

SAMPLE IDP for Professional Practice Tracks

RWJMS Faculty Individual Development

DATE:

MENTEE NAME

MENTOR(S) NAME(S):

TIME ALLOCATION AS ESTIMATED BY MENTEE:

- % Education
- % Research
- 100 % Clinical Care
- % Administration/Service

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

I would least some time to be able to mentor residents and participate on committees. At the present time I work over 95% clinical

CURRENT RESPONSIBILITIES AT RWJMS:

Currently I am an attending anesthesiologist. I teach while doing cases in the operating room.

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 believe that I have strong clinical skills but am unclear on how to be recognized in the *teaching mission* when I do not have any time dedicated to education. The guidelines also state that for the Professional Practice track, measure of my productivity and reputation among colleagues are important elements to consider. I am unclear on how to meet a *service ( university service) component* with my current clinical responsibilities and I am not sure that keeping involved with my professional society will help

**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.

<b>GOAL 1: ADVANCE TO ASSOCIATE PROFESSOR IN THE PROFESSIONAL PRACTICE TRACK</b>
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

<b>GOAL 2: INCREASE TEACHING ROLE OUTSIDE OF THE OPERATING ROOM FOR MEDICAL STUDENTS AND RESIDENTS</b>
Learning Objectives and Activities 1. Identify a teaching niche 2. Develop learning activities for key concepts in anesthesiology
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

<b>GOAL 3: BECOME AN EXPERT IN SIMULATION ACTIVITIES FOR ANESTHESIA</b>
Learning Objectives and Activities 1. Learn simulation modalities specific to anesthesia-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.

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

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

<b>GOAL 3: MENTOR RESIDENTS</b>
Learning Objectives and Activities Engage one resident to co-write a case study for publication
Resource/Support Needed Travel Funds for poster or oral presentation Review of case report draft by mentor

Expected (or achieved) Outcome Publication with resident author
Mentorship Committee Comments

**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.

**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