# Individualized Development Plan

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| BASIC INFORMATION |
| NAME OF FELLOW: |  |  | YEAR IN FELLOWSHIP: | Third Year |
| NAME OF MENTOR: |  |  | DATE COMPLETED: |  |
| **LONG TERM GOALS (3-5 years):** Specific, Measurable, Achievable, Relevant, Time Bound |
| Detailed Long Term Goal | Concrete Sub-goals | Specific strategies to accomplish this goal | Assessment of Goal |
| Fellowship | By the end of fellowship, I will publish a first author paper in \_\_\_\_(journal)\_\_\_\_\_ describing my project on \_\_\_\_\_\_(project)\_\_\_\_\_ |

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| By the end of 1st year |  |
| By the middle of 2nd year  |  |
| By the end of 2nd year |  |
| By the middle of 3rd year |  |

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| Post fellowship | In 5 years, I will have a mentored junior faculty position as a \_\_\_(career path)\_\_\_\_ with a clinical expertise in \_\_\_\_(clinical area)\_\_\_\_ and a specific research focus in \_\_\_\_\_\_\_, ideally/absolutely in \_\_\_\_\_(geographic location/institution)\_\_\_\_\_.  |

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| By the end of 1st year |  |
| By the middle of 2nd year  |  |
| By the end of 2nd year |  |
| By the middle of 3rd year |  |

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|  | SHORT TERM GOALS (6-12 MONTHS): Specific, Measurable, Achievable, Relevant, Time Bound |
| Detailed Short Term Goal | Concrete Sub-goals | Specific strategies to accomplish this goal | Assessment of Goal |
| Clinical Goal |  |  |  |  |
| Research Goal |  |  |  |  |
| Research Goal |  |  |  |  |
| Academic Skills Goal |  |  |  |  |
| Wellness Goal |  |  |  |  |
|  | Signature of Fellow | Date | Signature of Mentor | Date |