ACADEMIC PATHWAYS
A MAP FOR CAREER DEVELOPMENT

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Vice-Chair for Faculty Development
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
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
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
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

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<th>Step</th>
<th>Description</th>
<th>Notes</th>
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<td>1</td>
<td>Prepare for your FPE meeting</td>
<td>Review a few months prior to the annual meeting. Update your goals, accomplishments. Discuss with your Mentor Committee.</td>
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<td>2</td>
<td>Discuss goals with your Division Director</td>
<td>Make sure your goals are aligned with division priorities.</td>
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<td>3</td>
<td>Clarify expectations</td>
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<td>4</td>
<td>Review milestones toward promotion</td>
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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
Office of Faculty Development

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.

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

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

Read More >>
**DOMAINS OF SUPPORT**

**WE ARE HERE FOR YOU!**

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<td>Advice re: challenging workplace interactions</td>
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Welcome to Pittsburgh!