

Creating a Culture of Professional Development

(Pipeline or Pipedream?)

The Dilemma:

Currently, there are limited resources or mechanisms in place to support many of our trainees and junior faculty in developing academic careers in the School of Medicine – some junior faculty have wondered; “What’s so attractive about being a junior faculty member at Stanford anyway?”

Discussion Questions:

- How can we (as an institution) help junior faculty be successful in their careers?
- How much (and what kind of) energy and resources are we willing to invest to ensure that we train and retain the best and the brightest faculty members for the School of Medicine?
- Some say we seem to have a bias against hiring from our own pipeline; others argue the opposite since more than half of our faculty in clinical departments came from Stanford. What are the advantages and disadvantages to being in our pipeline? What alternative strategies should we consider for developing, training and retaining our faculty – do we want to be in the business of developing talent for our peer institutions – or do we want to retain our own best and brightest?

