

What does your department/ institution/ center

Expect of Individuals?	Provide to Individuals?
Fulfilling Responsibilities for Scholarship and Service	
Patient care, research, education Committee participation—local, regional, national Presentation Publication	What programs and publications do you provide? What outcomes do you measure?
Enhancing Capabilities through Personal and Professional Growth	
Management—time, conflict, resources, budgets Leadership—strategic thinking and planning, advocacy, consensus-building Communication—group dynamics, formal presentations, “listening in” Research and project development Educational design, teaching, and assessment Quality improvement of practices and systems Cultural Effectiveness	What programs and publications do you provide? What outcomes do you measure?
Building Communities of Learning and Practice	
Career development / leadership development programs and specialty based seminars Peer-to-peer consultation and problem solving Regional and national society-sponsored programs Mentoring and being mentored	What programs and publications do you provide? What outcomes do you measure?