

Early Stage Faculty Boot Camp **Career Development Course**

October 2021 – June 2022

Co-sponsored by The Clinical and Translational Science Institute and
URSMD Office for Faculty Development

To apply for this program:

<https://forms.gle/3QfjWzqY1eLTAd7y7>

Application Deadline: August 31, 2021

Apply early as cohort size is limited

Program Aim

Within academics, challenges with career advancement abound. The Early Stage Faculty Boot Camp (ESFBC) Career Development Course is designed to help Senior Instructors and Assistant Professors identify the skills they need for more successful career advancement.

Program Overview

The ESFBC course is a year-long program created to address a professional development need for early stage faculty engaged in any of the career paths available in academic medicine. It is designed to facilitate career development based on practical knowledge from local experts and peers. ESFBC addresses the following domains:

- Framing your career
 - Academic career planning
 - Identifying a mentor, being a mentee, separating
 - CV Preparation
 - Promotion and tenure
 - Examples of successful careers as a basic researcher, clinical researcher, educator
- Local resources available to foster career development
- Research
 - Making your own path to success in academic research
 - Funding support
 - Role of career development grants
 - Understanding the NIH grant review process
- Publishing your work
 - Discussion with journal editors
- Education
 - Advancing your career as an educator
 - Transforming your educational activities into scholarship
 - Development of an educator's portfolio
- Wellness and work-life balance

Program Goals

Upon completion of the ESFBC program, participants will have enhanced their abilities to:

- Identify the necessary resources for career development including university resources and opportunities for networking;
- Identify sources for research funding support, including career development grants;
- Use reflective practice and self-management strategies to develop and enhance their career development plan.
- Apply knowledge and skills to one's own career path through focused discussions and an experiential project.

Program Components

ESFBC is a multi-faceted one-year program that includes:

- Monthly virtual presentations and discussions (October -June), second Wednesdays, 12:00 – 1:30 pm;
- Independent learning and reflective practice;
- Real-life application through an individual experiential project that addresses a professional need and focuses on facilitating career development;
- Submission of a 1-2 page summary of career development project;
- Engagement in a professional learning community of early stage faculty from a wide variety of departments, with different career trajectories and backgrounds.

ESFBC Participants

This one-year program is designed to provide a professional development opportunity for URSMD faculty at the Senior Instructor or Assistant Professor level. It is cohort-based and size is limited.

Program Directors

Ronnie Guillet, MD, PhD, Professor of Pediatrics (Neonatology)

Janine R. Shapiro, MD, Associate Dean for Faculty Development, Medical Director for Continuing Medical Education, Professor of Anesthesiology and Perioperative Medicine

Faculty

The ESFBC program includes many URM C faculty and facilitators.

Program Dates

- October 2021 – June 2022
- Monthly virtual meetings: second Wednesdays, 12:00 – 1:30 pm

Fees

This program is made possible through educational funds from the CTSI and the Dean's office. There is no charge to faculty for attending this program.

Application

URSMD faculty at the Senior Instructor or Assistant Professor level are invited to apply for this program. Application to this program implies a commitment to the program, to developing an individual career development project and submission of a summary of the implemented project.

Please apply at the following link: <https://forms.gle/3QfjWzqY1eLTAd7y7>

Applications are due by **August 31, 2021**. Applicants will be notified on a rolling basis as applications are received. Size is limited; please apply early.

Certificate

A certificate of completion will be issued to all participants completing the program, as determined by attendance at least at 7 of 9 seminars, development and implementation of an individual career development project, and submission of a 1-2 page summary of the career development project. CME credits will also be provided.

For more information

Please contact Dr. Janine Shapiro (Janine_Shapiro@urmc.rochester.edu) or Dr. Ronnie Guillet (Ronnie_Guillet@urmc.rochester.edu).

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