"The Junior Faculty Development Program is a critical institutional investment in the future success of our faculty and Penn State Hershey."

Harold L. Paz, M.D., M.S., chief executive officer, Penn State Hershey Medical Center and Health System, senior vice president for health affairs, Penn State; and dean, Penn State College of Medicine

The JDFP prepares faculty to achieve success in their academic careers. A comprehensive curriculum in professional development is coupled with a mentored scholarly project conducted under the guidance of a senior faculty member. Together, these elements combine to empower junior faculty to better manage their careers.

The JFDP is designed for both basic scientists and physicians. An objective of the program is to encourage interactions and facilitate collaborations among the faculty.

The overarching goal of the JFDP is to nurture and cultivate junior faculty to become the next generation of academic leaders.



Harold L. Paz, M.D., M.S., chief executive officer, Penn State Hershey Medical Center and Health System, senior vice president for health affairs, Penn State; and dean, Penn State College of Medicine conducts a leadership session with the JFDP class.

Details

The program runs from September through May with two-hour sessions every Friday morning at 7:00–9:00 a.m. The expected time commitment is four hours per week, including class time, preparation for sessions, and work on projects. Department chairs must approve the faculty member's participation in the program and their proposed project through a written agreement.

For More Information

Program details and application materials are available on the Office of Faculty and Professional Development website: www.pennstatehershey.org/opd.

You may also contact:

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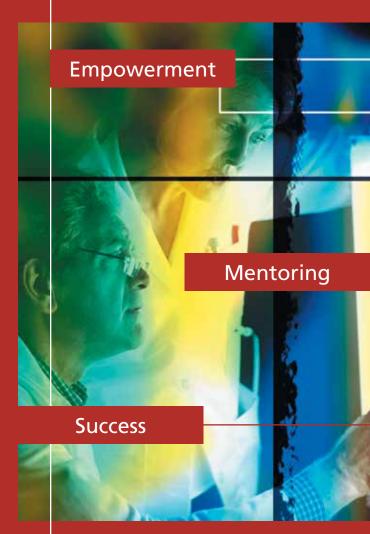
Penn State College of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

Penn State College of Medicine designates this educational activity for a maximum of 50 AMA PRA Category 1 Credit(s)TM. Physicians should only claim credit commensurate with the extent of their participation in the activity.

PENNSTATE HERSHEY



Junior Faculty Development Program (JFDP)



PENNSTATE HERSHEY

Faculty and Professional Development

Empowerment





The Curriculum

The JFDP provides faculty with the knowledge, skills and resources that are essential for a career in academic medicine. The sessions are led by senior members of the institution or experts from other institutions and involve interactive classroom and panel presentations, case discussions, group exercises, and skills workshops.

The curriculum covers the spectrum of career development, education, research, and clinical practice. Topics include:

- setting career goals
- approach to scientific inquiry
- time management
- promotion and tenure
- negotiation and conflict resolution
- performance review and compensation
- activating the classroom
- \bullet presentation skills and small group facilitation
- communication skills and feedback
- curriculum planning and design
- navigating the NIH
- writing grants and manuscripts
- personnel administration
- team skills

The Project

Each participant conducts a scholarly project with guidance from a senior faculty mentor. Projects with research, education, or clinical foci are proposed by the participants and approved by their department chair. Submission of a proposal for internal funding of the project is required and provides critical experience in grantsmanship.

Mentoring



Mentoring is a significant component of the JFDP. A mentor is recruited for each participant with regard to the specific needs of the proposed project. Examples of projects conducted by JFDP participants include:

- preliminary data, new methodology or other elements need for submission of a successful externally funded research grant application
- development of institutional research core facilities
- clinical research studies in children and adults
- curricula for medical students in core clerkships and clinical electives
- competency-based curricula for residents, incorporating innovative educational methods
- \bullet development of web-based teaching tools
- studies of clinical decision-making

"Being a mentor for the JFDP is a wonderful opportunity to give energetic, promising junior faculty members a hand-up. By sharing my experience with them, hopefully their path toward a successful project will be more direct, avoiding the potential detours and pitfalls. It has been very rewarding to follow the academic progress of these faculty members after their graduation."

Catherine S. Abendroth, M.D. Professor, Chief, Anatomic Pathology



Daniel R. Wolpaw, M.D., Co-director, Junior Faculty Development Program; Ann Ouyang, M.D., Associate Dean, Faculty and Professional Development; Sarah K. Bronson, Ph.D., co-director, Junior Faculty Development Program

Success

Junior Faculty

"The JFDP gave me a unique opportunity to develop my knowledge and skills needed for a successful biomedical scientist and educator. In addition to the excellent curriculum, the program provided me a mentored project which was really helpful. In general, the program has made a significant impact on my academic development."

Jianxun Song, Ph.D. Assistant Professor, Department of Microbiology and Immunology

"The JFDP provided an effective forum for imparting the knowledge and tools new faculty need to be successful. My participation in the program introduced me to physicians and scientists in departments across the institutional spectrum and led to an active and successful collaboration."



Mechelle M. Lewis, Ph.D. Assistant Professor, Departments of Neurology and Pharmacology