

Individual Development Plan:

PI Name: XXXXX, Assistant Professor

Mentor Name: XXXXX, Professor

Long-term (3-8 years) career and professional goals:

My goal is to become a leading expert in the field of chromosomal disorders. I seek to design and lead clinical studies that combine my experience as a clinician with innovative research methods that address relevant scientific questions and hypotheses, and enable generation of preliminary data for larger studies and funding geared towards improving the outcomes of these children. In addition, I seek to effectively communicate scientific ideas and discoveries to the public (both scientific and non-specialist) through data driven studies such that new knowledge and discoveries can be applied to real world scenarios, leading to changes in practices, programs and policies for the benefit of children.

Research goals:

1. Participate in regional/national grantsmanship course.
2. Successfully develop and submit meritorious grant.
3. Develop advanced skills in designing, conducting and analyzing data to improve my clinical research skills.
4. Increase in scientific writing: 3 publications (2 manuscripts, 1 review article)

Professional goals for the next year:

1. Attend 2 professional conferences and collaborate with established clinical scientists in my field.

Teaching goals:

1. Teach summer undergraduate student foundational research skills including developing relevant questions, formulation of testable hypothesis and conduct of clinical research in endocrinology. Train student to collect data for research.
2. Provide background information on XXX syndrome to research assistants and provide presentation on data collection.

Clinical goals:

1. Standardize note template to improve guideline concordant care of children with XX seen in the Delaware valley.
2. Meet requirements for promotion to associate professor.

Leadership goals:

1. Apply effective time management and delegation skills.
2. Establish an advisory board.
3. Attend one leadership and communication course.

Main goals for last year:

1. Increase teaching/advocacy – accomplished.
2. Present current research at national conference- accomplished
3. Increase scientific writing- ongoing, participated in 2 manuscripts; submitted grant application but was not successful. This remains a priority.
4. Enroll participants for ongoing clinical trials- accomplished, continuing to recruit and retain participants.

By your best estimate, how did you allocate your time during the past year?

% of time spent on teaching, training or mentoring others - 10%

% of time spent on research and/or creative work- 25%

% of time spent on patient care- 60%

% of time spent on administration and other duties- 5%

Total % of time: 100

How, if at all, will you change this time distribution in the coming year?

More time will be spent on research/creative work and teaching/mentoring.

Top three goals to prioritize for the coming year :

1. Write meritorious grant application (target agencies- NIH, INBRE,CTR)
2. Increase scientific writing- Submit 3 papers to reputable journals in my field to share knowledge about results from current studies.
3. Establish advisory board (for mentorship and collaboration).