

# Helpful Websites

## Faculty Wellness

[Pediatrics.vumc.org/faculty-wellness](https://pediatrics.vumc.org/faculty-wellness)

## Hazinski Society for Junior Faculty Development

[Pediatrics.mc.vanderbilt.edu/hazinski](https://pediatrics.mc.vanderbilt.edu/hazinski)

## Katherine Dodd Faculty Scholars Program

[Pediatrics.vumc.org/katherine-dodd-faculty-scholars-program](https://pediatrics.vumc.org/katherine-dodd-faculty-scholars-program)

## Office for Diversity Affairs

[VUMC.org/diversity/diversity-vanderbilt-university-school-medicine](https://VUMC.org/diversity/diversity-vanderbilt-university-school-medicine)

## Office of Faculty Development

[Pediatrics.vumc.org/office-faculty-development](https://pediatrics.vumc.org/office-faculty-development)

## Office for Inclusion and Health Equity

[ChildrensHospitalVanderbilt.org/information/inclusion-and-health-equity](https://ChildrensHospitalVanderbilt.org/information/inclusion-and-health-equity)

Vanderbilt University  
School of Medicine

## Department of Pediatrics Office of Faculty Development

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## Department of Pediatrics

### Office of Faculty Development

The Office of Faculty Development facilitates the 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.

#### FACULTY SUPPORT

##### Faculty Recruitment

- Resources for faculty recruits
- Sharing recruitment practices among department leaders
- Faculty interviews

##### Onboarding for New Faculty

- Coaching interviews in the first two weeks of a faculty member's appointment
- "First 100 Days Plan"

##### Educational Programs

- Workshop series on career development
- Podcasts, videos, small group sessions and clinics
- Workshops at national meetings

##### Faculty Appointments and Promotions

- Assembly of promotion packets
- Faculty Appointments and Promotions Committee

##### Faculty Diversity and Inclusion

- Recruitment and retention
- Needs assessments
- Career development/coaching
- Interface with Office for Inclusion and Health
- Equity

##### Assessment

- Annual reviews
- Physician Scientist Mentoring Committees
- Review by the Promotions Committee
- Coaching

##### Scholarship

- Program evaluation
- Curriculum development and dissemination

#### MENTORING PROGRAMS

The **Katherine Dodd Faculty Scholars Program** is a two-year focused career development scholars program for clinician educators. Since its inception in 2009, 36 faculty members have participated in the Dodd Scholar Program.

The **Hazinski Society for Junior Faculty** Development was established in 2011. Composed of 8-10 faculty with senior faculty members serving as facilitators, each mentoring group meets monthly to provide a framework for peer-mentorship and networking within the department. The Hazinski Society's mission is to enhance career development skills for members of the Department of Pediatrics. Faculty members learn skills and receive guidance in accessing resources for successful careers in academic medicine. The Hazinski 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 also published two articles describing their work.

#### EDUCATION

We regularly present workshops on topics related to work/life balance, education, annual reviews, setting SMART goals, time management and career development. We also have produced Setting SMART Goals podcasts and videos.

Our team is available to meet with faculty for individual coaching interviews and in group meetings to present mini-workshops on relevant topics.

#### DIVERSITY

The Department of Pediatrics is committed to fostering an inclusive environment where individuals from diverse backgrounds are able to thrive. The Office of Faculty Development plays a key role in faculty recruitment and leadership searches, onboarding, leadership development, and coordinating networking and mentoring opportunities. The Office of Faculty Development interfaces with the Office of Inclusion and Health Equity and the Vanderbilt University Medical Center Office for Diversity Affairs.

#### FACULTY WELLNESS

Promoting and enhancing the wellness of our faculty is a priority of the Department of Pediatrics. The Faculty Wellness Committee was developed to create and advance wellness initiatives within the Department of Pediatrics and work with others throughout VUMC to promote a culture of wellness.