

INDIVIDUAL DEVELOPMENT PLAN

Adapted for HPM PhD Program

“An IDP is a tool to identify professional goals, reflect on past accomplishments, assess skills relative to career goals, and plan actions for academic progress to achieve short- and long-term career objectives. An IDP is an ideal way to facilitate communication with mentors. Creating, implementing and reassessing goals are an integral part of the IDP process.”

Each year, each HPM PhD student should fill out an IDP as a way to initiate a conversation with their advisor about their goals and aspirations for the upcoming year. Returning students are welcome to use their prior year IDP as a starting point. Students are charged with managing the process by creating a first draft of answers to this document, sending it to their advisor for review then discussion, editing as necessary, then signing the document with their advisor, and uploading a signed version to Sakai when the process is complete. This process should be completed around the start of the semester (generally before Labor Day).

This form does not capture course work in the program, which is reflected in a course checklist, which is suggested to be completed alongside this IDP until students complete their coursework.

Student's Name:

Year in the PhD program:

Minor area:

Today's Date:

Goals for the Doctoral Experience

Questions relevant for students at all levels

1. **Research Projects:** Collaborative and individual projects you are planning to participate in. Include collaborative work with your advisor, and any other projects you expect to participate in. Students still in courses may leave this section blank.
2. **Skills** you wish to gain during this year of training as well any time during the doctoral program aside from those offered through required coursework (research, teaching, etc):
3. **Funding sources** for the upcoming academic year(s): list any sources of funding you expect to have as well as others you plan to apply for or wish to seek:
4. **Honors and awards:** please list any honors or awards you consider yourself a good candidate for, if applicable.
5. **National or Other Professional Meetings or Conferences** you would like to attend (also note any goals to present a topic, moderate a discussion, etc.):
6. **Teaching Activities** (Paid TAs, teaching experience desired, guest lectures)
7. **Service Activities** that are of interest to you (journal reviews, serving on committees, assisting with departmental endeavors, etc.): [OPTIONAL]
8. **Additional Professional Development** opportunities you would like to engage in (such as attending Odum Institute seminars/workshops; attending career fairs; strengthening presentation or English-speaking skills, etc.):

9. **Mentor Meetings** schedule you would like to set up for the year:

Questions relevant for students prior to comps (use as appropriate)

10. **Readiness for comprehensive exams:** for students not having completed comprehensive exams, please list any self-assessment of readiness, or additional deficits that need to be addressed before taking exams.

Questions relevant for students post comps (use as appropriate)

11. **Dissertation** (topic, committee, progress)

12. **Number of Articles** you plan to publish during this year (also note any goals to be first author, which journals to submit articles, collaborations in writing, etc; could be NA during coursework):

13. **Grantwriting** endeavors you wish to undertake (i.e., training grants, postdoctoral fellowships applications, co-authors as senior personnel on a research grant, etc.):

Career Goals

1. What type of career are you interested in pursuing?
2. What do you need to achieve/accomplish to pursue your career goals (keep in mind the doctoral program is meant to be one that fosters independence as a researcher; what will you need to be competitive for the career you want to pursue)?
3. When do you anticipate starting your job search?
4. Are there issues/concerns that impact your job search?

Additional Goals/Concerns:

This Individual Development Plan (IDP) was reviewed and discussed and will be used as a working document to assist both the PhD student and the faculty advisor with the overall goals, endeavor and expectations associated with the doctoral training program.

Date Reviewed:

Name of PhD student

Name of Faculty Mentor

Signature of PhD student

Signature of Faculty Mentor