

Stony Brook School of Medicine
Professional Development Program (PDP)

The Professional Development Program (PDP) is a two-year career development program aimed at facilitating School of Medicine junior faculty promotions. The purpose of the PDP is to create a culture of mentoring and support for junior and mid-level faculty - to empower faculty with skills, knowledge and resources required for professional development. In an effort to foster a culture of mentoring and support for SOM faculty members specific PDP objectives have been designed to:

- Increase self awareness and self direction,
- Encourage interdisciplinary collaborations,
- Facilitate networking,
- Explore new research or educational scholarly project opportunities,
- Enhance career satisfaction, and
- Support long-term academic success.

PDP Scholars will obtain guidance in academic career planning to emerge successfully as accomplished scientists, educators, and leaders of Stony Brook University's School of Medicine. The PDP curriculum, designed to facilitate professional advancement, is structured to introduce a broad range of research, education, mentorship and leadership topics – as well as completion of a mentor-guided academic project by the end of the second year. PDP Scholars will have the opportunity to:

1. Create a personalized career development plan,
2. Routinely dedicate time to the pursuit of life-long learning,
3. Enhance and refine scientific writing skills,
4. Learn in a supportive environment with extensive educational and training resources,
5. Foster mentorship and leadership skills,
6. Engage in interdisciplinary and team-based science collaborations with multiple networking experiences,
7. Develop an “academic project” in research, service, education, leadership, or administration, and
8. Establish relationships with senior faculty mentors for scholarly project oversight.

Interested SBU SOM junior faculty must fulfill *all* of the following eligibility criteria to be considered for acceptance to the PDP:

1. **Hold current faculty appointment as Assistant Professor for at least 1 year prior to PDP start date at SB SOM or an affiliate site (e.g. Northport VA Hospital or Winthrop),**
2. **Demonstrate a passion to pursue an academic career with an overarching ambition to advance patient care and overall population health,**
3. **Commit 4 hours/week for two-years toward professional advancement activities,**
4. **Provide a Department Chair letter of support approving a 10% protected PDP time commitment,**
5. **Submit a preliminary proposal of an “academic project” of interest, and**
6. **Identify at least two potential faculty members that may be invited to serve as potential PDP academic project co-mentors. Please include one senior faculty member from your home department and one non-departmental faculty member as potential mentors.**

Markers of Success

By program completion, participants will be expected to:

1. Join and attend 1-2 professional society meetings,
2. Present at one national professional society meeting,
3. Submit at least one first author manuscript in a peer-reviewed journal,
4. Serve as an extramural peer-reviewer for 1-2 journals,
5. Submit a research or educational grant for funding,
6. Create comprehensive documentation systems, i.e. CV and educator portfolio, to support promotion application plans.

The following interim assessments focused on short-term metrics of success are planned:

- Proportion of applicants accepted,
- Retention rate of participants,
- Proportion of PDP participants with completed career development plans,
- Proportion of PDP participants meeting annual milestones related to specific self-identified objectives, participant satisfaction, departmental chair satisfaction and
- Improvement in multi-dimensional self efficacy ratings for research, teaching/learning and leadership measures.

Overall, the PDP participant's mentorship effectiveness summary rating will provide an anchor for evaluating PDP success, e.g. successful mentorship defined as at least an average score of 30. Additionally, changes identified by self-efficacy ratings will be used to support continual PDP refinement, in order to best support participants' individual needs.

The deadline to submit applications and supporting documentation is **Friday, July 17, 2009**. Up to 15 junior faculty members will be accepted as PDP Scholars for this application cycle. Please email PDP Director with application questions: susanne.mendelson@stonybrook.edu.

Stony Brook University School of Medicine
Professional Development Program for Junior Faculty
Application Form

Today's date:

Your name:

SOM Department:

Number of years as a SBU SOM faculty member:

Current academic rank and promotion track:

Personal statement: Please provide a brief personal statement describing your attributes and aspirations. What do you hope to achieve by participating in the PDP program?
(500 words limit):

Supporting documents:

1. Current curriculum vitae
2. Letter or email to Dr. Latha Chandran indicating support and 10% protected time commitment for PDP participation and academic project by your Department Chairperson.
3. FIRST DRAFT: Career development plan - one page
4. FIRST DRAFT: PDP scholarly project plan, be sure to indicate the name of your Departmental Faculty Mentor - one page
5. Optional: Copy of any recent first authored publication.

Application Process: Interested faculty members should complete this application form and submit with supporting documentation via email to:

Ms. Susanne A. Mendelson
Grants Coordinator and Editor
Director, Professional Development Program
Office of the Dean, School of Medicine
SBUMC HSC Level 4, Room 170
Stony Brook, NY 11794-8430

Email: susanne.mendelson@stonybrook.edu
Phone: 631-444-3495

Application Deadline has been extended to:

Friday, July 17, 2009 – Deadline to submit applications and supporting documentation.

Questions:

Please direct any curriculum or scholarly project-related questions to the PDP Advisors:
Dr. Latha Chandran latha.chandran@stonybrook.edu or
Dr. Laurie Shroyer AnnieLaurie.Shroyer@stonybrook.edu.

Important Dates:

Beginning Friday, September 4, 2009 – Candidates will be notified of PDP admission committee decisions and curriculum materials posted.

Thursday, January 21th, 2010 - PDP sessions begin – Weekly lectures with scholarly project sessions will be hosted each Thursday afternoon between 1 - 5 PM.

SAMPLE APPLICATION

1. Personal Statement:

I have been a faculty member for the past four years. I am a busy clinician with a very inquisitive mind. Although I have always wanted to do clinical research, I have not yet found the time to do anything meaningful. I have energy and commitment but need more information, some guidance, as well as additional mentoring. I am responsible and ambitious.

I hope to gain a clear sense of direction in my career as well as specific skills to help me with my academic advancement and career satisfaction as a PDP participant. I am currently involved in a collaborative project with another faculty member and two residents, but I am struggling to bring the project to completion. I have also attempted to publish manuscripts and have been rejected a few times, which is very discouraging. I hope to gain skills in scientific writing and get career coaching with additional mentoring by means of participation in the Professional Development Program.

2. Career development plan:

Major Milestones	When would you achieve it?	What are actions and skills needed to achieve it?	How will you achieve the skills that you need for this milestone?	When will you achieve these? (specific timeline)
Submit my first paper	By end of December 2011	Finish data capture for my project	Have the skills	Dec 2010
		Submit an abstract	Have the skills	March 2011
		Collaborate with an expert senior faculty member	Have the skills	Ongoing
		Write it up -improve my writing skills	Take a course on scientific writing	Thru the PDP July 2011

FIRST DRAFT Project Proposal: One page description including:

For research projects:

Title, Overarching Research Question, Hypothesis, Proposed Research Method, and Planned Outcome Measures. Please identify areas of assistance and/or support requested.

For educational/administrative projects:

Title, Objectives, Proposed Project Design, Strategies of Implementation, and Planned Measurable Outcomes, and Evaluation Plans. Please identify areas of assistance and/or support requested.

CURRICULUM TOPICS
CAREER DEVELOPMENT
Overview: Career Development in Academic Medicine
SBU SOM Promotion & Tenure Requirements
Mentor/Mentee Relationships
Professional Networking
Work-Life Balance and Time Management
SBU SOM: Administrative Processes & Academic Finances
SBU SOM Annual Performance Appraisal Process
<i>Developing your Career Plan</i>
LEADERSHIP
Leadership in Academic Medicine
Characteristics of Influential Leaders
SBU SOM Culture
Servant Leadership
Team-Building and Collaboration
Project Planning and Resource Management
Conflict Resolution and Negotiation Skills
Cultural Competency
Knowledge & Character Management
<i>Developing your Leadership Goals</i>
RESEARCH
Overview of Clinical and Translational Science Research
Human Subjects Research Ethics and Responsible Conduct of Research
Research Methods: Clinical Trials and Observational Study Designs
Introduction: Clinical Outcomes Assessment
Scientific Writing Skills: Manuscript and Grant Writing
SBU SOM Grants Management: Pre-Awards and Post-Award Processes
<i>Designing and Implementing your Scholarly Project Proposal</i>
EDUCATION
Overview: Educational Scholarship
Teaching and Learning – Basic Principles
Teaching Tips for Success
Presentation Skills and Micro-Teaching Sessions
Curriculum Design
Educational Assessment and Evaluation
Publishing Educational Scholarly Works
<i>Preparing your Educator Portfolio</i>
CLINICAL PRACTICE IMPROVEMENT
Overview: Quality Improvement Programs
Clinical Program-Based Performance Assessment
Disease Management Programs
<i>Applying Evidence-Based Medicine Approaches to your Clinical Practice</i>
MENTORSHIP EFFECTIVENESS
<i>Enhancing your own mentor/mentee relationships</i>

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5. Optional: Copy of any recent first authored publication.

PLEASE COMPLETE THIS FORM AND SUBMIT WITH ALL REQUIRED SUPPORTING DOCUMENTATION VIA EMAIL ATTACHMENTS TO:

Susanne A. Mendelson

Grants Coordinator and Editor
Director, Professional Development Program
Office of Dean, School of Medicine
Stony Brook University Medical Center
Health Science Center, Level 4-170
Stony Brook, NY 11794-8430
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