**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.*

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| **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*** |

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