

Department of Pediatrics, Office of Faculty Development

- Since its inception in 2009, forty-eight 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**, named in honor of Dr. Tom Hazinski and continuing his legacy of encouraging 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 small group discussions facilitated by senior faculty.
- Since 2011, our team has **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** and to present workshops on relevant topics.
- The Office of Faculty Development mentors newly hired faculty members who are starting their careers in the Department of Pediatrics by helping them develop a **first 100-Day Plan** and provides resources and guidance to senior faculty members who are considering **transitioning to retirement**.
- The Department of Pediatrics **Health Equity and Inclusive Excellence Advisory Committee** was established to identify and recommend specific actionable opportunities and potential resource needs required for sustainable change and measurable impact in both diversity and inclusion for faculty and trainees and health equity for the patients and communities that we serve. The committee convenes monthly and is composed of one or more representatives from each division. In 2024, the Department of Pediatrics established a \$1M endowment for child health equity to support professional development, equity projects, and other relevant areas in the Department's equity mission.
- 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.
- In 2024, The Department of Pediatrics launched the **Kathryn M. Edwards Society**, named in honor of Dr. Kathryn Edwards for her dedication to guiding the next generation of child health investigators. The society, funded by philanthropy, was created to support the development of early-career child health investigators through mentorship, shared scholarship, and collaboration.