

Department of Pediatrics, Office of Faculty Development

- Since its inception in 2009, forty-two faculty members have participated in the **Katherine Dodd Faculty Scholars Program**, a two-year focused career development program for faculty on the clinician educator and clinical practice tracks.
- The **Hazinski Society for Junior Faculty Development** has been responsible for thousands of mentorship hours since it was founded in 2011. It is open to all faculty members in the department regardless of academic track, focusing primarily on faculty not yet promoted to the rank of Associate Professor. Monthly meetings provide a framework for peer-mentorship and networking through a forum of facilitated small group discussions. Participants are provided with resources to promote career development on topics such as promotion, work/life balance, leadership development, negotiation skills, academic politics, and others. Each group consists of 8-10 faculty with senior faculty members serving as facilitators. The Society is named in honor of Dr. Tom Hazinski and continues his legacy of encouraging faculty development.
- **Hazinski Society** leaders have presented their workshop, “Habits of Highly Successful Academicians: Making Your Grandmother (and Your Department Chair) Proud” at three national/international conferences and have published two articles describing their work:
 - Fleming G, Simmons J, Xu M, Gesell S, Brown R, Cutrer W, Gigante J, Cooper W. Academic Medicine. 90 (6) June 2015, 819-26
 - Cutrer W, Brown R, Fleming G, Simmons J, Cooper W, Gigante J. Junior Faculty Development Program MedEdPORTAL; 2014
- Since 2011, we have **delivered workshops** with topics related to work/life balance, education, annual reviews, setting SMART goals, time management, and career development. In addition, we have produced podcasts and videos on Setting SMART Goals.
- Our team is available to meet with faculty for **individual coaching** interviews and to present mini-workshops on relevant topics.
- Our office hosts **networking events** for faculty and trainees in groups underrepresented in healthcare.
- Promoting and enhancing the wellness of our faculty is a priority of the Department of Pediatrics. The [Faculty Wellness Committee](#) was developed to propose and advance wellness initiatives within the Department of Pediatrics and work with others throughout VUMC to promote a culture of wellness.