

Career Opportunity and Support Team Goals

Priority Areas

1. Create leadership and career advancement programs to encourage retention, promotion and advancement of our faculty.
2. Enhance search committee guidelines to promote fair hiring practices
3. Create system-wide dashboard that includes recruitment and promotion metrics
4. 4. Increase mutual respect and fair treatment through programs that teach participants how to manage microaggressions and difficult conversations, show respect and fairness in all venues share interpersonal communication strategies to promote collaboration and mutual respect

Mentorship, Leadership, and Sponsorship

- Provide mentorship, coaching, and professional development support to faculty, across ranks, looking to advance their careers and foster their leadership skills
- Co-host small group dialogues focused on mentorship and thriving in academic medicine
- Host virtual networking seminars including opportunities to learn from leaders and alumni
- Foster dialogue on emerging topics through a journal club and speaker series
- Highlight accomplished senior faculty through Just Desserts, for staff, trainees, and faculty to connect, learn, gain mentorship, and ask questions
- Host special events including events to bring our community together, including field trips to cultural exhibits

Opportunities and Support for Caregivers and People Starting Families

- Implement new initiatives, and increase awareness of existing policies and programs that support parents and caregivers in the Mount Sinai community
- Develop and host a website that centralizes all the rich resources Mount Sinai offers
- Host special events honoring parents and caregivers across the system
- Offer career development and support programs, including the Distinguished Scholars Award, that address challenges related to caregiving.
- Support nursing faculty, staff, and students.



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