

SAMPLE IDP for Clinical Educator Tracks

RWJMS Faculty Individual Development Plan

DATE:

MENTEE NAME

MENTOR(S) NAME(S):

TIME ALLOCATION AS ESTIMATED BY MENTEE:

- 20% Education
- % Research
- 80% Clinical Care
- % Administration/Service

How (if at all) would you like to change this commitment distribution?

I would like to have time to participate in research

CURRENT RESPONSIBILITIES AT RWJMS:

Currently I am a rheumatologist on the clinical educator track.
I see patients in clinic, do consults and teach fellows, residents and students in the course of my work.

ACADEMIC TRACK:

Do you understand your current academic track and the requirements for advancement in this track?

- Yes
- No

Explain:

I am unclear on how to progress to become an associate professor. I really do not know how I can develop a national reputation so that I can get "arms-length letters." My division is very small and there is little time for me to publish. I am concerned because I have not published since I completed my fellowship and have really just devoted my time to teaching.

LONG-TERM CAREER GOALS

List three long-term goals, learning objectives, and activities to be completed over the next 3-5 years. Briefly discuss how these long-term goals integrate with your overall career goals. Provide checkpoints, end dates, and a status update or progress toward each goal.

GOAL 1: ADVANCE TO ASSOCIATE PROFESSOR IN THE CLINICAL EDUCATOR TRACK
Learning Objectives and Activities To understand what is required for promotion. Attend provost meetings; counseling with senior associate dean for academic affairs. Develop my roadmap by specifying annual short term goals
Resource/Support Needed None specific
Expected (or achieved) Outcome Refinement of my strategy to become promoted—identify what areas can be my areas for excellence
Mentorship Committee Comments

GOAL 2: INCREASE TEACHING ROLE OUTSIDE OF THE OPERATING ROOM FOR MEDICAL STUDENTS AND RESIDENTS
Learning Objectives and Activities 1. Identify a teaching niche 2. Develop learning activities for key concepts in rheumatology
Resource/Support Needed 1. Participate in the core teaching course from the Office of Academic Affairs
Expected (or achieved) Outcome Selection as a teacher for core lectures and seminars in the residency and medical education program
Mentorship Committee Comments

GOAL 3: BECOME AN EXPERT IN SIMULATION ACTIVITIES FOR RHEUMATOLOGY
Learning Objectives and Activities 1. Learn simulation modalities specific to rheumatology-become certified in a course run by my professional society. 2. Teach in medical school and residency program
Resource/Support Needed Funds for Professional development extramural course Release time to participate in educational activities
Expected (or achieved) Outcome Recognition among the core simulation faculty
Mentorship Committee Comments

Short Term Career Goals:

List three short-term goals, learning objectives, and activities to be completed over the next 6-12 months. Briefly discuss how these short-term goals integrate with your long-term career goals. Provide checkpoints, end dates, and a status update or progress toward each goal.

GOAL 1: INCREASE MY ROLE WITH MEDICAL STUDENTS
<p>Learning Objectives and Activities</p> <ol style="list-style-type: none"> To mentor at least one medical student who is interested in pursuing rheumatology Give one lecture to the rheumatology interest group
<p>Resource/Support Needed</p> <p>May need coverage or specific scheduling to deliver the lecture to the rheumatology interest group</p>
<p>Expected (or achieved) Outcome</p> <ol style="list-style-type: none"> Recognition as a faculty member interested in mentoring students Engagement of medical students to select me as their independent project mentor
<p>Mentorship Committee Comments</p>

GOAL 2: SERVE ON A STANDING COMMITTEE OF THE MEDICAL SCHOOL
<p>Learning Objectives and Activities</p> <ol style="list-style-type: none"> Explore governance of the medical school and standing committees by reviewing the bylaws Engage the chairs of committees of interest to me for service To be nominated or self nominate for a standing committee
<p>Resource/Support Needed</p> <p>Nothing beyond networking with other faculty</p>
<p>Expected (or achieved) Outcome</p> <p>Election to or appointment to a standing committee of the school</p>
<p>Mentorship Committee Comments</p>

GOAL 3: MENTOR RESIDENTS
<p>Learning Objectives and Activities Engage one resident to co-write a case study for publication</p>
<p>Resource/Support Needed Travel Funds for poster or oral presentation Review of case report draft by mentor</p>
<p>Expected (or achieved) Outcome Publication with resident author</p>
<p>Mentorship Committee Comments</p>

PRIORITIZING ACTIVITIES

List how you plan to balance each of the goals listed above throughout the year. Provide a strategy for prioritization for clinical, research, teaching, service, and career development activities. When developing this strategy, consider the percent effort you anticipate spending on each of these activities. You are also encouraged to think about your goals outside of the workplace (though you might not wish to enumerate them) and how achieving those personal goals would affect your prioritization strategy.

<p>Strategy for Prioritization of Goals For this first year, it is extremely important to me that I become known not only within my department but among the faculty. I will prioritize attending meetings/faculty development workshops and other venues for networking. I will engage the deans for student affairs to let them know of my availability to mentor students on career choice. I hope to have at least .1 FTE to accomplish these goals: teaching improvement, mentoring and service on a standing committee</p>
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