

2023-2024

Annual Report

Office of Faculty
Academic Affairs
and Professional
Development



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Professional Development**

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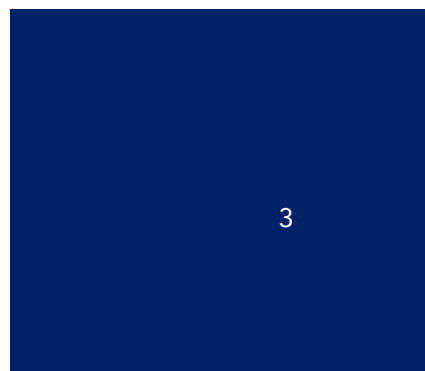
Looking Ahead

Message from the Executive Associate Dean

It is our privilege to serve you, our faculty, provide support for career advancement and satisfaction and recognize your amazing achievements. In this annual report, we look back at our goals and successes over the last year and give you a preview of our exciting plans for the year to come. We want to thank all of you for your engagement and your many contributions to Emory and beyond, and we welcome feedback on how we can continue to support you.

Kathy K. Griendling

Kathy Griendling, Ph.D.
Executive Associate Dean,
Faculty Academic Affairs and
Professional Development



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.

Values

- Collaboration
- Excellence
- Integrity
- Inclusion
- Respect
- Well-Being

Vision

To be a place where faculty feel **valued and empowered** to engage in the School of Medicine 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**
- Ensuring policies and best practices **advance a diverse, equitable, and inclusive culture and climate**
- Creating innovative approaches to **integrate wellness, diversity, and leadership.**



Our Team



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

Jada Bussey-Jones, MD
Associate Dean, Professional Development for Emory at Grady

Andrew Furman, MD
Associate Dean, Faculty Affairs

Holly Gooding, MD, MSc
Associate Dean, Education and Professional Development (CME)

Katie Davis Cowley
Director, Professional Development

Jennifer Fairchild-Pierce, PhD
Associate Director, Faculty Affairs

Sarah McClellan, MPH
Assistant Director, Faculty Affairs

Paul Ficklin-Alred
Sr. Coordinator, Faculty Affairs

Dominique Thiers-Schmidt
Sr. Coordinator, Professional Development

Shanelle Camp-Redic
Coordinator, Professional Development

Justin Karch
Coordinator, Faculty Affairs

Monique Rainey
Coordinator, Professional Development at Grady

Krista Ray
Coordinator, Faculty Affairs & Professional Development

Karlotta Brown
Associate Director, Programs CME/CDE

Tommy Wilson
Sr. Business Manager, CME

Shirley Miller
Assistant Director, CME/CDE

Keir Gray
Sr. Program Coordinator, CME

Shelby Smith
Sr. Program Coordinator, CME

Richard Marshall
Program Coordinator II, CME

Tiffany Stringer
RSS Program Coordinator, CME

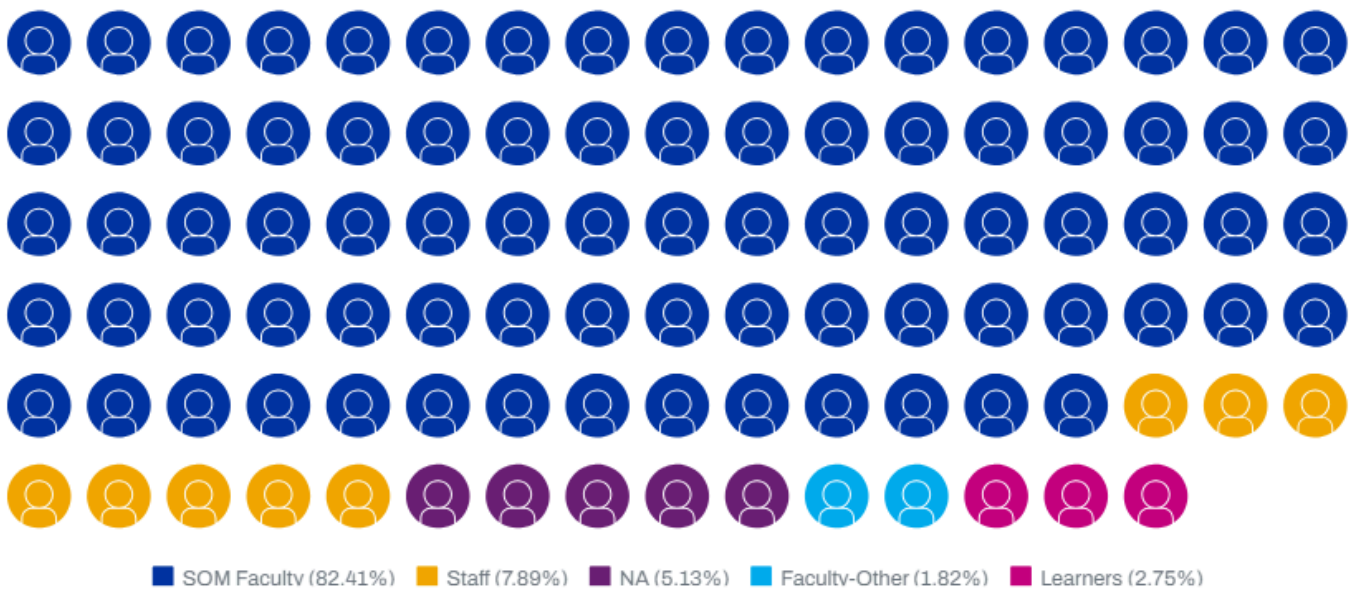
Mercede Alexander
Sr. Administrative Assistant, CME

Yuna Lee
Project Specialist, CME

Year in Review

By the Numbers

During the 2023-2024 academic year, our programs engaged **2,143 individuals**, which reflects a 15% increase year-over-year. This diverse group includes faculty members, staff, learners, and other Emory affiliates leading to a total of **3,462 interactions**.

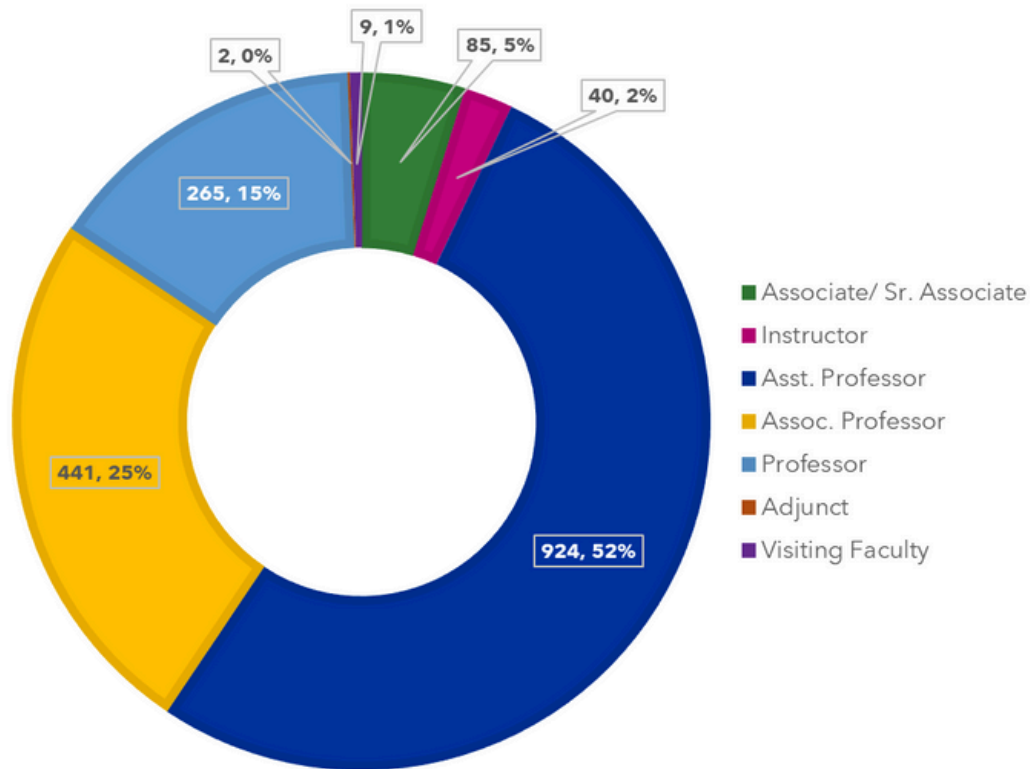


NA includes participants that we are unable to categorize at the time of reporting and could include former faculty, staff, learners or non-Emory participants.

82%
of participants
were faculty

1,766
faculty members
engaged

Of the 2,143 individuals, **1,766** are **faculty members** accounting for 48% of the faculty body and representing all ranks and SOM departments.



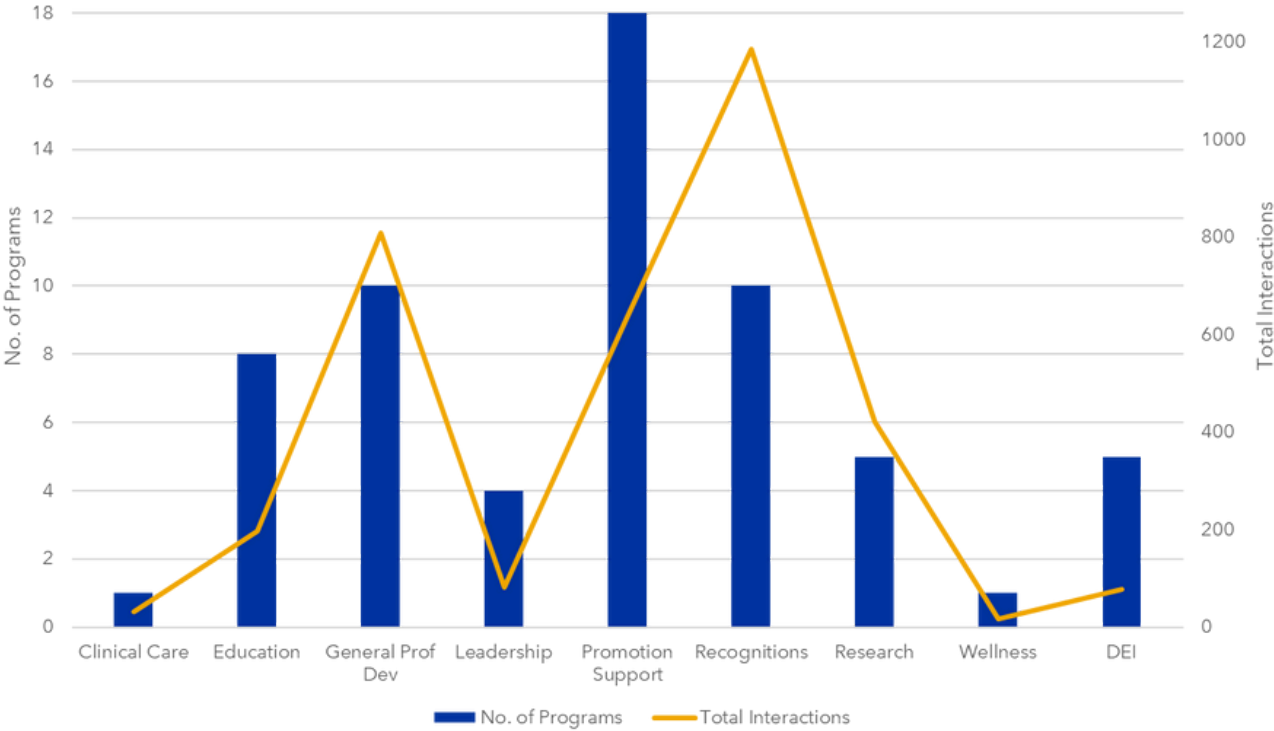
Individual participation by department. The percentage of department faculty body is also noted.

48%
of the faculty body

Anesthesiology	88 (44%)	Neurosurgery	20 (56%)
Biochemistry	6 (33%)	Ophtalmology	33 (40%)
Biomedical Engineering	16 (52%)	Orthopaedics	47 (38%)
Biomedical Informatics	14 (82%)	Otolaryngology	38 (79%)
Cell Biology	13 (36%)	Pathology & Laboratory Med.	64 (50%)
Dermatology	18 (86%)	Pediatrics	297 (50%)
Emergency Medicine	74 (50%)	Pharmacology & Chemical Bio	10 (29%)
Family and Preventive Med.	58 (66%)	Psychiatry and Behavioral Sciences	81 (38%)
Gynecology and Obstetrics	58 (61%)	Radiology & Imaging Sciences	119 (46%)
Hematology and Medical Oncology	56 (52%)	Radiation Oncology	31 (48%)
Human Genetics	26 (55%)	Rehabilitation Medicine	22 (44%)
Medicine	377 (45%)	Surgery	109 (55%)
Microbiology and Immunology	12 (43%)	Urology	18 (60%)
Neurology	61 (53%)		

Notably, we continue to witness increased engagement from women, with 939 women (54%) participating in one or more programs throughout the year, reflecting alignment with the gender distribution of the SOM faculty body.

During the academic year, we hosted **62 individual workshops, lectures, or seminars**. The chart below displays total participation (inclusive of faculty, staff, etc.) for activities grouped by category.



3,462

interactions across nine domains

Professional Development Highlights

The Office of Faculty Academic Affairs and Professional Development is committed to supporting faculty at every stage of their career, no matter their area of focus. Our comprehensive programs begin with a thorough orientation that connects faculty with valuable SOM resources. From there, we offer a wide range of opportunities for professional growth, including career development, leadership training, and specialized skill-building in education, research, and health care. Additionally, we sponsor tailored programs designed specifically for faculty based at Grady.

Women's Leadership Development Program

In September 2023, under the leadership of Drs. Nadine Kaslow (psychiatry and behavioral sciences) and Kristin Higgins (radiation oncology), we proudly launched the inaugural [Women's Leadership Program](#). This transformative initiative brought together 16 talented women faculty from 12 different departments with the shared goal of strengthening professional networks and cultivating leadership skills. The program not only enhances individual career development but also plays a key role in fostering a more inclusive and diverse environment at SOM.

The response has been overwhelmingly positive, with participants already seeing the benefits. We are thrilled to report that **at least three faculty members from the first cohort have since been promoted to new leadership positions** at the institution — a clear testament to the program's impact. The second cohort was selected in July and kicked off their year in September. As we continue this initiative, we look forward to empowering more women faculty and expanding their leadership potential.



Mentoring Collaborative

Led by Drs. Jada Bussey-Jones (medicine) and Holly Gooding (pediatrics), the [Mentoring Collaborative](#) officially began in January with 18 teams joining the initiative. These teams, representing both established and emerging departmental mentoring programs, have met three times to exchange best practices, refine their mentoring models, and set concrete departmental goals for the year.



18
Teams

84
Individuals

This collaborative approach continues to foster a supportive environment where departments can learn from one another and enhance their mentoring efforts. Each departmental team has created a logic model to plan their activities, anticipated outcomes, and impact of their mentoring program.

Clinical Educator Course

The [Clinical Educator Course](#) led by Stanford-trained facilitators Drs. Reena Hemrajani (medicine) and Richard Pittman (medicine) began in February 2024. This course brought **14 faculty representing 8 departments together to enhance their teaching skills in a medical educational setting**. The program helped to increase teacher versatility, analyze teaching styles, and identify goals for teaching. The course received extremely positive feedback from all participants.

Each participant completed the course with action items to implement better clinical teaching practices and ways to improve communication and effectiveness in the future.



LCME Review

The SOM MD program underwent a comprehensive LCME accreditation site visit in March 2024. The faculty development team conducted a thorough review of existing faculty governance and development programs, aligning them with LCME standards for faculty preparation, productivity, participation, and policies. To demonstrate compliance, the team compiled extensive evidence of faculty engagement in teaching, research, and service activities, as well as participation rates in development programs and key governance committees.





Faculty Affairs Highlights

Beyond overseeing appointments, promotions, and tenure, our office is dedicated to offering educational and support programs for faculty considering promotion. We also coordinate the annual selection and election process for School and University committees, manage departmental reviews, facilitate the annual Career Conference and Performance Review process, and handle special faculty appointments, including those for emeritus and distinguished faculty.

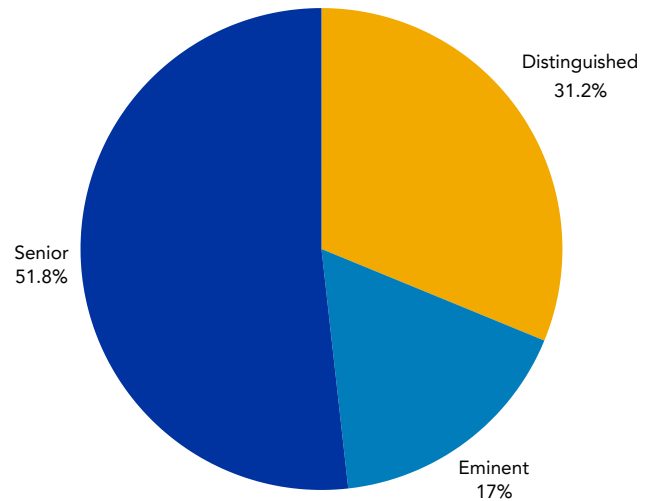
Senior Appointments and Promotions

The academic year 2023-2024 was another successful year for SOM faculty, with 180 faculty appointed or promoted to senior ranks. Of these, **91 were women, representing 51%** of the successful candidates that were evaluated by the School of Medicine's Faculty Committees on Appointments and Promotions (FCAP). **Twenty-four URiM faculty members were promoted**, consistent with numbers from the previous year. Overall success rates at the School of Medicine level remain high, with 97% of cases approved. Thanks are due to the hard-working members of our three FCAPs, who do their best to help our faculty on their road to promotion.

97%
success
rate

Clinical Distinctions

Our Clinical Distinctions program continues to grow, with **141 faculty from 16 clinical departments recognized this year**. Of these, 82 were women and 23 were URiM, representing 58% and 16% of the approved candidates, respectively. This program provides a mechanism to recognize faculty who devote the majority of their time and career to providing excellent patient care. It highlights the vital role that clinically focused faculty play in the School of Medicine.



Professionalism Policy

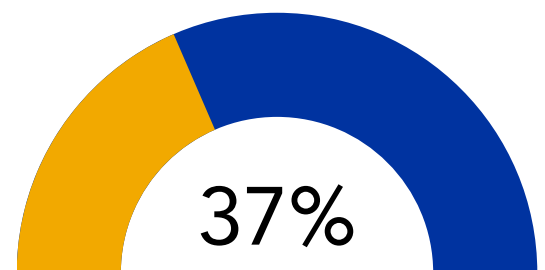
This year saw the finalization and adoption of a new policy encapsulating expectations for professional behavior among faculty members. A faculty committee led by Drs. Reshma Jagsi (radiation oncology) and Benjamin Stoff (dermatology) developed a comprehensive policy that fosters a culture of the highest ethical and professional standards. This document codifies and clarifies the expectations of every School of Medicine faculty member to advance the creation of such a culture. We are grateful to the committee for their thoughtful insights and hard work.

National Searches

We have been privileged to **support two national searches**, one for a new chair of the Department of Gynecology and Obstetrics and the other for a new division director for the division of renal medicine in the Department of Medicine. Both searches are ongoing with an expected culmination in early 2025.

Department Reviews

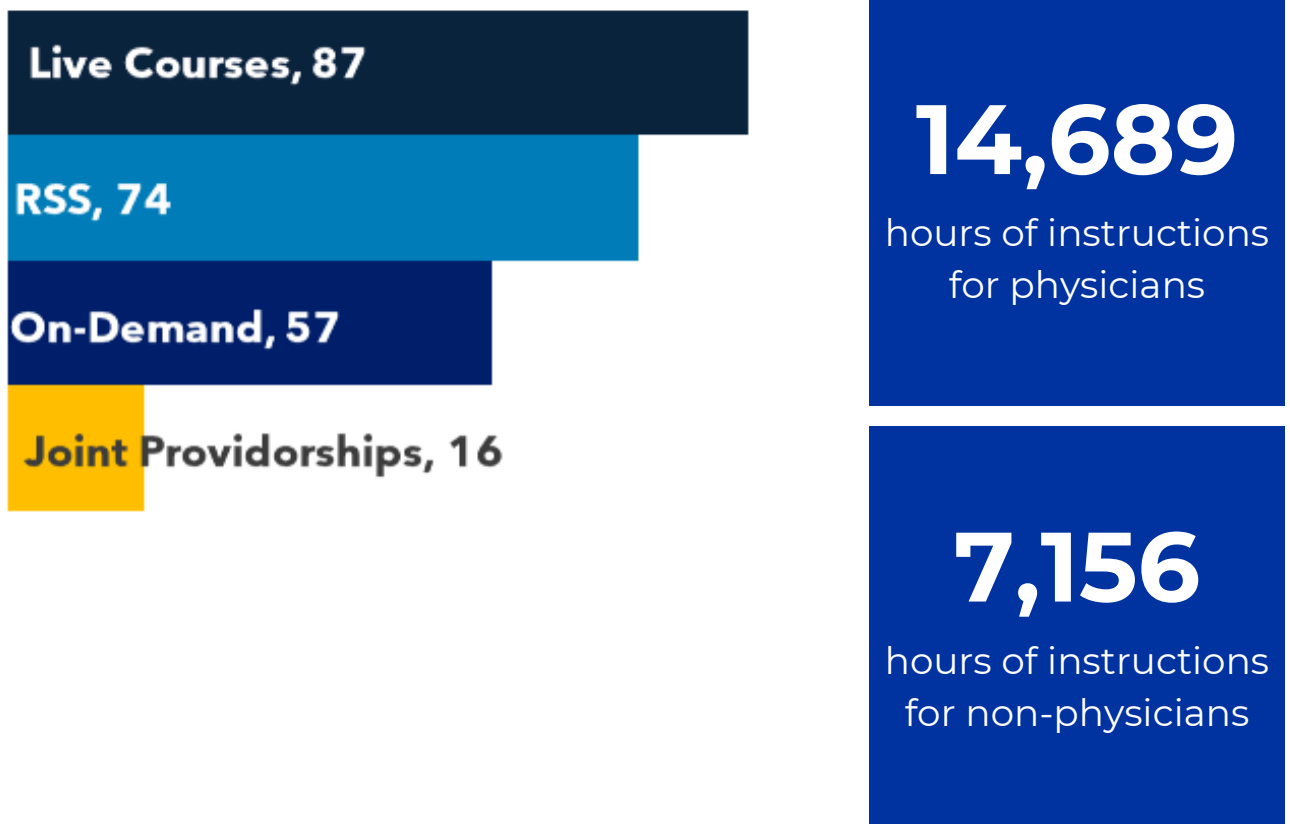
Since relaunching the external department review process, our office has conducted **7 external reviews, with three currently in progress** and one additional planned for FY25. The reviews have resulted in feedback to the Dean and the departments that is used to develop action plans with both short- and long-term steps to effectively support the departments moving forward.



Continuing Medical Education Highlights

Our continuing medical education (CME) activities continue to grow. In 2023, we accredited **87 live courses, 74 regularly scheduled series (i.e., grand rounds and other recurring conferences), 57 on-demand series, and 16 jointly provided courses.** Together these provided 14,689 hours of instruction for physicians and 7,156 hours of instruction for other members of the interprofessional health care team.

In preparation for reaccreditation from the Accreditation Council of Continuing Medical Education (ACCME), we are rolling out new resources to support faculty planning CME activities, including updated educational guides, and striving to measure the longer-term outcomes of our CME programs. Our Continuing Dental Education (CDE) offerings included three live courses and received reaccreditation from the American Dental Association Continuing Education Recognition Program (ADA CERP).



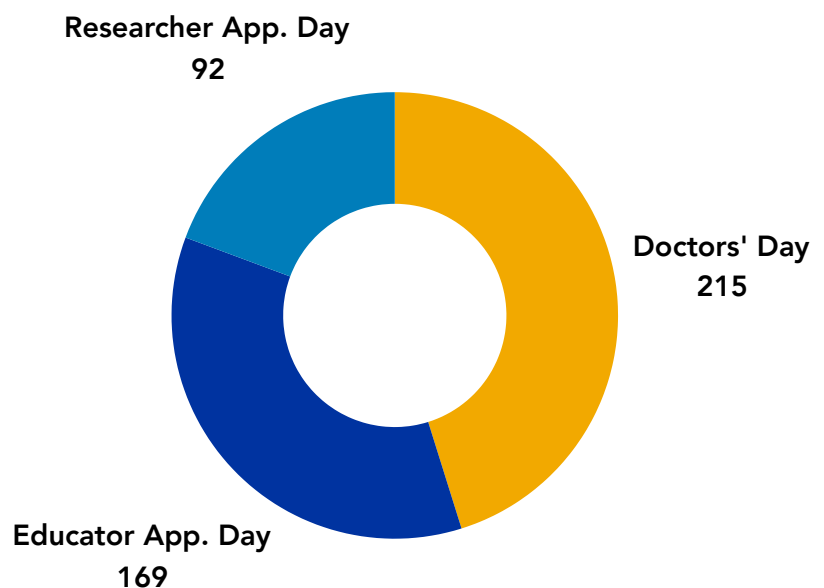


Celebrating our Faculty

Celebrating faculty accomplishments enriches the faculty experience and allows us to pause and reflect on their amazing contributions. Entering its eleventh year, our Recognitions Committee remains dedicated to creating impactful opportunities that celebrate excellence across clinical care, education, and scholarship.

Appreciation Days

We continue to celebrate faculty members on three special mission-focused days throughout the year. Faculty are nominated by peers, staff and learners for a special acknowledgement. **476 faculty members** were recognized during FY24.



Celebration of Faculty Eminence Ceremony and Recognitions Week

Every fall, the School of Medicine dedicates an entire week to celebrating the extraordinary accomplishments of its faculty. The 10th annual Celebration of Faculty Eminence Ceremony and Reception, held on October 3, marked a record achievement by honoring **481 faculty members** — the largest number to date — across the School of Medicine. Faculty are recognized and celebrated for their senior promotions, clinical distinctions, scholarly achievement, teaching excellence, and outstanding service. Prestigious School of Medicine faculty awards and Hidden Gems are also conferred during the ceremony. Notably, this year introduced a new recognition: the Preceptor of the Year Award, further expanding the scope of this important event.



2023 School of Medicine Award Winners

Distinguished Service Award

Marshall Fleurant (medicine)
Janice Lea (medicine)
Amy Zeidan (emergency medicine)

Excellence in Diversity, Equity and Inclusion

Gina Northington (gynecology and
obstetrics)
Naadira Upshaw (pediatrics)
Zanthia Wiley (medicine)

Innovation for Impact Award

Mark Goodman (radiology and
imaging sciences)
Jeff Sands (medicine)

Mentoring Award

Christopher Dente (surgery)
Michael Fundora (pediatrics)
Shannon Gourley (pediatrics)

Scientific Integrity Award

Michael Kuhar (pharmacology and
chemical biology)

National Program Sponsorship and Awards Nomination Support

We are proud to support the annual nomination of faculty members for prestigious national leadership programs including the [Executive Leadership in Academic Medicine](#) (ELAM) and [Executive Leadership in Health Care](#) (ELH) programs at Drexel University. **Drs. Mylin Torres** (radiation oncology) and **Camille Vaughan** (medicine) were selected by Drexel as ELAM fellows for the 2024-2025 cohort and **Dr. Divya Gupta** (medicine) is an ELH fellow.

Dr. Rebecca Philipsborn (pediatrics) was named to the 2024 class of [Macy Faculty Scholars](#) by the Josiah Jr. Macy Foundation for committed leadership in health professions education. Dr. Philipsborn is the first fellow to represent Emory University School of Medicine in this prestigious program.

Dean's Distinguished Faculty Lecture and Award

One of the highest honors the School of Medicine can bestow upon a faculty member, the [Dean's Distinguished Faculty Lecture and Award](#) recognizes exceptional contributions to science. **Dr. Craig Coopersmith** (surgery) was the recipient of the 2024 award and presented his lecture "Sepsis – The Continuum from Definition to Mechanistic Insights to Bedside Care to Implementation Science (and back again)" in the spring.



2023 program graduates, Drs. Cwiak, Lall and Wong, pictured with former interim dean del Rio.



Looking Ahead

As we reflect on FY24, celebrating our successes and looking ahead to ongoing support for our faculty, we also acknowledge growth opportunities that will drive us forward in our mission. Major projects in FY25 include:

New School of Medicine Divisions

Working with the Office of the Provost, we are codifying a process to request and approve creation of a new division in our departments.

Mentoring for Mid-Career Faculty

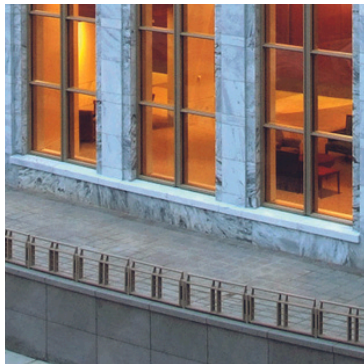
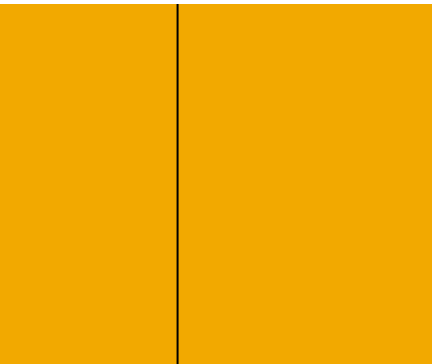
The third and final component of the SOM mentoring initiative is the [Career Optimization and Mentoring Program for Academic Success and Support \(COMPASS\)](#). This program offers faculty a unique opportunity to enhance their professional development through individualized mentoring and collaborative peer support. Fifteen mid-career faculty were selected to participate in a combination of in-person and virtual mentoring sessions over a nine-month period. COMPASS is designed to address the immediate needs of its participants, improve faculty satisfaction, strengthen their sense of belonging, and support long-term career growth and retention, ultimately enhancing the vitality of our mid-career faculty.

Leadership Series Launch

Our office oversees five leadership courses tailored for early and mid-career faculty, each designed around small, cohort-based learning. To further expand access to leadership development, we will launch a quarterly leadership workshop series in early 2025. In collaboration with the Faculty Development Advisory Committee (FDAC), we are carefully selecting topics that will provide the greatest value to our faculty.

Furthering Collaborations to Support Educators

Under the leadership of Dr. Holly Gooding (pediatrics), we are partnering with the Center for Humanizing Innovations in Medical Education (CHIME) on many initiatives to support the Education Transformation. We are updating our website to include new resources for educators, including the CFDE Purposeful Teaching Handbook and guides on Cognitive Apprenticeship and Case Method Teaching. New Faculty Orientation, the annual Learning to Be Better Teachers Conference, and our monthly Professional Development Series now feature speakers from CHIME to prepare faculty for these new educational principles.



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