

Annual Report

2024-2025

EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of Faculty
Academic Affairs and
Professional Development

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and Professional Development

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Message from the Executive Associate Dean

This year brought challenges, forcing many of us to reframe our approach while staying true to our values and mission. Throughout all the ups and downs, you have remained steadfast and continued to provide outstanding patient care, conduct ground-breaking research and educate our learners. It has been our honor to support you—our faculty—in advancing your careers, enhancing professional fulfillment, and celebrating your remarkable accomplishments. In this report, we reflect on the goals and achievements of the past year and share a glimpse of the exciting initiatives ahead. We are deeply grateful for your engagement and the many ways you contribute to Emory and beyond, and we welcome your feedback on how we can best continue to serve you.



Kathy K. Griendling

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



Who We Are



We are proud to serve the faculty of Emory School of Medicine and grateful for the opportunity to contribute to their professional journeys. Our work is guided by collaboration, informed by data, and inspired by the incredible faculty we support every day.

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)
Kevin Bonney, PhD Senior Director, Programs	Katie Davis Cowley Director, Professional Development	Jennifer Fairchild-Pierce, PhD Associate Director, Faculty Affairs	Karlotta Brown, CMP Associate Director, CME/CDE
Sarah McClellan, MPH Assistant Director, Faculty Affairs	Shirley Miller, CMP Assistant Director, CME/CDE	Paul Ficklin-Alred Sr. Coordinator, Faculty Affairs	Tiffney Stringer Sr. Program Coordinator, CME
Harris Sullivan Sr. Program Coordinator, CME	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	Mercede Alexander Project Support Specialist, CME	Nikki Harris Administrative Assistant, CME



Mission

To foster a supportive 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 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 welcoming and supportive culture and climate**
- Creating innovative approaches to **integrate wellness, belonging, and leadership.**

Values

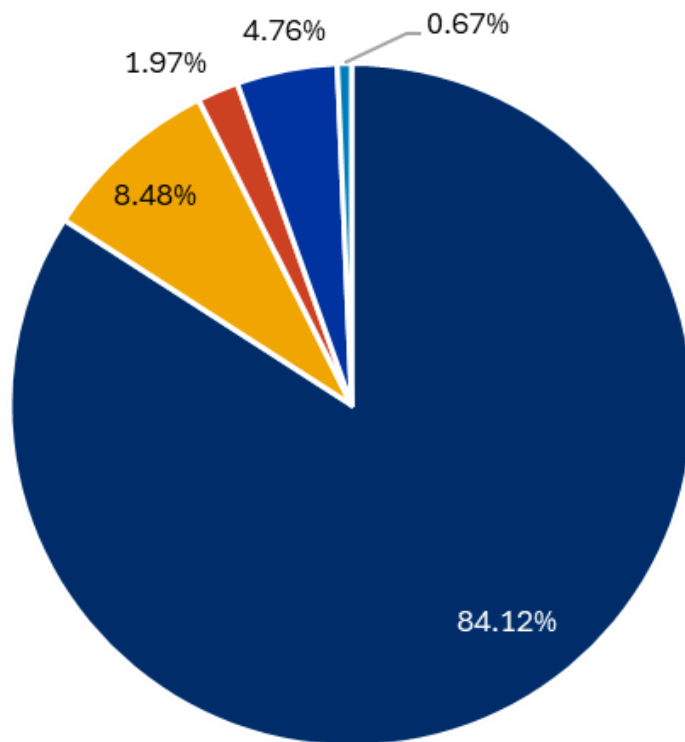
Collaboration, Excellence, Integrity, Belonging, Respect, Well-Being

Engagement

Building Connections Across the School of Medicine and Beyond



During the 2024-2025 academic year, our programs engaged a total of **1,933 individuals**, including faculty members, staff, students, and other affiliates across Emory University, including the School of Nursing and Rollins School of Public Health, and the local community. This diverse cohort resulted in a total of **3,103 interactions**.



1,626
faculty members
engaged

42%
of the faculty
body

■ Faculty ■ Staff ■ Student ■ External ■ Faculty - Other

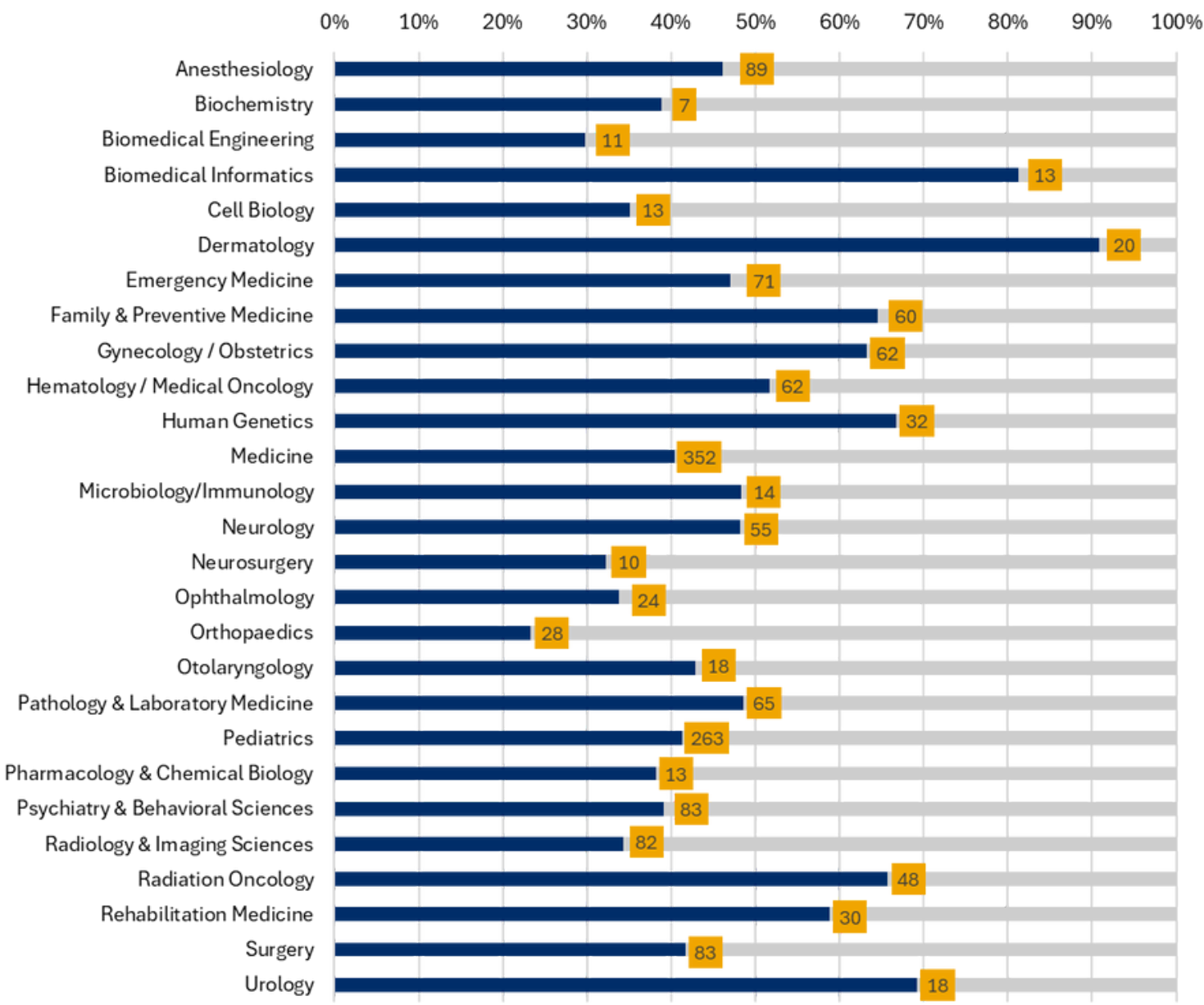


■ Instructor ■ Asst. Professor ■ Assoc. Professor ■ Professor ■ Other Fac.

Other Fac. in this chart captures adjunct, visiting, associate, and sr. associate faculty appointments.

This year, overall **faculty engagement reached 42%**, a 6% decline from the previous year. The chart below illustrates participation in relation to department size, with the number of individual faculty members highlighted in gold.

While eleven departments experienced a decrease in participation, several maintained or grew their engagement, demonstrating strong momentum in those areas. As we look ahead, our priority will be to re-engage and strengthen connections with departments where participation declined to ensure more consistent engagement across the School of Medicine.

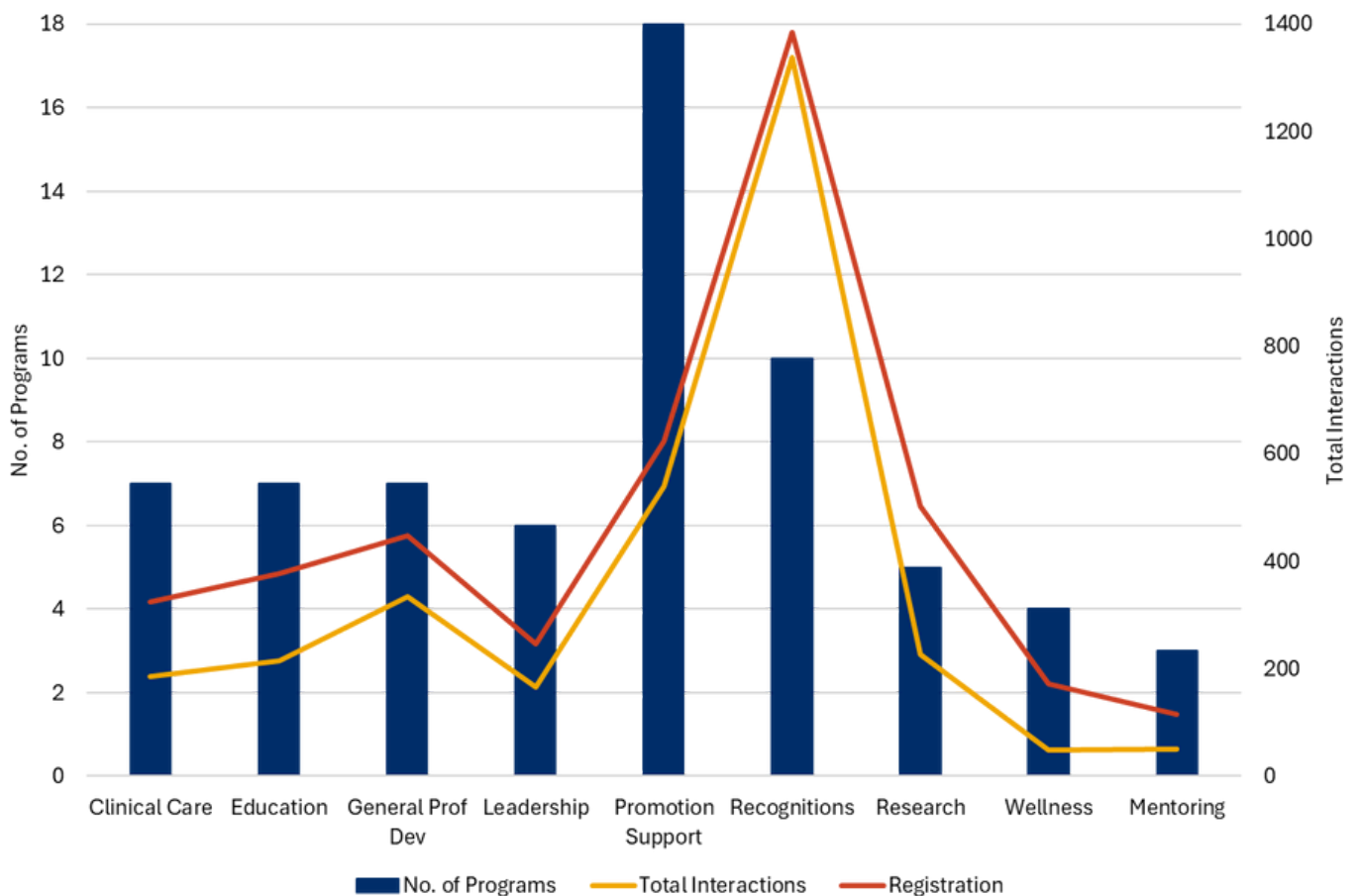


Our team organized a total of **67 courses, workshops, lectures, and seminars**, an increase of five compared to last year.

Of the 67 programs offered, seven are cohort-based and intentionally limited in size. While this design means fewer overall interactions, it creates space for deeper connections, richer dialogue, and sustained engagement among participants.

3,103

interactions across
nine domains



The chart above illustrates total participation, encompassing faculty and staff, and is categorized by various activity types. Despite a decline in the number of individuals engaged and overall interactions, interest remains strong, as evidenced by the registration figures highlighted in red. In the year ahead, we will take a closer look at these discrepancies to better understand barriers to participation and identify opportunities to enhance engagement.

Professional Development

Expanding Impact Through Relaunches and New Initiatives



The Office of Faculty Academic Affairs and Professional Development supports faculty from recruitment to retirement, providing tailored programs that promote growth in education, research, clinical care, and leadership.

Recognizing faculty as the backbone of the School of Medicine, we focus on fostering growth, connection, and purpose at all career stages. This year, we emphasized faculty well-being by integrating wellness into our programming and reimagined our website for easier access to essential tools and resources.

Career Optimization and Mentoring Program for Academic Success and Support (COMPASS)

In September 2024, under the leadership of Dr. Kathy Griendling (medicine), we launched the [Career Optimization and Mentoring Program for Academic Success and Support \(COMPASS\)](#) program. Utilizing a tripartite approach to mid-career mentoring, the inaugural cohort matched **15 mid-career faculty** with senior level mentors to

provide individualized guidance. Additionally, the mentee cohort was divided into three Knowledge Networks, led by a leader from across the School of Medicine, to foster a collaborative environment for peer-to-peer learning. In person kickoff, mid-year, and



graduation sessions brought together the full cohort for group learning around topics tailor specifically to the group's interests. Feedback from both mentees and mentors was incredibly positive, and we are pleased to see growing interest in the program with even more mentee applications and mentor volunteers received this cycle.

Supporting the Education Transformation

We partnered with the Emory [Center for Humanizing Innovations in Medical Education](#) to prepare faculty for the ongoing [transformation of the School of Medicine degree programs](#). This included a Professional Development Series Workshop on the Cognitive Apprenticeship Model of Teaching and Learning and an Education Collaborative Learning Community (CLC) session on the successful pilot of this teaching model in the MD Program. We also partnered with the Center for Faculty Development and Excellence (CFDE) to promote the Purposeful Teaching Handbook and a series of Purposeful Teaching Workshops tailored to School of Medicine faculty.



New Leaders, New Modules

Refreshed in FY25, the [New Leader Onboarding program](#) was designed to ensure that (interim and permanent) department chairs, division directors, and center directors receive all the information necessary to successfully transition into their new leadership role. The program consists of a series of modules covering important administrative areas including education, faculty development, promotion & tenure, faculty policies, human resources, research administration, finance/budgeting, and more. Our team met with module leaders to review content, team members, and meeting duration for each of the 14 modules.

12
new leaders
onboarded



New Clinical Leaders Course

Reintroduced in FY25, the New Clinical Leaders course received consistently positive feedback from its **34 participants**. Designed for faculty physicians and Advanced Practice Providers (APPs) new to leadership roles, the program helps develop the skills and confidence needed to succeed as clinic directors, chiefs, committee chairs, and other clinical leaders. Sessions covered practical topics such as identifying one's leadership style, balancing advocacy with organizational expectations, navigating peer review, managing unprofessional behaviors, supporting wellness and belonging, and understanding how funds flow through the system. Attendees valued how the course addressed real challenges, especially in managing change, leading through crises, and building constructive team cultures, and appreciated that it filled an important gap in their preparation, leaving them feeling more equipped and confident in their leadership roles.

Relaunch of Researcher Survival Skills

In FY25, we relaunched the Researcher Survival Skills series with two workshops. The first focused on the new NIH Biosketch, led by experts from the Office of Research Compliance and Regulatory Affairs (RCRA). The second workshop, a timely and interactive session on “Pivoting Research” featuring a panel discussion on “Planning new research strategies in times of change” with leading researchers across Woodruff Health Sciences as well as a helpful presentation on “Alternative funding mechanisms”, and a review of “New NIH focus areas”. Three more workshops in this series are being planned for FY26, with a session on pilot grants in partnership with the Georgia CTSA scheduled for November 2025.



Faculty Affairs

Supporting Academic Advancement Across the School



Our Faculty Affairs team manages appointments, promotions, clinical distinctions, departmental evaluations, national leadership searches, and distinguished and emerit appointments. We also offer educational and support programs for faculty seeking advancement, facilitate the annual Career Conference and Performance Review process, and coordinate the annual selection and election process for School and University Committees. As a central resource, we provide strategic guidance and support to faculty and department leaders advancing faculty success across the School of Medicine.

Record Number of Senior Promotions and Appointments

Promotions and appointments allow us to recognize and reward the amazing work of our faculty. In academic year 2024-2025, we reviewed **218 promotion applications** and **51 new senior appointments**, a remarkable 33% increase over the previous year. Of these, 106 were full professor proposals and 163 were for associate professors. Consistent with last year, **97% were approved**. We are grateful to the three Faculty Committees on Appointments and Promotions who reviewed these packets and supported the advancement of their fellow faculty.

269

sr. appt. & promo
proposals

106

Professors

163

Associate Professors

97%

success rate

Clinical Distinctions

Now in its fifth year, the Clinical Distinctions (CD) program has once again demonstrated its impact and importance by providing meaningful recognition to clinicians whose work is central to the School's mission. While not a substitute for traditional academic promotion pathways, the CD program highlights and elevates the vital contributions of clinically focused faculty, underscoring their role in advancing patient care and the reputation of the institution. This year, **151 faculty members received distinctions**, an impressive testament to the depth of clinical excellence across the School of Medicine.

Senior, 77

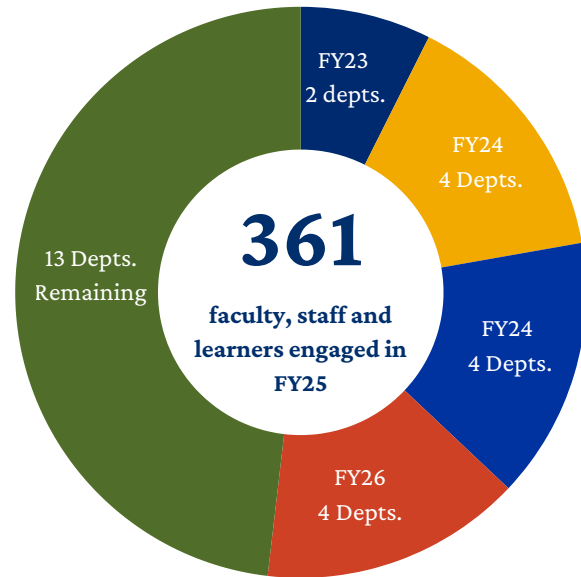
Distinguished, 39

Eminent, 35



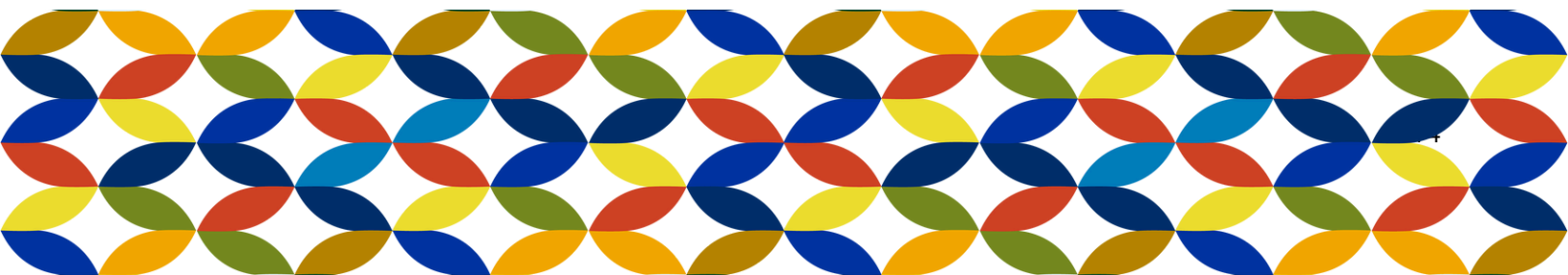
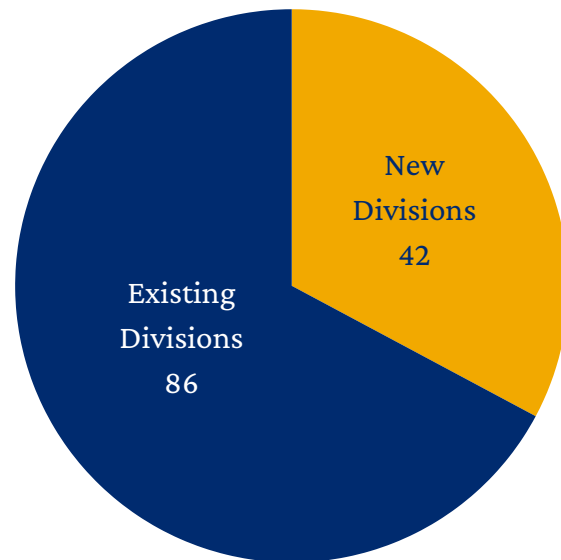
Department Reviews

To date, our office has completed **ten department reviews, four completed in FY25**, and we plan to launch four department reviews in FY26. The reviews have provided valuable and insightful feedback to the Dean and the departments that is used to develop action plans with both short- and long-term plans to effectively support the departments moving forward.



Division Audit

This two-year initiative established clear guidelines for existing divisions and set defined criteria for creating new ones. We now have a more complete and accurate organizational chart as well as a standardized process for division formation that will support our tripartite mission.



Continuing Medical Education

Laying the Groundwork for Long-Term Success



This year marked a pivotal phase for Continuing Medical Education, with focused efforts on reaccreditation, rebuilding infrastructure, and refining processes to support long-term excellence.

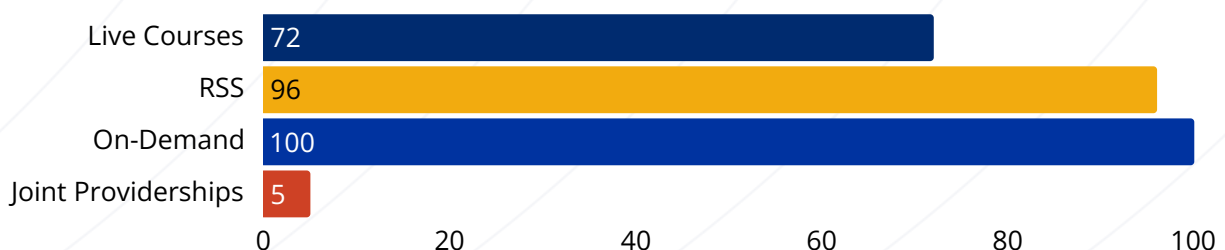
Successful Reaccredited

In FY25, we performed a comprehensive review of our CME program for the Accreditation Council for Continuing Medical Education (ACCME). To demonstrate compliance, we [updated our policies](#) on the content and planning process for CME programs and the standards for integrity and independence in continuing education. We achieved a successful 4-year reaccreditation term in July 2025.

Continuing Process Improvements

We continued to upgrade and simplify our processes, launching a [web-based application for CME and CDE courses](#) and collecting financial disclosures online within our learning management system, [CME Tracker](#). We encourage all faculty to create a profile in CME Tracker to allow seamless tracking of their continuing education credits

In 2024, 273 courses were accredited providing a total of **20,039 hours of instruction for physicians and 6,902 hours of instruction for other members of the interprofessional health care team**. Our [Continuing Dental Education \(CDE\)](#) offerings included three live courses.



Celebrating our Faculty

Appreciating the People Who Shape Our Mission



Celebrating faculty accomplishments enriches the faculty experience and allows us to pause and reflect on their impactful contributions. The Recognitions Committee, currently in its twelfth year, remains dedicated to creating meaningful opportunities to celebrate excellence across clinical care, education, and scholarship.

Annual Appreciation Days

The annual School of Medicine Appreciation Days celebrate faculty contributions across three mission-focused days each year, recognizing excellence in clinical care, teaching, and research. Faculty are nominated for these recognitions by their peers, staff, and learners. In FY25, a total of **653 faculty members** were acknowledged, representing an incredible **37% increase** compared to the previous year.

Celebration of Faculty Eminence Ceremony and Recognitions Week

The 11th annual Celebration of Faculty Eminence Ceremony and Reception was held on October 29, 2024 to celebrate the extraordinary accomplishments of a **record-breaking 539 faculty members** from across the School of Medicine. This annual celebration is the cornerstone of [Recognitions Week](#) – a time to celebrate and recognize faculty for their senior promotions, clinical distinctions, scholarly achievements, teaching excellence, and outstanding service.



2024 School of Medicine Award Winners

Distinguished Service Award

Khaalisha Ajala (medicine)
Hernan Bello Velez (radiology and imaging sciences)
Michael Frankel (neurology)
Anant Mandawat (medicine)
Frank Minja (radiology and imaging sciences)

Mentoring Award

Tracey Henry (medicine)
Trisha Kesar (rehabilitation medicine)
John Oshinski (radiology and imaging sciences)

Innovation for Impact Award

Mohammad Khan (radiation oncology)
Stephen Traynelis (pharmacology and chemical biology)

Lifetime Service and Leadership Award

Wright Caughman (dermatology)
Monica Farley (medicine)

Excellence in Research

Steven Liang (radiology and imaging sciences)
Chrystal Paulos (surgery)
Steven Sloan (human genetics)
Marina Sorrentino Hernandez (medicine)
Hari Trivedi (radiology and imaging sciences)
Xiaofeng Yang (radiation oncology)

Inclusive Excellence Award

Richard Castillo (radiation oncology)
Kimberly Manning (medicine)
Monica Parker (neurology)

Innovation in Clinical Care Award

Brandon Kitay (psychiatry and behavioral sciences)
Hong Li (human genetics)

Scientific Integrity Award

Judith Fridovich-Keil (human genetics)



Emory at Grady Awards

The fifth annual Emory at Grady Awards celebrated the achievements of faculty and staff, honoring **115 individuals across the School of Medicine**. The ceremony featured 10 Emory at Grady-specific awards, including the newly added Excellence in Health Equity Research and Exceptional APP Awards, which expanded the scope of recognition. This celebration embodied the spirit of community on the Emory at Grady campus.

Above and Beyond Award

James Sikora (pathology and laboratory medicine)

Advocacy Award

Maura George (medicine)

Terri McFadden (pediatrics)

Lauren Orenstein (dermatology)

Best Colleague Award

Christopher Ramos (surgery)

Jennifer Wootten (psychiatry and behavioral sciences)

Career Impact Award

Robert Geller (pediatrics)

Community Impact Award

Sarah Koumtouzoua (medicine)

Excellence in Health Equity Research:

Rising Star Award

Tiffany Walker (medicine)

Excellence in Health Equity Research:

Trailblazer Award

Negar Fani (psychiatry and behavioral sciences)

Exceptional APP Award

Alexis Lynch (emergency medicine)

Innovation Award

Jenny Han (medicine)

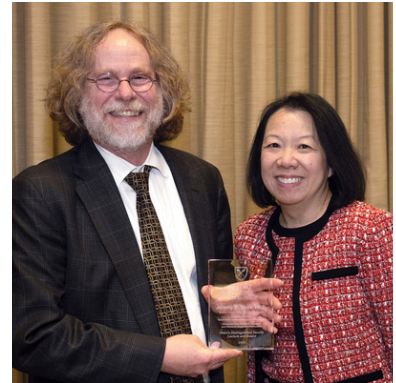
Team-Based Award

Grady Palliative and Support Care Team



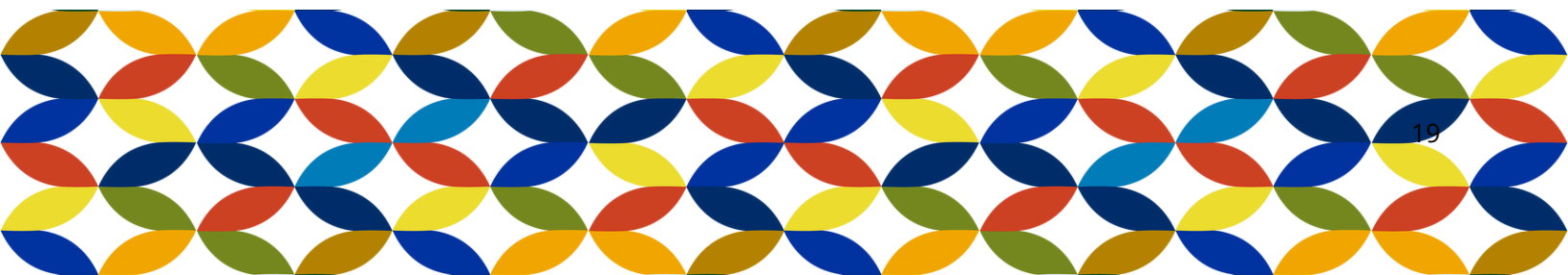
Dean's Distinguished Faculty Lecture and Award

Dr. Jeremy Boss (microbiology and immunology) was the recipient of the 2025 Dean's Distinguished Lecture and Award, one of the highest honors in the School of Medicine. Dr. Boss presented his lecture "Transcriptional and Epigenetic Regulation of Immunity" in April. Previous award winners are pictured with Dr. Boss below.



Dean's Eminent Investigator

We were pleased to honor **Dr. Gari Clifford (biomedical informatics)** as the 2025 Dean's Eminent Investigator. The Dean's Eminent Investigator title celebrates high-impact basic scientists who achieved the rank of full professor with tenure at least five years ago and continue to contribute at exemplary levels. These scholars embody the continuing fulfillment of our highest academic aspirations and are at the core of our drive from excellence to eminence.



Looking Ahead

Building on Momentum with Purposeful Vision



As we close FY25, we celebrate a year of meaningful progress and continued excellence in faculty support programs. With a strong foundation in place, we look ahead to FY26 with renewed energy and purpose. The year ahead brings exciting opportunities to build on our successes and pursue bold initiatives that will further empower our faculty to thrive as leaders in research, education, and service. Major projects in FY26 include:

Enhancing Educator Development and Recognition

We have two initiatives planned to further support our educators. The Educator Distinctions Program is designed to honor exceptional teaching faculty. This initiative aims to recognize educators whose dedication, innovation, and mentorship significantly impact students. By celebrating these accomplishments, the program will reinforce the importance of teaching in academic medicine and will support faculty advancement, ensuring the School of Medicine's long-term success. In the second initiative, we are partnering with CHIME to offer a series of workshops for our educators, starting with the fundamentals of Backwards Design in September, led by Dr. Kevin Bonney (hematology and medical oncology).

Emory at Grady Leadership Program

A new Clinical Leadership Program is planned for 2026, uniting teams from Emory, Grady, and Morehouse to tackle big system challenges and drive meaningful change. Unlike traditional programs, participants will enroll as teams and work with institutional champions to address real-world problems. The program focuses on changing culture, improving care, and supporting the growth of each team member. It is a powerful step towards building a stronger, more connected health system.

Strengthening Program Evaluation and Long-Term Impact

We are working on a new and robust evaluation process for our cohort-based learning programs across three phases: pre-assessment, post-assessment, and long-term follow-up. This approach supports both immediate feedback and sustained tracking of professional growth of School of Medicine faculty who engage in our programs.



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<https://med.emory.edu/about/faculty/faculty-development/index.html>