DEPARTMENT OF PEDIATRICS
INDIVIDUAL CAREER DEVELOPMENT PLAN (ICDP)

Name: ___________________________ Date: __________________

Rank: ___________________________

1. Current appointment:
   Tenure Track or Non-Tenure Track
   If Non-Tenure Track: Clinical or Research
   Area(s) of Academic Interest: Teaching Service Research

2. What are the long-term (3-5 years) SMART (specific, measurable, attainable, relevant, timely) goals in your area(s) of academic emphasis (research, teaching, service) which, when accomplished, will provide the basis for an emerging national reputation? List 3-5 goals in each area. Sample goals might include: Submit application for career development award (research); become director of fellowship training program (teaching); establish viable clinic in specific area (clinical service).

3. What are the short-term SMART goals, which will advance your career in the next 6-12 months? List 3-5 goals in each area. Sample goals might include: submit application for career development award (research); become active in fellowship training program (teaching); establish viable clinic in specific area (clinical service).
4. **Distribution of Effort:**

<table>
<thead>
<tr>
<th></th>
<th>Current Effort %</th>
<th>Candidate’s Desired Effort %</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Education</td>
<td>%</td>
<td>%</td>
</tr>
<tr>
<td>• Service including patient care</td>
<td>%</td>
<td>%</td>
</tr>
<tr>
<td>• Research</td>
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<td>%</td>
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</tbody>
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Plan for resolving major discrepancies:

Annual mentoring review has been conducted: **Yes**  **No**  Date: __________________________

Signatures:

Faculty Member: ____________________________________________

Mentor: ____________________________________________________