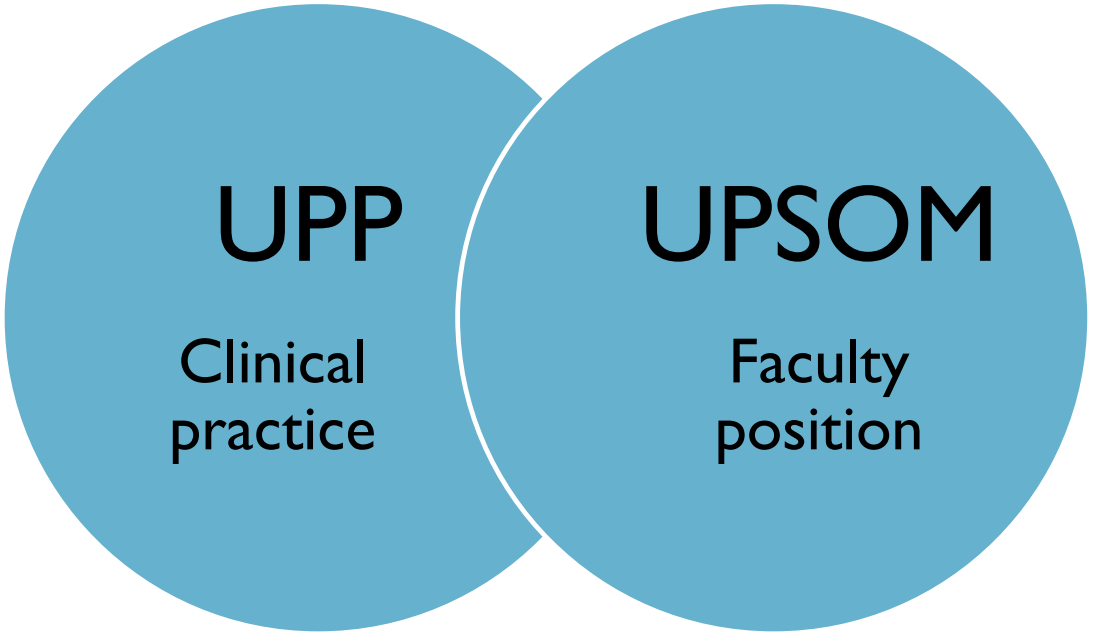
ACADEMIC PATHWAYS

A MAP FOR CAREER DEVELOPMENT

Dena Hofkosh, MD, MEd
Vice-Chair for Faculty Development

FACULTY CATEGORIES

- **Pitt only faculty**: **Research prefix**
  - PhDs or MD investigators/ educators/ administrators without a clinical role
- **UPP only faculty**: **Clinical prefix**
  - predominant clinical role, some teaching, volunteer faculty appointment
- **Dually employed faculty**:
  - varying % of clinical, research, and teaching roles



ACADEMIC PATHWAYS

- Work with your Division Director to determine the best pathway for you
- Everyone has a different balance
- Pathways help you focus your efforts and highlight your strengths











CLINICIAN – EDUCATOR

- Clinicians who have major teaching and educational leadership roles
- Scholarship in the domain of teaching, curriculum development, educational leadership





CLINICIAN – LEADER

- Clinicians who develop and lead clinical programs
- Clinical innovations that impact patients, the organization and the field
- Scholarship in the domain of Quality Improvement and participation in clinical research







CLINICIAN – INVESTIGATOR

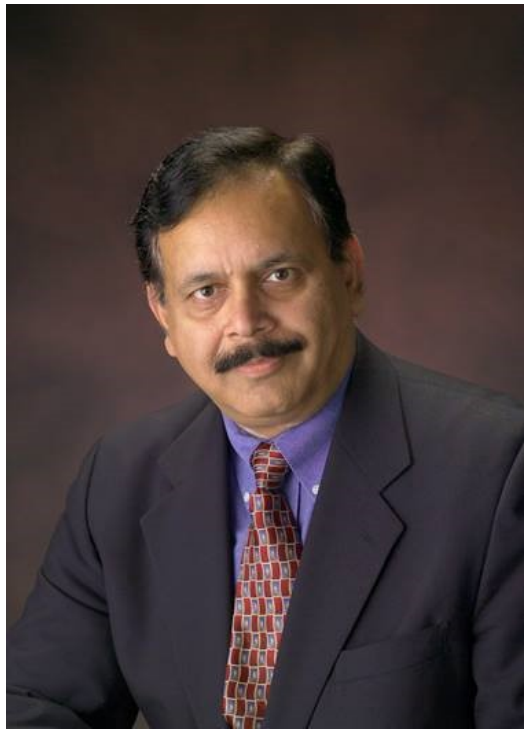
- Clinicians who devote significant amounts of their effort in independent and collaborative research (bench/clinical/translational) programs
- Scholarship in discovery, publications, grants






INVESTIGATOR – EDUCATOR

- May be PhD or MD-PhD with minimal clinical effort
- Independent research
- Scholarship in discovery, publications, grants
- Educate the next generation of investigators





CLINICAL PREFIX

- Primarily clinical service with teaching and administrative responsibilities
- UPP only employment with Pitt faculty appointment, not employed by Pitt
- Promotion pathway





RESEARCH PREFIX

- PhD scientists whose work is essential to the division
- Not typically independent researchers, but can change pathway
- Supervise graduate students, post-docs in the lab
- Promotion pathway

DEVELOPING YOUR CAREER

GUIDANCE FOR PROFESSIONAL DEVELOPMENT

Feedback on performance

- Annual Faculty Performance Evaluation (FPE)
- Evaluations of teaching: students, residents, fellows
- Patient experience surveys

Progress toward promotion

- Division Director
- Mentor and Mentor Committees
- Office of Faculty Development

ANNUAL FACULTY PERFORMANCE EVALUATION- AN OPPORTUNITY FOR MENTORING



Prepare for your FPE meeting

- Review a few months prior to the annual meeting
- Update your goals, accomplishments
- Discuss with your Mentor Committee



Discuss goals with your Division Director

- Make sure your goals are aligned with division priorities



Clarify expectations



Review milestones toward promotion

PROACTIVE CAREER DEVELOPMENT

Identify a focus for your work

- Find your themes, areas of interest, passions
- Assure that goals are aligned with those of your Division Director
- Become the "go-to" person for something that interests you
- Consider ways of turning your work into scholarship

Choose activities that you enjoy and that fit with themes of your work

- Volunteer for related service and teaching opportunities

Use mentors to connect at a national level

Be flexible and open to changes in direction and focus

DEPARTMENT OF PEDIATRICS
OFFICE OF FACULTY DEVELOPMENT



Dianna Ploof



Erika Friehling



Dena Hofkosh



Mel Tavarez



Rick Saladino



www.chp.edu/facultydev

WWW.CHP.EDU/FACULTYDEV

Welcome to the Department of Pediatrics Faculty Development Program and Website

The Department of Pediatrics at the University of Pittsburgh School of Medicine takes pride in the quality of its faculty and strives to support faculty as they pursue excellence as teachers, scholars, mentors, and leaders in all stages of their careers.

The Department of Pediatrics is invested in the professional development of its faculty and values mentoring as an essential component of career development.

We encourage all faculty members to work with their Division Directors to identify academic and clinical goals, establish mentoring committees, and use resources for faculty development in the Department and throughout the University. We want our faculty to be successful and fulfilled.

We invite you to learn more about professional and career development resources and information by visiting the links below.



Terence S. Dermody, MD
Chair, Department of Pediatrics at the University of Pittsburgh School of Medicine

Read More >>

- Faculty Mentoring
- Professional Development / Career Advancement
- Educator Development
- For New Faculty
- Faculty Promotion
- OFD Faculty Development Awards

DOMAINS OF SUPPORT

WE ARE HERE FOR YOU!

- Career advancement and promotion process
- Mentorship
- Educational skill enhancement
- Educational scholarship
- Leadership skill enhancement
- Advice re: challenging workplace interactions
- Faculty well-being

Welcome to Pittsburgh!





PITTSBURGH
MIGHTY. BEAUTIFUL. WELCOMING.

Pitt

Steelers

PITTSBURGH SYMPHONY ORCHESTRA

PITTSBURGH PUBLIC THEATER

P

