

Career Development Plan

Resources Needed

- Career Development/Promotion Process Matrix

Career Development Goals – focused on developing expertise in a defined area of scholarship that is nationally recognized

Career Development Goals	Career Development Objectives (measurable) vision for professional future and critical next steps	Timeframe for completion (over 5 year period)

Self-assessment of strengths and weakness - in clinical, teaching, or research area

Consider specific research, clinical or administrative skills central to all faculty on the research/clinical/instructional track.

Strengths	Weakness

Developmental Opportunities

Based on self- assessment, list the specific administrative/leadership development areas and opportunities. Refer to the Career Development/Promotion Matrix

Skill to be Developed	Intervention (Classroom training, leader panel workshop, mentoring, projects)	Developmental Network (Mentor/Co-mentor), project-based mentor, team mentoring)	Timeframe for completion
Grant Writing			
Running a Lab			
Managing Conflict			
Managing a Budget			
Clinical & Translational Health Services			
Managing People			
Improving Teaching Skills			
Leadership competencies (change management, conflict resolution, hospital finance, etc.)			

Mentors

Mentors	Project-based mentors – mentors with skills, expertise, and interest required for a specific project	Team mentors (a multidisciplinary group of mentors each with a specific role that is complementary to the lead mentor)	Collaborative peer mentors (regularly scheduled time often facilitated and combined with curriculum)

Plans and Activities – in addition to non-clinical skill development listed above

Area of Focus	Activities	Specific Plan
Clinical		
Teaching		
Scholarship/Research		
Scholarship/Research Proposal		

Evaluation – procedures by which progress will be evaluated regularly

Process for updating the plan