



Individual Development Plan

Student Name:

Admission Year:

Date of Committee Meeting:

Anticipated Year/Quarter of Graduation:

I. Salary Support Plans for Upcoming Year

1. Please list your plans for salary support for the coming academic year (e.g., fellowship, RA, TA, etc.), leaving the information for any past year(s) in the table. If you plan to TA for one or more quarters, please provide the potential course(s) and whether you have contacted the instructor(s).¹

	Autumn Quarter	Winter Quarter	Spring Quarter	Summer Quarter
Year 1				
Year 2				
Year 3				
Year 4				
Year 5				

II. Acquiring of Discipline-Specific Knowledge and Research Skills

1. Briefly describe your research project goals

2. What specific skills or expertise (methods, techniques, specific courses, etc) have you already acquired during the course of your project?

3. What specific skills or expertise (methods, techniques, specific courses, etc) do you need to learn to accomplish this project?

III. Future Goals

1. Overall career goal (as of now -- you can change your mind later)

¹ The Graduate Program Committee asks for this information in order to optimally allocate TA positions and to anticipate and avoid TAsip shortfalls whenever possible.

2. What do you think you want to be doing in 10 years? (long-term objectives)

3. What do you want to be doing once you graduate? (medium-term objectives)

4. What do you want to accomplish in the next year? (short-term goals; be specific)

IV. Development of Career Skills

1. Development of communication skills (list progress you have made in this area and specific areas to improve in the future; e.g. grant writing, manuscript writing, poster and oral presentations, science writing for the public, networking)

2. Gaining experience in teaching or public outreach (list previous teaching positions and outreach activities)

3. Developing mentoring skills (list previous and potential opportunities for training)

4. Other opportunities for developing skills in leadership, mentoring, time management etc.

V. Setting Goals for Progress

1. Anticipated oral or poster presentations (list dates of previous and future presentations)

2. Anticipated publications (describe previous and anticipated titles/topics of manuscripts and anticipated dates of submission; include both first author and collaborative publications)

3. Applications for funding (list specific source of previous and potential funding and type of award, with expected submission dates)

VI. Timeline for Planning to Move to the Next Step in Your Career

1. Key contacts to make to explore career options and investigate leads

2. Potential sources for letters of reference (cultivate these relationships early)

3. Development of CV, research summary, etc.

4. Other actions to facilitate the move to your next position (e.g. attending Biosciences career seminars, meeting with the Director of the Office of Scientific Career Development, other professional development, informational interviews, networking)