

INDIVIDUAL DEVELOPMENT PLAN

PURDUE COLLEGE OF SCIENCE
DEPARTMENT OF CHEMISTRY

POST DOCTORAL

STUDENT NAME

ADVISOR NAME

DATE

Passing your preliminary exam, cumes and required coursework has officially made you a candidate for the Ph.D. Your IDP at this stage (Post Doctoral) should be focused on designing not only a plan for completing the experiments you have proposed, but also for formulating new questions based on the results you obtain. Professional development to package your results for publication and present your work at local, regional, and national meetings should be a high priority. This IDP is a tool that allows you to reflect on your goals, progress, and needs for your graduate career, and is designed to help you achieve your long-term professional objectives. A key component to this exercise is establishing honest and open lines of communication with your thesis advisor. Meeting with your advisor about this document provides an opportunity to discuss topics that are important to you.

The CoS IDP portal provides a list of steps for successfully completing an IDP. Refer to those steps which are abbreviated in the box below. In addition, the portal provides a list of the student's and advisor's responsibilities when it comes to designing a training plan. Make sure that you and your advisor review those responsibilities as they will be important to the success of the student-advisor relationship.

IDP Steps Reminder

1 Perform a self assessment and complete the following Individual Development Plan (IDP). Attach an updated copy of your CV.

2 Set up a meeting with your advisor.

3 Lead the discussion of your self assessment.

4 Obtain your advisor's feedback on your IDP and your CV.

5 Submit a copy to the Main Office for your file.



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INITIAL IDP

1. Which of your past accomplishments will contribute to the success of your postdoctoral training? What skills are you bringing?

2. What areas of learning and growth would you like to develop in the next year? Which of these areas could be addressed in the next quarter? Which would be better addressed in 6 or 9 months? Be as specific as possible, including how you would like to accomplish them.

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PROFESSIONAL AND PERSONAL DEVELOPMENT

a. Research Goals: What specific area(s) of research do you wish to explore during your postdoctoral training? Are there specific methods or approaches that you would like to gain familiarity with and/or become expert in?

b. Professional Development Goals: What professional skills would you like to acquire during your training? Examples might include: public speaking, grant writing, manuscript preparation, team-work personnel management, teaching, mentoring, etc.

c. Career Goals: What are your first and second choices of long-term careers? Rank them and give reasons for your choices.

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PROFESSIONAL AND PERSONAL DEVELOPMENT

d. What are some activities that might help you achieve the research you outlined on the previous page? List 1-3 activities. (Examples: a course, meeting or workshop attendance; fellowship or grant application; anticipated publication; may include objectives in the coming year or longer-term objectives. Include a relative timeline for each objective, i.e. are these objectives dependent of each other? Do some make sense to approach immediately, while others make sense to delay?)

e. What are some activities that might help you achieve the professional goals you outlined on the previous page? List 1-3 activities. (Examples: courses, meeting or workshop attendance; teaching/mentoring; service opportunities)

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PROGRAM AND PROFESSIONAL ACTIVITIES

4. List any activities in which you and your mentor agree you should participate in to achieve your professional/career goals in the coming year.

FUNDING

5. Do you have guaranteed funding for the next year? What alternatives are in place?

TRAINING ● MENTORING

6. How can your faculty mentor help you achieve your goals?

7. What are you doing to maintain your wellness and mental health?

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ANNUAL IDP ● PROGRESS REPORT

1. Briefly review your research progress in the past year. (If you have any publications, presentations, fellowships, etc., include them here.)

2. What other activities have you been involved in? Have you been satisfied with the balance of activities? (E.g., coursework/training, teaching/mentoring, professional/career development, grant/manuscript writing, clinical duties.)

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ANNUAL IDP ● PROGRESS REPORT

3. Which experiences in the past year have been most valuable to you, your research, and/or your professional goals?

4. Describe any unanticipated challenges you experienced this year in trying to accomplish your goals. What actions have you taken to meet these challenges? How can your faculty mentor help you?

5. What is the current source and duration of your funding? Do you have guaranteed funding for the next year? What alternatives are in place?

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ANNUAL IDP ● FUTURE WORK

1. What are your short and long term research objectives for your postdoctoral training period?

2. What are your professional development objectives for your postdoctoral training period?

3. Are there opportunities at Purdue and beyond that can assist you in reaching your objectives? (E.g., meetings, courses or workshops.)

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ANNUAL IDP ● FUTURE WORK

4. In the space below, consider the breadth of mentoring you currently receive.

	How often are you meeting?	Is this sufficient?	Do you initiate meetings?
Faculty mentor (Sponsor)			
Additional mentors (Give names)			
Collaborators (Give names and roles)			

5. What have you found most beneficial from the mentoring you have received to this point? Is there anything that would improve the mentoring you receive?

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ANNUAL IDP ● FUTURE WORK

6. Do your current career goals differ from what you indicated on your initial IDP. If so, why?

7. What steps are you taking to enhance your ability to attain these goals? How can your mentor best support you in reaching your career goals?

8. When do you anticipate beginning a job search? Do you feel comfortable with the resources you have? How can your faculty mentor help?

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ANNUAL IDP ● FUTURE WORK

9. What additional training or skills would most benefit you in preparing for your career goals?

10. What are you doing to maintain your wellness and mental health?