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: