**Individual Career Development Plan (update 6 month intervals)**

<table>
<thead>
<tr>
<th>Name:</th>
<th>Mentor:</th>
</tr>
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<tbody>
<tr>
<td>Depart/Division</td>
<td>Dept/Division</td>
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</table>

**Statement of Expertise:**

**Area of Excellence**

<table>
<thead>
<tr>
<th>Where am I now?</th>
<th>Goals</th>
<th>Strategies</th>
<th>Timeline</th>
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</thead>
</table>

**Scholarship**
- Peer-Reviewed Publications
- Book Chapters
- Invited lectures
- Funding

**Teaching**
- Curriculum developed
- Courses
- Student/resident/fellow mentoring
- Teaching evaluations
- Mentee outcomes
- Teaching awards

**Institutional-Professional Service**
- SOM/UMMC committees membership/leadership
- Departmental service
- Professional society service/leadership
- Journal and grant reviews/editorial positions
- Community service

**Clinical (Effort)**
- Clinical expertise
- Clinical programs developed/expanded
- Patient metrics

**Signature:** _____________________  **Date:** __________  **Division Head Signature:** _____________________  **Date:** __________

**Mentor Signature:** _____________________  **Date:** __________