

UC San Diego Individual Development Plan

Name: _____

Date: _____

Department: _____ Date of 1st Postdoc Appt/Grad. School Entry: _____

Professional/Career Objective (e.g. position within Academia, Industry, Government, Other-specify)

<i>1st Choice</i>	
<i>2nd Choice</i>	

Mentor(s) Please list your primary faculty advisor and other mentors (strongly encouraged) who will enhance the training experience by supporting your development in various skill sets.

<i>Mentor 1</i>	
<i>Department & Institution</i>	

<i>Mentor 2</i>	
<i>Department & Institution</i>	

<i>Mentor 3</i>	
<i>Department & Institution</i>	

The IDP is meant to cover various areas of training. As each postdoc/graduate student will have a unique plan, these areas of training will be defined by the postdoc/graduate student in collaboration with mentors. Suggested areas of training are Research Activities, Research Productivity (i.e. publications, presentations, patents, etc.), Professional Development (e.g. professional associations, conferences/meetings, workshops, improvement of teaching methods, etc.) and Other (customized by postdoc/graduate student).

The postdoc/graduate student and the mentors will assess the skill set of the postdoc/graduate student in each of these areas and then define short-term and long-term goals to address the skills to develop. In addition, the entire training period (up to 5 years) needs to be considered in the IDP as goals may have a particular sequence or necessary timeframe for success. These goals can be accounted for in the 5 Year Plan Overview section. Please note that the length of training may not be 5 years, thus use the number of years appropriate to the individual's situation. Mentors will guide the postdoc/graduate student in how to meet these goals to best achieve the desired career outcome.

At least annually, the postdoc/graduate student will meet with the mentors, preferably on an individual basis to ensure that the goals are specific, realistic and being met in a timely manner. Goals will also need to be reassessed to address the particular needs of the individual and to reflect the changing nature of research and/or the postdoc/graduate student's career goals.

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Training Skills Assessment

Please list the postdoc/graduate student's skill strengths and ones that require improvement in the postdoc/graduate student defined areas of training to help the individual reach the desired career objective. This portion is to be completed by the postdoc/graduate student and mentors. Alternatively, the postdoc/graduate student via correspondence with mentors can summarize the skills section.

	<i>Strong Skills (In Each Area of Training)</i>	<i>Skills to Develop (In Each Area of Training)</i>
<i>Postdoc/ Graduate Student Self- Assessment of Skills</i>		
<i>Mentor 1 Input on Postdoc/ Graduate Student Skills Assessment</i>		
<i>Mentor 2 Input on Postdoc/ Graduate Student Skills Assessment</i>		
<i>Mentor 3 Input on Postdoc/ Graduate Student Skills Assessment</i>		

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Annual Plan

The postdoc/graduate student will work with mentors to create goals and specific action steps to address and gain the skills necessary for the anticipated career. This plan will be updated and revised each year, when the postdoc/graduate student will assess each goal: if it was met, still in progress or needs revision. Suggested Areas of Training are: Research Activities, Research Productivity, Professional Development and Other.

<i>Goal 1 (Area of Training)</i>	<i>Action Step</i>	<i>Frequency (i.e. weekly)</i>	<i>Target Completion Date</i>

Date: ___ Met Goal ___ In Progress ___ Needs Revision

<i>Goal 2 (Area of Training)</i>	<i>Action Step</i>	<i>Frequency (i.e. weekly)</i>	<i>Target Completion Date</i>

Date: ___ Met Goal ___ In Progress ___ Needs Revision

<i>Goal 3 (Area of Training)</i>	<i>Action Step</i>	<i>Frequency (i.e. weekly)</i>	<i>Target Completion Date</i>

Date: ___ Met Goal ___ In Progress ___ Needs Revision

<i>Goal 4 (Area of Training)</i>	<i>Action Step</i>	<i>Frequency (i.e. weekly)</i>	<i>Target Completion Date</i>

Date: ___ Met Goal ___ In Progress ___ Needs Revision

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5 Year Plan Overview

As an IDP is an overall plan for training at UC San Diego, goals for every year in training is important to keep in mind to help postdocs/graduate students progress and build upon goals in successive years. In addition, certain goals for a career may need to be met on a timely basis. However, the length of training may not be 5 years for all, so use the number of years appropriate for the individual's training period.

Year 1 Goals

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Year 2 Goals

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Year 3 Goals

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Year 4 Goals

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Year 5 Goals

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