

INDIVIDUAL DEVELOPMENT PLAN– POSTDOCTORAL SCHOLAR

This form shall be used by postdoctoral scholars who elect to develop an Individual Development Plan (IDP). The postdoctoral scholar shall submit a written draft of the IDP to the faculty mentor for discussion.

Name	
Department	
P.I.	
Date	

The primary goal of the postdoctoral experience is to prepare scientists and researchers for their entrance into the career path of their choice. In order to achieve this goal, effective planning and communication are essential. Utilizing the Core Competencies developed by the National Postdoctoral Association <http://www.nationalpostdoc.org/competencies>, this document has been created to help guide the faculty mentor and the postdoctoral scholar through the professional development planning process, and to document final performance results. The guide should be used as a framework for on-going discussion between the mentor and scholar, and to ensure that mutual agreement is established regarding the professional development of the postdoctoral scholar. This guide does not replace formal employee performance review processes, but is available as a supplement to facilitate professional development.

Discipline-Specific Conceptual Knowledge

I (Analytic Approach to Defining Scientific Questions; Design of Scientifically Testable Hypotheses; Broad-Based Knowledge Acquisition; Interpretation and Analysis of Data)

Annual Goals:

Long Term Plans:

Mentor/Advisor Comments:

Professional/Research Skill Development

(Literature Search Strategies and Effective Interpretation; Experimental Design; Statistical Analysis; Data Analysis and Interpretation; Laboratory Techniques and Safety; Principles of Peer Review Process, Publication Strategies, Independent Funding Skills)

Annual Goals:

Long Term Plans:

Mentor/Advisor Comments:

Responsible Conduct of Research

Conflicts of Interest; Data Ownership and Sharing; Publication Practices and Responsible Authorship; Identifying and Mitigating Research Misconduct; Research with Human Subjects [when applicable]; Research Involving Animals [when applicable])

Annual Goals:

Long Term Plans:

Mentor/Advisor Comments

Communication Skills

(Writing; Speaking; Teaching; Interpersonal; Special Situations)

Annual Goals:

Long Term Plans:

Mentor/Advisor Comments:

Professionalism

(Workplace; Institutional; Collegial; Universal; Service; Community and Professional)

Annual Goals:

Long Term Plans:

Mentor/Advisor Comments:

Leadership & Management Skills

(Leadership- Strategic Vision; Leadership- Motivating and Inspiring Others; Management- Project Management; Management- Data and Resource Management; Management- Research Staff Management)

Annual Goals:

Long Term Plans:

Mentor/Advisor Comments:

Postdoctoral Scholar Signature: _____

Date: _____

Mentor/Advisor Signature: _____

Date: _____