**University of Pittsburgh Schools of the Health Sciences**

**Annual Postdoctoral Career Development Plan**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NAME: | | Last, First | | | | | | |
| SCHOOL: | | | Choose School | | DEPARTMENT: | | Enter department name | |
| DATE OF APPOINTMENT: | | | | Click here to enter a date. | EMPLOYMENT CLASSIFICATION: | | | Choose One. |
| YEAR: | Choose a year, or type here for other. | | | | DATE OF PLAN: | Click here to enter a date. | | |

A Postdoctoral Career Development Plan is a professional tool which outlines long-term and short-term objectives that you and your postdoctoral mentor/supervisor have identified as important steps in your professional development at the University of Pittsburgh. A comprehensive review of your career goals and objectives at the beginning of your postdoctoral experience as well as ongoing constructive feedback from your postdoctoral mentor/supervisor will increase the probability of your achieving your individual career goals.

Please indicate one or more of your individual career goals:

|  |  |
| --- | --- |
|  | Please Specify (where applicable): |
| Academic | Click here to enter text. |
| Public Sector/ Government | Click here to enter text. |
| Private Sector/ Industry | Click here to enter text. |
| Other | Click here to enter text. |

In addition to the guidance of your faculty mentor/supervisor, the support of a faculty mentoring team will further enhance your postdoctoral experience. Mentoring team members may be selected either by the trainee or assigned depending upon the practices of the school. After consulting with your faculty mentor, please identify the two additional faculty members who, along with your faculty mentor, comprise your mentoring team:

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| --- | --- | --- | --- |
| Primary Mentor | Click here to enter text. | Department | Click here to enter text. |
| Team Mentor | Click here to enter text. | Department | Click here to enter text. |
| Team Mentor | Click here to enter text. | Department | Click here to enter text. |

The following fields represent the core competencies of a successful postdoctoral appointment:

1. Research Accomplishments 3. Presentation Experience
2. Publication Record 4. Professional Development

Each field is expandable to meet your individual situation and your stage of training. Short-term goals, such as learning objectives and skill acquisition, may be established annually, whereas long-term goals might be established initially and revisited as needed. Each postdoctoral appointment is unique; therefore a 5th field has been provided to customize your postdoctoral experience to meet your personal career goal. If appropriate, maintaining licensure requirements should be noted within this customized field. If your goal is to launch your own independent career as an investigator, a 6th field has been provided to articulate your strategies for establishing your research independence.

This Plan also serves as a benchmark for your annual *Postdoctoral Progress Self-Assessment* and will contribute to your postdoctoral mentor/supervisor’s assessment of your progress.

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| **1. Research Accomplishments** | | |
| Goal #1 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
|  | | |
| Goal #2 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #3 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |

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| **2. Publication Record** | | |
| Goal #1 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #2 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #3 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |

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| **3. Presentation Experience** | | |
| Goal #1 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #2 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #3 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |

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| **4. Professional Development** | | |
| Goal #1 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #2 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #3 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |

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| **5. Customized Career Criteria Relative to Career Goal** | | |
| Goal #1 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #2 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #3 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |

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| **6. Research Independence Plan (if applicable)** | | |
| Goal #1 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #2 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |
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| Goal #3 | Click here to enter text. | Timeline |
| Steps/Training | Click here to enter text. | Click here to enter text. |
| Outcomes | Click here to enter text. | Click here to enter text. |

SIGNATURES \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Postdoctoral Associate or Scholar* Date

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*Faculty Mentor/Supervisor* Date