>
<td>Best leadership practices in diversity, equity and inclusion</td>
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<tr>
<td>Metric-driven performance management</td>
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<td>Organizational funds flow</td>
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<tr>
<td>Principles of effective communication</td>
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</tbody>
</table>
EM-Pro-LEAD

- Goal is to enrich leadership skills, enhance business knowledge, and develop strong partnerships across Emory.
- Geared towards senior assistant professors/associate professors at least 3-4 years since appointment to faculty
- 10 half-day sessions over a year (summer off)
- Class size 25-30, applications early fall each year
- [emoryhealthcare.org/careers/development-programs/em-prolead-program.html](emoryhealthcare.org/careers/development-programs/em-prolead-program.html)
Woodruff Leadership Academy

- Offered by Gary Teal, Vice President, WHSC
- Designed to develop tomorrow's leaders so they are prepared to create, articulate, and achieve organizational vision for the benefit of the Woodruff Health Sciences Center.
- Four 2-day sessions over 5 months
- By nomination only; nomination period July-August
Courses in Education

Learning to be Better Teachers
- Held annually in January (Jan 10, 2022)
- Keynote speaker plus workshops
- Interprofessional
- Graduated > 1000 faculty over 20 years

Medical Education (“MedEd”) Day
- Annual (Sep. 27, 2021)
- Theme “Innovation in Medical Education”
- Keynote and workshops
- Interprofessional
Mission
• To bring together educators across the health sciences at Emory to promote and support the practice and scholarship of teaching and learning.

Vision
• To foster an interprofessional community of educators across the health sciences at Emory
WHEA Offerings

• Teaching Scholars course
  • Applications each fall for spring start – workshop series w/ Capstone project
• AAMC Medical Education Research Certificate (MERC)
  • 18-month program for up to 25 participants
  • 9 workshops
  • Mentored education research project
• Educator “Salons”
  • Evening social events with speaker/activities for fun and networking
• Inter-Professional Education Journal club monthly
• In development: self-paced online platform; podcast
Emory Quality Academy

Leadership in Healthcare Improvement
• 2-day course open to any faculty, staff, students
• Focused on concepts and terminology in QI, culture of safety and population health
• Oct. 21 & 28, 2021; Mar. 23 & 30, 2022; 1-5 pm email Nate Spell to register

Practical Methods in Healthcare Improvement
• 12 full day sessions over 4 months with mentored QI project
• Lean approach to QI, leadership, change management, and teamwork training

Faculty Development in Quality Improvement
• Goal to increase competency in doing and teaching QI
• Seven 2-hr workshops (Sep - Mar, 5:30-7:30 pm) with entire team invited
• Poster on project submitted to Emory Quality Conference
Center for Faculty Development and Excellence

- Academic Learning Communities
- Teaching, Learning and Pedagogy Workshops
- Author Development Program
- University Courses
- Public Scholarship Roundtables
- Teaching consults

Director – Eric Weeks
Associate Directors – Donna Troka and Allison Adams

http://cfde.emory.edu/
Professional Development at Grady

- Led by Jada Bussey-Jones, MD
- Programs
  - 3rd Friday lecture series
    - Content and connection
  - Bedside teaching course
  - URiM Course
  - Newsletter
  - Clinical Research Course
  - Awards program
  - Coming soon: Advocacy Training Course
Who’s who…?
Carolyn C. Meltzer, MD, FACR
Executive Associate Dean Faculty Academic Advancement, Leadership and Inclusion
J. William Eley, MD, MPH
Executive Associate Dean Medical Education and Student Affairs

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Ira Horowitz, MD
Executive Associate Dean Faculty and Clinical Affairs
Sheryl L. Heron, M.D., MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion
Allan Levey, MD, PhD
Interim Executive Associate Dean Research Administration
Heather H. Hamby, MPH
Executive Associate Dean, Emory School of Medicine; Chief Business Officer, Emory School of Medicine and Physician Group Practice Associate Vice President for Health Center Integration, Woodruff Health Sciences Center
Jada Bussey-Jones, M.D.
Assistant Dean, Professional Development for Emory at Grady
Ted Johnson, MD, MPH
Chair, Family and Preventive Medicine
Division Director, General Internal Medicine
Sheryl L. Heron, MD, MPH, FACEP
Associate Dean, Community Engagement, Equity & Inclusion
Vice Chair – Emergency Medicine
Wellness Working Group

Goal: Facilitate system-wide cultural changes to maximize the success and well-being of our patients, learners, staff and teachers.

Est. July 2015
## SOM Wellness Ambassadors

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Administrator</th>
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<tbody>
<tr>
<td>Boris Spector</td>
<td>Anesthesiology</td>
<td>Sam Seifert</td>
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<td></td>
<td>Biochemistry</td>
<td>Matthew Kroll</td>
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<td></td>
<td>Biomedical Engineering</td>
<td>Lisa Simmons</td>
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<td></td>
<td>Biomedical Informatics</td>
<td>Lisa Simmons</td>
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<td>Cell Biology</td>
<td>Bob Sullivan</td>
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<tr>
<td>Sarah Chisolm</td>
<td>Dermatology</td>
<td>Bob Nadolski</td>
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<tr>
<td>Michelle Lall/Jennifer Roberton</td>
<td>Emergency Medicine</td>
<td>Marilea Grider</td>
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<tr>
<td>Jennifer Mascaro</td>
<td>Family &amp; Preventive Medicine</td>
<td>Luke Anderson</td>
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<td>Cherie Hill</td>
<td>Gynecology/Obstetrics</td>
<td>Melissa Schuermann</td>
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<td>Mary Jo Lechowicz/David Lawson</td>
<td>Hematology/Medical Oncology</td>
<td>Jim McKay</td>
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<td>Human Genetics</td>
<td>Bob Sullivan</td>
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<tr>
<td>Jason Schneider</td>
<td>Medicine</td>
<td>John Sauer/Joey Dee</td>
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<td>Microbiology/Immunology</td>
<td>Matthew Kroll</td>
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<td>Samir Belagaje</td>
<td>Neurology</td>
<td>Kevin Clark</td>
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<td>Neurosurgery</td>
<td>Kevin Clark</td>
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<td>Jason H. Peragallo</td>
<td>Ophthalmology</td>
<td>Loni Davidson</td>
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<td>Matthew Garry</td>
<td>Orthopaedics</td>
<td>Mike Hattery</td>
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<td>Jeanne Hatcher</td>
<td>Otolaryngology</td>
<td>Reid Willingham</td>
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<tr>
<td>Deniz Peker</td>
<td>Pathology &amp; Laboratory Medicine</td>
<td>Marilea Grider</td>
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<tr>
<td>Lucky Jain</td>
<td>Pediatrics</td>
<td>Liz McCarty</td>
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<td>Lian Li</td>
<td>Pharmacology</td>
<td>Matthew Kroll</td>
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<td>Wendy Baer</td>
<td>Psychiatry &amp; Behavioral Sciences</td>
<td>Kevin Clark</td>
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<td>Radiation Oncology</td>
<td>Aaron Brammer</td>
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<td>Rebecca Seidel</td>
<td>Radiology</td>
<td>Greg Hill/Deb Smith</td>
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<td>Donna Smith</td>
<td>Rehabilitation Medicine</td>
<td>Kevin Clark</td>
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<tr>
<td>Carla Haack</td>
<td>Surgery</td>
<td>Lisa Fisher</td>
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<td></td>
<td>Urology</td>
<td>Tari Owi</td>
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<tr>
<td>Cliff Teague</td>
<td>Dean's Office</td>
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EDITORIAL

Perspective: Responding to the Well-Being of Health Care Workers and Learners in Academic Medicine During the COVID-19 Pandemic

Cherie C. Hill MD¹, Paula G. Gomes PsyD², Alayna H. Feng¹, Cricket C. Gullickson¹, Carla I. Haack MD¹, Sheryl L. Heron MD, MPH¹

DOI: 10.18297/jwellness/vol2/iss1/8
Website: https://library.louisville.edu/jwellness/
Affiliations: ¹Emory University School of Medicine, ²Emory University Department of Psychiatry and Behavioral Sciences
Recommended Citation: Hill, Cherie C.; Gomes, Paula G.; Feng, Alayna H.; Gullickson, Cricket C.; and Heron, Sheryl L. (2020) "Perspective: Responding to the Well-Being of Health Care Workers and Learners in Academic Medicine During the COVID-19 Pandemic" Journal of Wellness: Vol. 2 : Iss. 1 , Article 8.
Sample of Programs & Initiatives

• Press Ganey Survey
• Faculty Staff Assistance Program (FSAP)
• Healthy Emory Connect
• Pulse Surveys
• Wellness Days for Residents
• Examining faculty leave policies
• Time’s UP Healthcare signatory
• COVID-19 wellness response
Faculty-Staff Assistance Program (FSAP)

• Services to enhance your personal health and well-being
  • Assessment, short-term counseling, and referral services
  • Physician & Faculty Coaching – work-life integration, cultural transitions, communication enhancement, conflict management
  • Targeted Physician Services - for faculty, residents and Fellows
  • Self-Assessments - for emotional health concerns, confidential
  • Referrals for Community Support Groups (e.g., grief and loss, AA)
  • Workshops - burnout prevention, COVID stress, emotional intelligence, self care & team care
  • 24 hour on-call services

• Services to enhance work productivity and performance
  • Coaching - professional skills enhancement, workplace dynamics
  • Individual and Leadership Consultations
  • Team Dynamics – Leadership Coaching, Mediation/ Facilitated Discussion Services
  • Critical Incident Response Sessions - team support following traumatic incident (e.g., the death of a colleague)
Upcoming Wellness Events at Emory

Emory Healthcare Online Yoga Studio - daily yoga classes

View the Virtual Events Calendar for daily meditation, yoga, and workout sessions.

Online Compassion Practice and Fellowship

"Cultivating Our Best Selves in Response to COVID-19" by Dr. Linda Grabbe and Kate Pfeiffer, MS, APRN, PMHNP-BC, PMHCNS-BC. The Emory University Nell Hodgson Woodruff School of Nursing is pleased to present this talk on Cultivating Our Best Selves in Response to COVID-19. The talk is based on the Community Resiliency Model (CRM) which trains community members to not only help themselves but to help others within their wider social network. The primary focus of this skills-based, stabilization program is to re-set the natural balance of the nervous system.

Wellness Forum Series

inside.med.emory.edu/faculty_affairs_dev/wellness.html
Over the past year, ESOM focused on strengthening support for Emory partners, local diversity and inclusion initiatives, and national associations by sponsoring several community events.

Highlights include:


**March 2021** - Lorretta Ross, Reproductive Justice is a Human Right. Co-Sponsor with Rollins School of Public Health.

**April 2021** -
- Autism Awareness Month. Co-Sponsor with Emory Autism Center.

ESOM Office of DEI and OMA are active participants in the Association of American Medical Colleges (AAMC) and American Medical Association (AMA).

ESOM DEI leaders are active participants in internal community engagement and partnerships (i.e. Alumni Engagement, University DEI Strategic Planning).
Community Engagement

Public Summit of the Action Collaborative to Prevent Sexual Harassment in Higher Education Satellite Meeting host site

Atlanta Pride Parade sponsor

Student National Medical Association (SNMA) Region IV Medical Education Conference sponsor

Emory Martin Luther King, Jr. Community Service Awards host school

Emory Alumni Association Asian American and Pacific Islander Heritage Month panelist

National Medical Association Convention and Scientific Assembly host school and sponsor
Time for Breakout Sessions!

Breakout sessions will be starting at 10:00 AM

• Research: https://zoom.us/j/99197058666
• Education/Clinical Service: https://zoom.us/j/96849447750

Check your email for a clickable link, or you can find them posted in the Zoom chat

WELCOME RECEPTION AND RESOURCE FAIR

• Join us on campus for an opportunity to meet your fellow new Emory SOM faculty members and SOM leadership
• Visit with the experts from employee benefits, IT support, Research Administration Services, and more during the resource fair

SAVE THE DATE!

TUESDAY, NOVEMBER 2, 2021
4 - 6 PM
LOCATION TBD