

EXAMPLE of Individual Development Plan

Junior Faculty Name:

Date:

Department of Medicine Individual Development Plan

Primary Scientific Mentor Name:

Advisor Name:

Time Allocation as Estimated by Junior Faculty Member:

___ % Research

___ % Patient Care

___ % Teaching

___ % Administration/Other Services

Future Professional Goals

Short Term Goals

List your professional goals for the coming year. Be as specific as possible, and indicate how you will assess if the goal was accomplished (expected outcome).

1. **Publications:** Abstracts and manuscripts.

Expected outcome:

2. **Grant Submissions** (NIH, foundations, others):

Expected outcome:

3. **Non-funded Research** (pilot studies, other MSSM):

Expected outcome:

4. **Presentations in Scientific Meetings:**

Expected outcome:

5. **Lectures** (MSSM and other):

Expected outcome:

6. **Mentoring** (number of mentees and level):

Expected outcome:

7. **National Organizations** (Committee participation, study sections, others):

Expected outcome:

8. **Teaching** (graduate school, medical school, MPH, other):

Expected outcome:

9. **Clinical:**

Expected outcome:

10. **Other:**

Expected outcome:

Long Term Goals

List your professional goals for the next 3-5 years. Again, be specific, and indicate how you will assess if the goal was accomplished.

1. **Goal 1:**

Expected outcome:

2. **Goal 2:**

Expected outcome:

3. **Goal 3:**

Expected outcome:

Mentee Signature:

Primary Scientific Mentor Signature:

