The Penn Faculty Pathways Program, co-sponsored by the Provost’s office along with Deans of the respective schools, is designed to enhance the personal and professional development of faculty members in the first phase of their careers at Penn. The goal of the Penn Pathways program is to improve academic productivity as well as job satisfaction in junior faculty by providing resources to guide their career planning, personal development, and scholarly success at Penn. Now in its seventh year, Penn Pathways Faculty report significant increases in job satisfaction, knowledge of their personal strengths, confidence in their negotiation skills, and progress towards their career goals. Penn Pathways Faculty develop a sense of camaraderie, support and shared experience that transcend school and department boundaries to create a culture of collaboration. Pathways is offering again this year an optional second year, which will provide additional leadership and professional development skills.

Goals: The specific aims for the Penn Pathways program are:

- Maximize the potential of Penn’s world-class faculty by optimizing their creativity, productivity, engagement, and satisfaction at work and in other parts of life
- Build community and faculty collaboration across disciplines
- Provide targeted skill-building sessions to improve strategies for academic success at Penn

Participants: All University of Pennsylvania Assistant Professors in STEMM fields on the Tenure or Clinician-Educator track may apply, and 12-18 will be selected to participate. Note: Assistant professors who have been faculty members for at least one or two years (here at Penn or at another institution) may be better positioned to get the most out of this program (as compared with those just appointed). We will, however, accept applications of assistant professors at any stage (from recent appointment to pre-promotion review) for consideration.

Time Commitment: Faculty in the program will attend a total of eight (monthly) sessions on select Fridays, beginning at noon. Lunch is provided. The first session is 3 hours and the following sessions 2.5 hours. For the final session, we will divide the class into two groups with each staying for a 2.5-hour timeframe between 12:00 and 4:30 PM. In addition to class time, participants spend about 1-2 hours per week intermittently on program-related activities.


Program Content:

- Total Leadership Program (3 sessions): Through peer mentoring and individual reflection, these sessions will focus on increasing performance at work, at home, in the community and for the private self (mind, body, spirit) – by finding mutual value among these four life domains (see www.totalleadership.org/).

- Faculty Career Development (5 sessions): Seminar sessions will be facilitated by content-area experts from Penn and other sites. Combining discussions with skill-building activities, these sessions focus on developing fundamental strategies for Effective Leadership, Promotion, Time/Energy Management, Effective Communication, and Career Planning. In the process, participants create a network of colleagues within the University who can provide peer mentoring and also some collegial enjoyment.

Expected Outcomes: In our program thus far, Penn Pathways Faculty have achieved significant outcomes. They developed empowerment, insight, knowledge, and skills for advancing their academic careers and clarifying their values and goals for their work and other parts of life. As one participant summarized, “the program provided me the impetus to think deeply about the direction I wanted to take my personal and professional life.” Others felt the program provided them a “sense of belonging” and “more connected” to the Penn community.

Application Due Date: Email a completed application by Monday, June 17th to Susan Primavera (sprimave@pennmedicine.upenn.edu). Space is limited, so we encourage interested faculty to apply early.

Program Contacts: Feel free to address any questions or concerns to any of the following Pathways team faculty and staff:

- Stephanie Abbuhi MD, Perelman School of Medicine (abbuhi@uphs.upenn.edu)
- Ivan J. Dmochowski PhD, School of Arts and Sciences (ivandmo@sas.upenn.edu)
- Stewart Friedman PhD, Wharton School (friedman@wharton.upenn.edu)
- Bridget Keogh Douglas MPH, Perelman School of Medicine (Bridget.Keogh@pennmedicine.upenn.edu)
- Susan Primavera, Perelman School of Medicine (sprimave@pennmedicine.upenn.edu)
- Lucy Wolf Tuton PhD, Perelman School of Medicine (tuton@upenn.edu)
# PATHWAYS APPLICATION FORM

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**Standing Faculty Track:** *(Check one below)*

- TENURE *(Assistant Professor)* ❑
- CLINICIAN-EDUCATOR *(Assistant Professor)* ❑

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**NOTE:** Please attach your CV along with this completed application form

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1. How does this program fit into your career development plan?
2. What are your goals for participation?

3. What concerns, if any, do you have about participating in this program?

To the very best of my ability, I commit to attendance and engagement at the following eight sessions:


Signature of Faculty Member:

______________________________________________________________

Submit completed application form along with your CV by Monday, 6/17/19 via email to Sue Primavera: sprimave@pennmedicine.upenn.edu

If issues in sending materials, please call (215) 898-0947

Questions: Feel free to contact any of the Penn Faculty Pathways Program team members below.

(Faculty Team)
Stephanie Abbuhl MD, Perelman School of Medicine (abuhls@uphs.upenn.edu)
Ivan J. Dmochowski PhD, School of Arts and Sciences (ivandmo@sas.upenn.edu)
Stewart Friedman PhD, Wharton School (friedman@wharton.upenn.edu)
Lucy Wolf Tuton PhD, Perelman School of Medicine (tuton@upenn.edu)

(Administration)
Bridget Keogh Dougherty MPH, Perelman School of Medicine (Bridget.Keogh@pennmedicine.upenn.edu)
Susan Primavera, Perelman School of Medicine (sprimave@pennmedicine.upenn.edu)