The Office of Faculty Development was established in 2009 with the following mission: To facilitate development of Department of Pediatrics faculty to be national and international leaders in scholarship, clinical care, and teaching. To accomplish this mission, we support our faculty through recruitment, onboarding, structured mentoring and educational programs, assessment, faculty diversity and inclusion and scholarship.

Since its inception in 2009, thirty-six faculty members have participated in the Katherine Dodd Scholar Program. The Dodd Program is a two-year focused career development scholars 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 in the Department of Pediatrics since it was founded in 2011. Its mission is to enhance career development skills and is open to all faculty members in the department regardless of academic track (with a focus primarily on members not yet promoted to the rank of Associate Professor). Monthly meetings provide a framework for peer-mentorship and networking within the department through a forum of facilitated small group discussions. Concomitantly, participants are provided with resources to promote career development through discussions and reading materials 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. Meetings occur monthly and generally last 60 minutes. The Society is named in honor of Dr. Tom Hazinski and continues his legacy of encouraging faculty development.

Hazinski Society Leaders presented their workshop “Habits of highly successful academicians: Making Your Grandmother (and Your Department Chair) Proud” at three national/international conferences. They have published two articles describing their work:


Since 2011, we have presented nineteen 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 in group meetings to present mini-workshops on relevant topics.

Our office hosts networking events for residents, fellows and faculty 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. The link to their website is https://pediatrics.vumc.org/faculty-wellness