

Individual Development Plan (IDP)

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

Thank you!

Response is only partial and is not complete. Response was added on 08/21/2013 3:38pm.

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.

Division

- ☐ Cardiology
- ☐ Endocrinology
- ☐ General Internal Medicine
- ☐ Infectious Disease
- ☒ Pulmonary
- ☐ Emergency
- ☐ Gastroenterology\
- ☐ Hematology
- ☐ Nephrology
- ☐ Rheumatology

First Name

Clinician

Last Name

Investigator

Degree(s)

- ☐ MD
- ☐ PhD
- ☐ MS
- ☐ MSCR
- ☐ RN
- ☐ JD

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)

Would you like to review examples of IDPs?

- ☐ Yes
- ☒ No

IDP - Clinician Educator

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

IDP- Academic Clinician (Clinician Investigator)

[Attachment: "IDP.Academic Clinician.Ford.pdf"]

IDP - Academic Investigator (Basic Investigator)

[Attachment: "IDP.Academic Investigator_Basic Investigator.docx"]

How many mentors do you have?

- ☐ 1
- ☐ 2
- ☒ 3
- ☐ 4

Primary Mentor

☒ Arthur, John

Mentor- second

If your mentor's name is not listed, please enter it here.

Jane Zapka

Mentor - third

If your mentor's name is not listed, please enter it here.

J. Randy Curtis (UW)

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.

I would like to focus on increasing my individual and MUSC's general reputation for excellence in critical care medicine through research, national meetings, and other activities. I would like to start scaling back some of my activities to focus on this more global objective.

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

Clinical Objective 1

I would like to continue to participate in QI projects as MICU and Emergency Teams Medical Director. These include common QI efforts such as VAP prevention and more innovative projects such as delirium identification and treatment in MICU. I will continue these efforts and will conduct an ideal care project in the microbiologic diagnosis of VAP. I will complete the inter-professional family meeting project for MICU families.

Clinical Objective 2

I will re-certify in Pulmonary Medicine.

Clinical Objective 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

My educational innovation for this year was teaching a communication skills class to the Division's ICU core faculty; I plan to teach this novel course to our fellows in the next six months.

Teaching Objective 2

Teaching Objective 3

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

During the next two years, I plan to continue research in both palliative/end of life care and more traditional critical care areas such as sepsis. I will submit for funding in both areas and determine which is the best long-term focus. I would like to obtain another R01 level grant in the next two years. My long-term research goal is to have a consistently funded multi-disciplinary research team focusing on clinical research in critical care medicine.

Research Objective 2

I would like to support junior faculty in finding success in their early career research efforts. I will support abstract development and presentation at national/international meetings.

Research Objective 3

I plan to submit four first, second, or senior author manuscripts and two middle author manuscripts.

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

Maintain high quality of care as the MICU Medical Director through inter-disciplinary collaboration. Benchmarks will include surpassing NHSN standards for hospital acquired infections (e.g. CLABSI); achieving high patient satisfaction ratings; supporting MUHA efforts to attain nurse Magnet status

Leadership Objective 2

Leadership Objective 3

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

Number of manuscripts rejected

- ☒ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6

Request review of your manuscript?

- ☒ Yes
☐ No

Please email Gerard Silvestri (silvestri@musc.edu) to set up a time to review your manuscript.

Number of manuscripts resubmitted

- ☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6

Number of editorials, reviews, etc.

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

Number of grants submitted

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

Number of grants awarded

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

Number of nominations, teaching awards, etc.

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

Have you made changes to this form since your last meeting with your mentor?

- ☐ Yes
- ☒ No

Date - Changes to IDP

I acknowledge joint completion of this plan with my mentor.

- ☒ Yes
- ☐ No

Please provide comments on how we can best meet your needs.

The Pulmonary Division needs additional faculty focused on critical care research to establish a critical mass of clinician scientists with synergistic projects.

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

****WARNING**:** 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".