

Individual Development Plan (IDP)

Please complete the questions below for your Individual Development Plan (IDP).

Thank you!

Response was added on 10/22/2013 4:37pm.

PURPOSE OF THE IDP:

The Individualized Development Plan is a tool you will use in association with your mentor to help you reach short and long-term goals for your career and personal development. As you prepare to complete this form, please review the goals you set forth in last year's IDP.

Assessing your success in reaching those goals and developing/refining your goals for the next academic year is crucial to your career development.

Please note: The contents of this document may be shared with your division director at yours or his request. However, any discussions privately held with your mentor or the Vice-Chair for Faculty Development will be held in the strictest of confidence.

Division

- ☐ Cardiology
- ☐ Endocrinology
- ☐ General Internal Medicine
- ☐ Infectious Disease
- ☐ Pulmonary
- ☐ Emergency
- ☐ Gastroenterology
- ☐ Hematology-Oncology
- ☐ Nephrology
- ☒ Rheumatology
- ☐ Other Institution and Department

First Name

Last Name

Degree(s)

- ☐ MD
- ☒ PhD
- ☐ MS
- ☐ MSCR
- ☐ RN
- ☐ JD
- ☐ DO
- ☐ MBBS

Current Rank

- ☐ Instructor
- ☒ Assistant Professor
- ☐ Associate Professor

Years at Current Rank

- ☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☒ 9
☐ 10

Academic Track

- ☐ Clinician Educator
☐ Academic Clinician (Clinician Investigator)
☒ Academic Investigator (Basic Investigator)
☐ Modified Track

Would you like to review examples of IDPs?

- ☒ Yes
☐ No

IDP - Clinician Educator

[Attachment: "Clinician.Educator IDP.pdf"]

IDP- Academic Clinician (Clinician Investigator)

[Attachment: "Academic Clinician IDP.PDF"]

IDP - Academic Investigator (Basic Investigator)

[Attachment: "Academic Investigator IDP.pdf"]

Do you have a current mentoring team in place?

- ☐ Yes
☐ No

How many mentors do you have?

- ☐ 1
☒ 2
☐ 3
☐ 4

Primary Mentor

- ☐ Arthur, John
- ☐ Bell, P. Darwin
- ☐ Bowlby, Deborah
- ☐ Brescia, Frank
- ☐ Bryzinski, Jay
- ☐ Cantey, Robert
- ☐ Carr, Christine
- ☐ Chairimida, Salvatore
- ☐ DeHart, Kenneth
- ☐ Drabkin, Harry
- ☐ Egede, Leonard
- ☐ Fernandes, Jyotica
- ☐ Gemmill, Robert
- ☐ Gilkeson, Gary
- ☐ Gold, Michael
- ☐ Greenberg, Charles
- ☐ Hermayer, Kathie
- ☒ Hoffman, Stanley
- ☐ Hutchison, Florence
- ☐ Jauch, Edward
- ☐ John Sorrell
- ☐ Kowalenko, Terry
- ☐ Kraft, Andrew
- ☐ Kryko, Diann
- ☐ Levy, Fred JHU
- ☐ Luttrell, Louis
- ☐ Mauldin, patrick
- ☐ McCurdy, layton
- ☐ Menick, Donald
- ☐ Mohr, Larry
- ☐ Moran, William
- ☐ Norcross, Doug
- ☐ O'Brien
- ☐ Ornstein, Steven
- ☐ Pelic, Chris
- ☐ Powers, Eric
- ☐ Rehman, Shakaib
- ☐ Reuben, Adrian
- ☐ Sade, Robert
- ☐ Sahn, Steven
- ☐ Salgado, Casandra
- ☐ Scheurer, Danielle
- ☐ Silver, Richard
- ☐ Silvestri, Gerard
- ☐ Simpson, Kit
- ☐ Strange, Charlton
- ☐ Usher, Bruce
- ☐ Wagner, Carol
- ☐ Waller, John
- ☐ Robey, Robert
- ☐ Wong, Jeff
- ☐ Zile, Michael
- ☐ MUSC, NOT LISTED
- ☐ Non-MUSC, NOT LISTED
- ☐ Lipschutz, Josh

Mentor - second

- ☐ Arthur, John
- ☐ Bell, P. Darwin
- ☐ Bowlby, Deborah
- ☐ Brescia, Frank
- ☐ Bryzinski, Jay
- ☐ Cantey, Robert
- ☐ Carr, Christine
- ☐ Chairimida, Salvatore
- ☐ DeHart, Kenneth
- ☐ Drabkin, Harry
- ☐ Egede, Leonard
- ☐ Fernandes, Jyotica
- ☐ Gemmill, Robert
- ☐ Gilkeson, Gary
- ☐ Gold, Michael
- ☐ Greenberg, Charles
- ☐ Hermayer, Kathie
- ☐ Hoffman, Stanley
- ☐ Hutchison, Florence
- ☐ Jauch, Edward
- ☐ John Sorrell
- ☐ Kowalenko, Terry
- ☐ Kraft, Andrew
- ☐ Kryko, Diann
- ☐ Levy, Fred JHU
- ☐ Luttrell, Louis
- ☐ Mauldin, patrick
- ☐ McCurdy, layton
- ☐ Menick, Donald
- ☐ Mohr, Larry
- ☐ Moran, William
- ☐ Norcross, Doug
- ☐ O'Brien
- ☐ Ornstein, Steven
- ☐ Pelic, Chris
- ☐ Powers, Eric
- ☐ Rehman, Shakaib
- ☐ Reuben, Adrian
- ☐ Sade, Robert
- ☐ Sahn, Steven
- ☐ Salgado, Casandra
- ☐ Scheurer, Danielle
- ☒ Silver, Richard
- ☐ Silvestri, Gerard
- ☐ Simpson, Kit
- ☐ Strange, Charlton
- ☐ Usher, Bruce
- ☐ Wagner, Carol
- ☐ Waller, John
- ☐ Robey, Robert
- ☐ Wong, Jeff
- ☐ Zile, Michael
- ☐ MUSC, NOT LISTED
- ☐ Non-MUSC, NOT LISTED
- ☐ Lipschutz, Josh

Overarching Goals In no more than 2 sentences, for the foreseeable future, as well as for the long term, what do you wish to achieve in your career? Then list your goals below, for the next five years. Be as specific as possible. Be both qualitative and quantitative.

To proceed with my research I have to obtain sufficient funding to support my team and myself For the next five years I am planning to:

1. Submit one new R01 grant and renew my current R01 grant
2. To improve and expand my teaching experience I will be mentoring Summer Students, Graduate Students and Postdoctoral Fellows. I would be happy to mentor Medical Students as well.
3. Publish at least 2 papers a year.
4. Improve my community service activities. I have never turned down a request to be on a committee or to provide any other MUSC community service. This year I have gone even further and have actively looked for committees to serve on. I am now on the Department of Medicine Operations Committee. I have asked to be on the Biosafety Committee because this critical area is of great interest to me and I feel that I have expertise in this area. I am obtaining a joint appointment in the Department of Regenerative Medicine and Cell Biology to expand my opportunity to serve on committees.

CLINICAL GOALS

This should describe your view of how you would like to develop your clinical expertise, if at all. Include elements that describe your lifelong learning goals. For example, a goal may to become an expert clinician, or perhaps the best clinician in your field in the region.

How many clinical objectives would you like to establish?

- ☒ 0
☐ 1
☐ 2
☐ 3

TEACHING GOALS

This should focus on how you envision your contributions to teaching and education of others within the institution. For example, a goal may to become known as an a master teacher, or become recognized as an outstanding educator of (students/residents/fellows).

How many teaching objectives would you like to establish?

- ☐ 0
☒ 1
☐ 2
☐ 3

Teaching Objective 1 Click *expand* if you need more space; also please make sure all text is visible in box before printing your IDP.

I am planning to be a mentor for Summer Students, Graduate Students and Postdoctoral Fellows

RESEARCH GOALS

This should relate to a global vision of how your research will ultimately improve medicine. For example, a research goal could be: "To understand the pathogenesis of lung cancer so as to develop novel therapies." A clinical research goal might be: "To determine the best therapy or therapies for patients with COPD, and to thus improve all patients health with this disease".

How many research objectives would you like to establish?

- ☐ 0
☐ 1
☒ 2
☐ 3

Research Objective 1 Click *expand* if you need more space; also please make sure all text is visible in box before printing your IDP.

My main long-term goal is to develop a caveolin-1 scaffolding domain (CSD)-based treatment for scleroderma-ILD and other fibrotic diseases involving a lack of caveolin-1.

Research Objective 2 Click *expand* if you need more space; also please make sure all text is visible in box before printing your IDP.

My additional goal is to determine whether low levels of caveolin-1 causes a susceptibility of African-American population to scleroderma.

Number of grants submitted

- ☒ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☐ 9
☐ 10

What type of grant proposals do you plan to submit within the next two years?

- ☐ NIH, VA, other federal
☐ Career Development (NIH, VA, other)
☐ Foundation
☐ Corporate
☐ None

LEADERSHIP and CAREER GOALS

This should reflect a leadership or administrative title you see yourself holding in 5-10 years, such as Director of a Program or Center, or Division Director. For example, a personal career goal might be: "To lead a multidisciplinary Center for Human Genetics."

How many leadership objectives would you like to establish?

- ☐ 0
☒ 1
☐ 2
☐ 3

Leadership Objective 1 Click *expand* if you need more space; also please make sure all text is visible in box before printing your IDP.

I would like to keep and expand my research team, to mentor Graduate Students, to start scientific collaboration with other research teams that are working on fibrotic diseases.

I fully understand the criteria for faculty promotion.

- ☒ yes
☐ no
☐ somewhat

In reviewing the goals you set in last year's IDP:
How successful have you been in reaching those goals?

- ☐ Not at all
- ☐ Achieved < half
- ☐ Achieved half
- ☐ Achieved > half
- ☐ Achieved all

What hindered or helped you in achieving your goals?
Click *expand* if you need more space; also please
make sure all text is visible in box before printing
your IDP.

Please update metrics for previous academic year as
applicable.

- ☒ Manuscripts submitted
- ☒ Manuscripts published
- ☐ Manuscripts rejected
- ☐ Manuscripts resubmitted
- ☐ Editorials, reviews, etc. published
- ☒ Grants submitted
- ☐ Grants awarded
- ☐ Nominations, teaching awards, etc.

Number of manuscripts submitted

- ☐ 1
- ☐ 2
- ☒ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10

Number of manuscripts published

- ☒ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10

MENTORING PROGRAM

In the past academic year, did you have a 1:1
mentoring session with Dr. Silvestri or Dr. Wong?

- ☐ Yes
- ☐ No

How often do you meet in person with your mentor?

- ☐ Weekly or more
- ☐ Monthly
- ☐ Quarterly
- ☐ Semi-annually
- ☐ Annually

I acknowledge joint completion of this plan with my
mentor.

- ☒ Yes
- ☐ No

Date of IDP completion

Mentor's Comments Click *expand* if you need more
space; also please make sure all text is visible in
box before printing your IDP.

Division Director's Comments

(Please leave this box blank for your division director to c

Please print this form before proceeding further; you can also right-click and print to adobe pdf to save on your desktop.

****WARNING!!! IF YOU DO THE NEXT STEP INCORRECTLY, YOU WILL HAVE TO RE-ENTER ALL INFORMATION AND YOUR IDP WILL NOT BE AVAILABLE FOR FUTURE REVISIONS.**

ALWAYS click "SAVE & RETURN LATER", which will submit your form but also allow you to return and update. You will receive an email and passcode to access your saved form. When you return, please save your changes as "incomplete".

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