

Office of Diversity Mentoring
FACULTY INDIVIDUAL DEVELOPMENT PLAN

*** This document is intended to assist with faculty development and should not be used as a binding contract that is used to determine the eligibility for promotion or compensation ***

Date:		Department:	
Mentee Name:		Primary Mentor Name:	
Co-Mentor Name:		Co-Mentor:	
Academic Rank:		Years in Current Academic Rank:	
<input type="checkbox"/> Clinician Educator	<input type="checkbox"/> Clinician Researcher	<input type="checkbox"/> Physician Scientist	<input type="checkbox"/> Basic Scientist

A. Please List your primary professional goals		
Short Term Career Goals (6 months to 2 years):		
1.		
2.		
3.		
Five Year Career Goals		
1.		
2.		
3.		
Ten Year Career Goals		
1.		
2.		
3.		
Are your goals in line with your institution/department/division? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not sure		
Areas of Expertise (Are your areas of expertise in line with your career goals?)		
1.		
2.		
3.		
4.		
List skills that you need to develop during the next 1-3 years		
1.		
2.		
3.		
4.		
Immediate Goals:	Obstacles/Challenges	Action Plan
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.

B. List your professional responsibilities. (Include major research, teaching, administration, committee, and clinical duties that you expect to have within the next year.)
Institutional:
1.
2.
3.
4.

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Non-Institutional:
1.
2.
3.
4.

C. List Your Leadership Roles	
Institutional:	Non-Institutional
1.	1.
2.	2.
3.	3.

D. Current Time Allocation As Estimated by Faculty:			
% Teaching	% Research	% Patient Care	% Administration
Is this time distribution in line with your career goals? <input type="checkbox"/> Yes <input type="checkbox"/> No			
If not, what is the optimal distribution of time?			
% Teaching	% Research	% Patient Care	% Administration
What changes need to take place in order to redistribute your time?			

E. Research Activities and Scholarship Goals
I. Active Research Program
Project 1:
Goal:
Timeline:
Expected Outcome:
Funding:
Role:
Collaborators:
<i>Abstracts (past two years; be specific about your role (i.e. 1st author) and venue in which the abstract was/will be presented):</i>
1.
2.
3.
<i>Publications (past two years, please provide manuscript title, authorship placement, and journals in which you plan to submit articles):</i>
1. Title:
Journal:
Authorship:
2. Title:
Journal:
Authorship:
3. Title:
Journal:
Authorship:

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Perceived Obstacles/Challenges	Action Plan
1.	1.
2.	2.
3.	3.

Project 2:	
Goal:	
Timeline:	
Expected Outcome:	
Funding:	
Role:	
Collaborators:	
<i>Abstracts (past two years; be specific about your role (i.e. 1st author) and venue in which the abstract was/will be presented):</i>	
1.	
2.	
3.	
<i>Publications (past two years, please provide manuscript title, authorship placement, and journals in which you plan to submit articles):</i>	
1. Title:	
Journal:	
Authorship:	
2. Title:	
Journal:	
Authorship:	
3. Title:	
Journal:	
Authorship:	
Perceived Obstacles/Challenges	Action Plan
1.	1.
2.	2.
3.	3.

Project 3:	
Goal:	
Timeline:	
Expected Outcome:	
Funding:	
Role:	
Collaborators:	
<i>Abstracts (past two years; be specific about your role (i.e. 1st author) and venue in which the abstract was/will be presented):</i>	
1.	
2.	
3.	

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<i>Publications (past two years, please provide manuscript title, authorship placement, and journals in which you plan to submit articles):</i>	
1. Title:	
Journal:	
Authorship:	
2. Title:	
Journal:	
Authorship:	
3. Title:	
Journal:	
Authorship:	
Perceived Obstacles/Challenges	Action Plan
1.	1.
2.	2.
3.	3.

II. Projects in Development (Next 2-5 years)	
Project Titles and Collaborators	
1.	
2.	
3.	
4.	
Grants in Preparation and Timeline	
1.	
2.	
3.	
4.	
Obstacles/Challenges	Action Plan
1.	1.
2.	2.
3.	3.
4.	4.

F. Clinical Care		
Goals:	Obstacles/Challenges:	Action Plan:
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.

G. Teaching Activities and Goals		
Goals:	Obstacles/Challenges:	Action Plan:
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.

H. Personal Development (Things to Consider)
1. Networking Opportunities
2. Work/Life Balance (Discuss as needed)
3. Additional Mentors

I. Other Service Activities		
Goals:	Obstacles/Challenges:	Action Plan:
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.

J. Department/Division Faculty Expectations Discussed with Faculty
1.
2.
3.
4.
5.
6.
7.

Mentor and Mentee °)

Mentor: _____

Mentee: _____

Department Chair: _____

Division Director: _____