This IDP is a tool to help you reflect on your career and focus the discussion at your annual DOM Mentoring Committee meeting. Your completed IDP will be kept confidential among the Mentoring Committee, your primary DOM mentor, your Division Director, and the Office of Faculty Affairs and Diversity.

Completion of this IDP will take approximately 30 minutes. If you are unable to complete it in one sitting, you can click the "Save and Return Later" button at the bottom of the page. This action will provide you with a unique code for re-entering the IDP at a later time. PLEASE BE SURE TO WRITE DOWN THE CODE! When your IDP is complete, click the "Submit" button on the final page.

SECTION 1: FACULTY RANK, TRACK

The DOM Office of Faculty Affairs and Diversity is interested in reviewing IDPs for common themes to help inform future mentoring and faculty development initiatives. Your information will only be reported in aggregate with any identifying information removed. Do you agree to use of your IDP content for this purpose?

☐ Yes, I agree  
☐ No

1. U of MN email address (xxx@umn.edu):

2. First Name:

3. Last Name:

4. Division:
   - Card
   - DEM
   - GI
   - GIM
   - HOT
   - IDIM
   - Molecular Medicine
   - PACCS
   - Renal
   - Rheum

5. Rank:
   - Assistant Professor
   - Associate Professor

6. How many years have you been at this rank?

7. What faculty track are you in?
   - Tenure Track
   - Academic Track - Clinical Emphasis
   - Academic Track - Education Emphasis
   - Academic Track - Research Emphasis
   - Academic Track - undecided

NOTE: The Research, Clinical Scholar, and Teaching Tracks have been combined by the Medical School into a single Academic Track. Faculty officially choose an area of emphasis when going up for promotion.
SECTION 2: MENTORSHIP

1. Who is your primary DOM Mentor?
   ____________________________________

2. On average, how often are you meeting with your primary DOM mentor?
   
   ○ Weekly
   ○ Every 2 weeks
   ○ Monthly
   ○ Quarterly
   ○ Semiannually
   ○ Other
   
   If other, please specify
   ____________________________________

3. Do you interact regularly with any other mentors? If yes, please provide their names and affiliations:

4. What topics or issues would you most like to discuss with the Mentoring Committee member(s) at your upcoming meeting?
   
   □ Annual academic goals
   □ Building and using my professional network
   □ Collaboration needs/opportunities
   □ Leadership opportunities
   □ Overall career trajectory
   □ Professional development needs
   □ Promotion timeline
   □ Publication planning
   □ Research & scholarship agenda
   □ Resources
   □ Time allocation
   □ Work-life integration
   □ Workplace climate

   Please add any other topics you would like to discuss.
SECTION 3: DISTRIBUTION OF EFFORT

1. Are you working part-time?
   ○ Yes
   ○ No

If yes, what is your FTE?

____________________

2. Please estimate how much time you are spending in each of the following work areas (must total 100%).

   (a) Administrative (%): ________________________

   (b) Clinical (%): ________________________

   (c) Teaching, Training, & Mentoring (%): ________________________

   (d) Research & Scholarship (%): ________________________

   (e) Service, excluding clinical service (%): ________________________

3. Do you wish to change this time distribution in any way?
   ○ Yes
   ○ No

If yes, briefly explain.

4. For each area, provide a few VERY BRIEF bullet points that define your major roles and activities in the past year.

   (a) ADMINISTRATIVE - Core roles, activities

   (b) CLINICAL - Core roles, activities

   (c) TEACHING, TRAINING, & MENTORING - Core roles, activities

   (d) RESEARCH & SCHOLARSHIP - Core roles, activities
(e) SERVICE - Core roles, activities
SECTION 4: SELF-ASSESSMENT

1. Please list up 3 qualities, attributes, or skills that you believe are your strengths.

2. Please list up 3 qualities, attributes, or skills that you want to improve or acquire.
SECTION 5: CHECK-IN ON ANNUAL GOALS

1. During your last annual review with your division director, you outlined a set of goals for the coming year. How satisfied are you with the progress you've made thus far towards achieving those goals?

- Not at all satisfied
- Slightly satisfied
- Moderately satisfied
- Very satisfied
- Extremely satisfied

2. What specific challenges have you encountered? What would help you to improve your progress?

3. What specific facilitators have helped you in progressing toward your goals (e.g., helpful people, resources, training, circumstances)?
SECTION 6: CAREER ADVANCEMENT

1. What longer-term professional goals (next 3, 5, or 10 years) are you working toward? Consider the contributions you want to make with your career, and how you want to grow professionally.

2. How would you rate your level of understanding of the promotion criteria for your current faculty track?
   - Poor
   - Fair
   - Good
   - Very good
   - Excellent

3. In what faculty track would you like to be promoted?
   - My current track
   - A different track
   - Uncertain
   - If other track, please specify.
     - Tenure Track
     - Academic Track (Clinical Care Emphasis)
     - Academic Track (Education Emphasis)
     - Academic Track (Research Emphasis)

4. What is your target year for promotion?
   ____________________________________
SECTION 7: WORK-IN-PROGRESS

This last set of items is designed to highlight your work-in-progress: products and activities that do not yet appear on your CV, but would be helpful to discuss at your upcoming Mentoring Committee meeting. DO NOT repeat items that should be listed in your CV (e.g., published or in-press articles, funded grants).

If you are on the Tenure Track or Academic Track with a Research emphasis, please complete all items. Otherwise, leave blank any sections that do not apply to you.

1. List EXTERNAL CONFERENCES that you attended in the past year for networking, professional development, volunteering in your professional society, etc.

2. List MANUSCRIPTS that you SUBMITTED in the past year for each of the following status categories:
   a) Under review at journal
   b) Rejected with invitation to resubmit
   c) Rejected, being revised for different journal

   ** For each item include: Author list, manuscript title, journal name, date of submission, and current status.

3. List MANUSCRIPTS that you are PLANNING to develop and submit in the next 6 months.

4. List GRANT PROPOSALS that you SUBMITTED in the past year for each of the following status categories:
   a) Under review at funding agency
   b) Have score, waiting for funding decision
   c) Reviewed, not funded.

   ** For each item include: Your role, PI (if not you), funding agency, grant type (K23, R01-revised, etc), project title, your requested % effort, date submitted, and current status. For NIH proposals, also include impact score and percentile, or "not discussed" if known.

5. List GRANT PROPOSALS that you are PLANNING to develop and submit in the next year.

   ** For each item include: Your role (PI or co-I), PI name (if not you), target funding agency, grant type (K23, R01, etc), working project title, and target submission date.
6. List any other "in-progress" products or activities from the past year that are not reflected on your CV and that you'd like to share with the Mentoring Committee.