5-Year Academic & Research Roadmap

# Year 1 (Foundation & Orientation)

Goals: Establish presence, explore opportunities, and set direction  
- Teaching:  
 • Master CBME modules for MBBS/MD Community Medicine.  
 • Introduce interactive teaching (flipped classroom, problem-based learning, community case discussions).  
- Research:  
 • Choose 1–2 niche areas (e.g., NCD prevention, maternal health, rural health systems).  
 • Publish at least 2 review articles or small cross-sectional studies.  
 • Guide PGs in structuring thesis for indexed journal submission.  
- Networking:  
 • Join IPHA, IAPSM; attend 1 national conference.  
 • Build rapport with district health authorities (Tumkur RCHO, DHO).  
- Capacity Building:  
 • Take a course in biostatistics/epidemiology (ICMR/NPTEL).  
 • Create/update Google Scholar, ORCID, and ResearchGate profiles.

# Year 2 (Skill Development & Early Recognition)

Goals: Build reputation as a strong teacher-researcher  
- Teaching:  
 • Design teaching innovations (community immersion program, field-based research for UG/PG).  
 • Present at medical education workshops (FAIMER, MEU).  
- Research:  
 • Publish 2–3 original research articles (preferably in Scopus-indexed journals).  
 • Apply for ICMR STS projects with UG students.  
 • Mentor PGs to present at national conferences.  
- Networking:  
 • Present a paper/poster at IPHA/IAPSM conference.  
 • Initiate collaboration with NIMHANS, St. John’s, or PHFI.  
- Capacity Building:  
 • Learn systematic review and meta-analysis (Cochrane/PRISMA training).  
 • Familiarize with grant proposal writing (ICMR short courses).

# Year 3 (Visibility & Funding)

Goals: Secure research funding and expand leadership  
- Teaching:  
 • Develop community-based elective modules for UG/PG.  
 • Introduce digital health tools in training (telemedicine, mHealth).  
- Research:  
 • Apply for ICMR/DBT extramural projects.  
 • Conduct at least one community intervention trial (e.g., school health, NCD screening, maternal nutrition).  
 • Publish 3+ papers, including at least one in PubMed-indexed journal.  
- Networking:  
 • Collaborate with district health programs (RNTCP/NTEP, NVBDCP, RCH).  
 • Serve as reviewer for 1–2 journals.  
- Capacity Building:  
 • Attend international conferences (APACPH, WFPHA).  
 • Take online global health leadership courses (WHO, Johns Hopkins, Harvard edX).

# Year 4 (National Recognition & Mentorship)

Goals: Establish niche expertise, mentor others, lead projects  
- Teaching:  
 • Publish educational research in Community Medicine teaching methods.  
 • Mentor junior faculty in CBME implementation.  
- Research:  
 • Lead multicentric research collaborations with other medical colleges.  
 • Publish 4+ papers, including at least one in a high-impact journal.  
 • Secure at least one funded project as PI.  
- Networking:  
 • Chair/organize workshop or symposium at a national conference.  
 • Take up a leadership position in IAPSM/IPHA (state chapter).  
- Capacity Building:  
 • Begin work on a textbook chapter/handbook contribution in Community Medicine.

# Year 5 (Leadership & International Standing)

Goals: Establish yourself as a thought leader in your field  
- Teaching:  
 • Develop a teaching module/package that can be adopted nationally.  
 • Train PGs and faculty in educational innovations.  
- Research:  
 • Publish 5+ papers in reputed journals.  
 • Lead at least one ICMR/WHO-funded project.  
 • Submit a proposal for Centre of Excellence/Research Unit in your chosen niche.  
- Networking:  
 • Be invited as guest speaker at international conferences.  
 • Mentor junior faculty across Karnataka in research and publications.  
- Capacity Building:  
 • Plan for editorial board membership in a national/international journal.  
 • Draft a 5-year strategic plan for your department (to continue beyond you).

# By Year 5, you should aim to be:

✅ Recognized national expert in your research niche  
✅ ICMR/WHO funded investigator  
✅ Mentor of PGs and young faculty with multiple publications  
✅ Policy influencer contributing to state/national health programs  
✅ On track to become Head of Department / Dean-level leader