Career Tracks and Mentoring Guidelines for Residents
Department of Dermatology
University of California, San Francisco

I.   **Full Time Clinical Practice Track**

Career Years	**Training Goals**	**Mentoring**
1-3 (+ clinical fellowship)	▪ Solid comprehensive clinical skills ▪ Able to self-educate, critically evaluate new information ▪ Develop area(s) of special expertise	Proactive: ▪ Monitor development of clinical skills ▪ Assist in defining (area(s) of special expertise ▪ Encourage: 1) publications of case reports and clinical observations; 2) presentations at local/national meetings (AAD); 3) critical literature reviews; 4) clinical research projects
Post-residency	▪ Leadership in area(s) of special expertise	Passive: ▪ Available for career advice ▪ Suggest opportunities for demonstration of expertise (publications, presentations) ▪ Assist re-entry to academic track

II.   **Clinical-Academic Track**

Career Years	**Training Goals**	**Mentoring**
1, 2 (3) Residency	▪ Outstanding clinical skills ▪ Identify area for development of special expertise (by end of 1st year)	Proactive: ▪ Monitor development of clinical skills ▪ Assist in defining area of expertise ▪ Identify opportunities for publications and presentations within area of expertise ▪ Introductions to critical career mentors within and outside institution
3, 4 (5) Subspecialty/Clinical Research Fellowship	▪ Develop area of special expertise	▪ Identify opportunities for publications and presentations within area of expertise ▪ Introductions to critical career mentors within and outside institution ▪ Assistance in career planning

Career Years	Training Goals	Mentoring
		(e.g., funding sources, professional opportunities)
5-7 Junior Faculty	▪ Establish area of special expertise within community and nationally ▪ Establish creative program	▪ Monitor number and quality of publications and/or presentations ▪ Help build "visibility" locally and nationally ▪ Counsel re: "pitfalls" (excessive teaching, patient care, non-productive publications) ▪ Assist in garnering departmental support (technical, office, secretary)

BASIC SCIENCE TRACK

III.   **MD/PhD or MD with Extensive Prior Lab Experience**

Career Years	Training Goals	Mentoring
1 & 2 Clinical	▪ Intense broad clinical training ▪ Identify post-doctoral lab (mid 1st year) ▪ Identify clinical subspecialty (beginning 2nd year) ▪ Attend lab meetings post-doctoral lab (mid 2nd year) ▪ Attend SID Retreat and SID meetings	Proactive: ▪ Monitor development of clinical skills ▪ Assist subspecialty orientation ▪ Assist selection post-doctoral lab. Encourage concrete planning of research during 2nd year, either as exercise or in preparation for extramural fellowship funding. ▪ Bridge to post-doctoral lab
3 & 4 Research	▪ Research subspecialty clinic 0.5 day/week ▪ Bulk of time in research ▪ Attend SID annual meeting, as well as conferences/meetings in field of study as appropriate	▪ Assist subspecialty orientation ▪ Bridge to post-doctoral lab ▪ Assist in forming alliances to other career mentors within and outside institution (critical introductions) ▪ Advise on strategies for seeking and negotiating academic positions
5-7 Faculty Transition	▪ Secure faculty position ▪ Continue protected research time (80%) ▪ Obtain fellowship/career development extramural	▪ Monitor publications and/or presentations ▪ Help build "visibility" (e.g., AAD, SID) ▪ Counsel re: "pitfalls" (excessive clinical work,

Career Years	Training Goals	Mentoring
	support	teaching, non-productive publications, etc.)
		▪ Assist in obtaining extramural fellowship/career development support
		▪ Assist in garnering departmental support (technical, office, secretary)
8-10 Independent Investigator Transition	▪ Obtain extramural funding (e.g., RO1) ▪ Cultivate recognition in research and/or clinical subspecialty area	▪ Available for career advice ▪ Assist in pursuit of extramural support ▪ Continue to steer opportunities towards mentored

IV.   MD (inexperienced)/Basic Science Track

Career Years	Training Goals	Mentoring
1 & 2 Clinical	▪ Similar to MD/PhD ▪ Will need more assistance in identifying post-doctoral lab or research fellowship	▪ Same as MD/PhD, except will need more input re: options and timeframe may be later (2nd year) ▪ Bridge to post-doctoral label especially critical
3 & 4 Research	▪ Same as MD/PhD	▪ Same as MD/PhD, except bridge to post-doctoral lab **very** critical ▪ Monitor lab adjustment

Return to Clinical track or continue Basic Skin Science Track

Career Years	Training Goals	Mentoring
5-8 Faculty Transition	▪ Same as MD/PhD, except funding sequence fellowship to career development awards may be longer for inexperienced MD	▪ Same as MD/PhD
Independent Investigator Transition	▪ Obtain extramural funding as PI (e.g., RO1), or as integral member of larger team ▪ Cultivate recognition in research and clinical subspecialty	▪ Same as MD/PhD

Some important dates and websites for meetings, training, fellowships and grants for residents

Organization	Fellowships or Meetings	Deadlines	Contact
American Academy of Dermatology	• Young Investigators Award	December	www.aad.org/Professionals/Residents/YoungInvestigatorsAward.htm
	• Annual Meeting Resident and Fellows Symposium	June	
	• Annual Meeting Gross and Microscopic Symposium	June	
	• Annual Meeting Stephen Rothman Club		Department Chair/Residency Program Director
Dermatology Foundation	• Physician Scientist CDA	October	dermatologyfoundation.org
	• Clinical CDA in Dermatologic Surgery		
	• Clinical CDA in Health Care Policy		
	• Medical Dermatology CDA		
	• Women's Health CDA		
	• Research CDA		
	• Fellowship in Pediatric Dermatology		
	• Patient-Directed Investigation Grant		
	• Dermatopathology Research Grant		
	• Basic Science Research Grant		
Society for Investigative Dermatology	• Annual Meeting Travel Awards	January	www.sidnet.org
	• Annual Meeting abstracts	January	
	• Resident Retreat for Future Physician Scientists		Department Chair/Residency Program Director
American Skin Association	• Research Scholar Awards	October	www.americanskin.org
	• Research Grants		
	• Health Services/QOL/Outcome Grants		
Womens Dermatologic Society	• Mentorship Program	November	www.womensderm.org/grant
	• Career Development Award		
American Society for Dermatologic Surgery	• Cutting Edge Research Grant Program	?????	www.asds-net.org/education/AM-res_scholarship.html
	• Young Investigator's Writing Competition		
	• Resident Scholarship Program		

Society for Pediatric Dermatology	• Research grant	April	www.pedsderm.net
	• Fellows/Residents Research Award		
	• Annual Meeting Case Presentation applications	May	
American Society for Dermatopathology	• Annual Meeting abstracts	????	www.asdp.org
	• Research Grants thru Derm Foundation	October	
National Institutes of Health	• K08 award (mentored clinical scientist development award)	February, June and October	grants.nih.gov/grants/guide/pa-files/PA-00-003.htm
	• K23 award (mentored patient-oriented research development award)		
	• Other training grants		
	• NIH loan repayment program	December	www.lrp.nih.gov
	• A sample completed K08 application		www.nhlbi.nih.gov/funding/training/redbook/ko8.pdf
	• "Everything You Wanted to Know About the NCI Grants Process…" A very comprehensive guide to NIH's grant review process – slightly dated, but nevertheless excellent reading		www3.cancer.gov/admin/gab/02gpb/nci_grants_bk.pdf