

## Office of Academic Development and Enrichment

Since 2011, the Office of Academic Development and Enrichment (OADE) has focused on career development for junior faculty at the Icahn School of Medicine at Mount Sinai (ISMMS). OADE has aimed to ease the process of faculty on-boarding, increase access to mentoring resources, provide forums and workshops that address faculty needs, as well as opportunities for cross-departmental collaboration among faculty.

OADE, previously known as the Office of Academic Enhancement and Mentoring, was started for the purpose of addressing mentoring needs for ISMMS faculty at the Instructor and Assistant Professor levels. Mentoring is vital to career success, navigating the specifics of the promotion process, developing skills, as well as helping faculty members manage the optimal work-life balance. In addition to providing materials and hosting events, OADE coordinates with department mentoring leaders and division mentoring champions to help coordinate outreach, connect faculty to resources, and assess program success.

Activities conducted by OADE include:

- **Coffee Talk.** A bi-monthly, informal event where new faculty of all ranks are invited for coffee with Dean Lakshmi Devi and Associate Dean Elizabeth Howell. Faculty are encouraged to attend these talks to get answers to any questions they may have about Mount Sinai Health System.
- **Faculty Resources Fair.** An annual event that gives faculty an opportunity to interface with administrative offices, educational resources, Centers of Research Excellence (COREs), and other services at Mount Sinai Health System.
- **Faculty Development Symposium.** Features an address on a subject related to career development with breakout sessions for basic science and clinical science faculty.
- **Faculty First.** A quarterly lunch with ISMMS Dean Dennis Charney which gives junior faculty an opportunity to meet Dean Charney as well as their peers from other departments or sites.
- **The Dean's Innovative-Collaborations Prize.** A prize targeted exclusively toward junior faculty engaged in cross-department collaborations.
- **Courses and Workshops.** A variety of venues and subjects, including lunches with an NIH Program Officer, team management courses, workshops on grant-writing, and more.

Metrics that OADE is focused on achieving include: overall satisfaction, promotion success rate, amount of time to find a mentor within Mount Sinai Health System, and satisfaction with mentoring programs.