

*“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., senior vice president for health affairs, Penn State; dean, Penn State College of Medicine; CEO, Penn State Milton S. Hershey Medical Center

## The Junior Faculty Development Program

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

The Junior Faculty Development Program (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., Sr. Vice President for Health Affairs & Dean, College of Medicine, Chief Executive Officer, Milton S. Hershey Medical Center, conducts a Leadership session with the JFDP class*

## The 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](http://www.pennstatehershey.org/opd).

You may also contact:

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## CME

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)<sup>TM</sup>. Physicians should only claim credit commensurate with the extent of their participation in the activity.

# Junior Faculty Development Program

Empowerment

Mentoring

Success

PENNSTATE HERSHEY



Milton S. Hershey  
Medical Center

PENNSTATE HERSHEY



Faculty and Professional  
Development

## Empowerment



### The Curriculum

The JFDP provides junior 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 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
- mentor-mentee relationships
- promotion and tenure
- negotiation and conflict resolution
- performance review and compensation
- characteristics of excellent teachers
- presentation skills and small group facilitation
- clinical teaching and giving feedback
- curriculum planning and design
- navigate the NIH
- writing grants and manuscripts
- personnel administration
- the clinical enterprise
- doctor-patient communication

## The Project

Each junior faculty member conducts a project under the guidance of a senior faculty mentor. Projects are chosen by the participants and approved by their department chair. Projects may involve research, education, clinical, or service activities.

## Mentoring



Mentoring is a valuable component of the JFDP. Mentors are recruited and matched to each participant based on the project area and the expertise of the senior faculty member. Examples of projects conducted by JFDP participants include:

- research grant applications to NIH, private foundations and other funding agencies
- 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
- development of web-based teaching tools
- studies of clinical decision-making
- planning and implementing multi-disciplinary clinical services
- development of new techniques in patient care, such as motivational interviewing

*“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



Milind J. Kothari, D.O., 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 program 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,  
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