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**Celebrating a Decade of Growth: UVA’s Junior Faculty Development Program Will Mark 10 Years of Impact**​

The UVA School of Medicine’s Junior Faculty Development Program (JFDP) is anticipating its 10th cohort and celebrating a decade of empowering early-career faculty to thrive as academic physicians, educators, and researchers. Since its inception, the JFDP has become a cornerstone of faculty development, fostering mentorship, collaboration, and scholarly achievement.

### Building a Strong Foundation

Launched in 2016, the JFDP is a cohort-based, year-long program designed to empower junior faculty to thrive in academic medicine. In bi-monthly interactive sessions, participants build skills and connect with resources essential to advancing their work and careers. Each participant has also undertaken a mentored scholarly project aligned with their career goals and with guidance from senior faculty mentors.​

“The structured guidance, mentorship, and networking opportunities have not only enhanced my clinical skills but have also played a pivotal role in navigating the complex landscape of academia,” said Dr. Alyssa Mixon, Assistant Professor of Physical Medicine and Rehabilitation. “Learning from seasoned professionals helped pave the way for me to achieve my own professional and leadership goals.”

Participants who have completed the program have also commented:

“JFDP has given me increased awareness of opportunities throughout the institution as well as some insight into navigating a career in academic medicine.”

“This is an essential course for new faculty. The knowledge imparted in just a few months would likely take years to acquire by oneself.”

“The program helped broaden my contacts and think more holistically about projects. I loved every session, and have a better handle on research and group work now.”

“I enjoyed meeting peers across other disciplines and discussing issues relevant to our careers.”

### A Decade of Impact

Over the past nine years, the JFDP has supported more than 100 faculty members across most School of Medicine departments, fostering interdisciplinary collaboration and mentorship. The program has been instrumental in increasing faculty satisfaction, engagement, and retention.

Dr. Thomas Hartka, Associate Professor of Emergency Medicine, credits the program with advancing his research career. “The JFDP not only provided valuable information but also helped me build connections throughout the School of Medicine, which proved essential for advancing my research career,” he said. “This network paved the way for my successful application to the iTHRIV Scholars Program and subsequent NIH funding.” ​

### Looking Forward

As the JFDP enters its tenth year, the program continues to evolve, incorporating feedback and adapting to the changing needs of faculty. Applications for the 2025-2026 cohort are now open, with sessions scheduled Wednesdays, twice each month, from October 8, 2025 – May 13, 2026 from 8:00am-10:00am. Interested faculty are encouraged to [apply](https://virginia.az1.qualtrics.com/jfe/form/SV_ePdYfTjFcIiA85w) by May 10, 2024. The deadline by which to apply is Friday, May 23, 2025. Applicants will be notified of their acceptance by no later than Friday, May 30, 2025.

For more information about the Junior Faculty Development Program, visit the [JFDP website](https://med.virginia.edu/faculty-affairs/development/jfdp/).

**Questions about the program?**

Contact Monique Dufour, PhD, Director of Faculty Development