

**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, according to tenure track status. Sample goals might include: Acquire national level research grant funding in specific area (research); obtain UTHSCSA Presidential teaching award (teaching); achieve external recognition for clinical excellence 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. <b>Distribution of Effort:</b>	Current Effort %	Ideal Effort %
• Education	%	%
• Service including patient care	%	%
• Research	%	%

Plan for resolving major discrepancies:

Annual Mentoring review has been conducted: Yes      No      Date: \_\_\_\_\_

Signatures:

Faculty Member: \_\_\_\_\_

Mentor: \_\_\_\_\_