**Junior Faculty Longitudinal Cohort Professional Development Programs**

*Topics addressed to varying degrees across all three programs include: leadership, personnel, team, & project management, difficult conversations, negotiation, & proactive career planning; see program websites for application links and deadlines.*

|  |  |  |  |
| --- | --- | --- | --- |
| **Program** | **Goals** | **Target Participants** | **Modalities | Methods | Time** |
| [**Academic Foundations**](https://www.med.upenn.edu/oaa/faculty-career-development/academic-foundations-program.html#Cost1)   * Academic Certificate * Duration: 2 years * Cost: $5,444/year; tuition benefits apply * *Chair Approval Required*   *In coordination with the PSOM Office of Academic Affairs with the ATM Society for CEs* | * Provide junior faculty participants with the core competencies of successful academicians * Build skills for scholarship & reputation development * Support the creation of strategic career plans laid on foundations of team building & program development * Foster mentoring & sponsorship relationships * Orient participants in attitudinal domains toward resilience & self-care within the context of advanced approaches to time-management | * PSOM Faculty (typically; interested candidates from other schools are encouraged to inquire) * In years 2-5 of initial faculty appointment * On CE track (typically; interested physician scientist candidates with a clinical research focus are encouraged to inquire)   ***Key for faculty who have not yet developed a long-term strategic career plan*** | * Combination of in-person & online sessions & opportunities for engagement * Regular 1:1 & group meetings with program mentors * One meeting/month, Friday afternoons 12:30-3   ***Emphasis on program flexibility for clinicians*** |
| [**Launching Assistant Professors to Success (LAPS)**](https://www.med.upenn.edu/oaa/faculty-career-development/launching-assistant-professors.html?preview=true)   * Duration: 1 Year * Cost: None   *In coordination with the Richards Society for PSOM Tenure-track faculty* | * Provide tools & strategies that support the launch of an independent research program * Develop personnel & resource-management skills * Foster best practices for strategic grant writing for key funding agencies * Develop mentoring skills & how to maximize being mentored * Promote networking & reputation building * Orient participants on how tenure can be achieved | * PSOM Faculty * In years 1-2 of initial faculty appointment * On Tenure track   ***Key for faculty who are just starting their independent research program*** | * One meeting/month, Friday afternoons 1:00-2:30 * Start dates either in September or January (for those onboarding in January)   ***Emphasis on in-person, seminar-style meetings*** |
| [**Penn Pathways**](https://provost.upenn.edu/faculty-pathways)   * Duration: 1 year * (w/opt 2nd year) * Cost: None   *In coordination with the provost’s office.* | * Optimize faculty productivity, engagement, & satisfaction at work -& in other life domains * Build community & faculty interaction * Develop strategies for leadership & academic success at Penn via skill-building sessions * Explore a whole-life perspective to achieve harmony with the other domains of life | * University faculty in STEMM fields (PSOM, Vet, Dental, SAS, SEAS, Nursing) * In years 2-6 of initial university appointment * On CE or Tenure track   ***Key for faculty wanting to increase performance in the four domains of work, home, community, and self*** | * Combination of in-person & virtual sessions * Peer mentoring and individual coaching ~1-2-hours/month * 8 Fridays 12-2:30 in year 1; 4 Fridays in optional year 2   ***Emphasis on seminar-style meetings with group of 18 assistant professors and 4 senior faculty*** |

©University of Pennsylvania **|** Perelman School of Medicine