

# Individual Development Plan for Doctoral Scholars

Name of Doctoral Scholar: \_\_\_\_\_

Review Date: \_\_\_\_\_ Department: \_\_\_\_\_

## GOALS FOR THE DOCTORAL EXPERIENCE

**Research Projects** doctoral student is expected to undertake as well as any independent research projects the doctoral student hopes to pursue:

**Courses** that will improve doctoral student's research capabilities (Biol 454 Evolutionary Genetics, ENEC 562 Statistics for Environmental Scientists, etc.):

**Skills** doctoral student wishes to gain during doctoral experience (research, teaching, etc.):

**Doctoral Candidacy** requirements the doctoral student plans to accomplish this year (preliminary research, qualifying exams, dissertation writing, etc.)

**Number of Articles** doctoral student plans to publish from doctoral experience (also note any goals to be first author, which journals to submit articles, collaborations in writing, etc.):

**Grantwriting** endeavors doctoral student wishes to undertake (i.e., training grants, doctoral fellowships, co-author as senior personnel on a research grant, etc.):

**Professional Meetings or Conferences** doctoral student would like to attend (also note any goals to present a topic, moderate a discussion, etc.):

**Mentoring or Supervision** of undergraduates (or others) doctoral student would like have responsibility for:

**Teaching Experience** doctoral student would like to gain (course lectures, assistance with classes):

**Service and Outreach Activities** that are of interest to the doctoral student (serving on committees, assisting with departmental endeavors, participating in informal education, etc.):

**Network Development** that is relevant to the doctoral student (BGSA, GPSF, AAAS, etc.):

**Additional Professional Development** opportunities the doctoral student would like to engage in (such as attending fellowship application seminars/workshops; attending career fairs; strengthening presentation or English-speaking skills, etc.):

Are there issues/concerns that impact the doctoral student's progress towards degree completion (such as housing issues, insufficient research material, etc.)?

The original document was developed by Dr. Rhonda Sutton, North Carolina State University, Office of Postdoctoral Affairs and modified by the Willett Lab at UNC Chapel Hill.

## AREAS OF GROWTH

How has the doctoral student progressed in the area of **Public Speaking**? How can s/he progress further?

How has the doctoral student progressed in the area of **Time Management**? How can s/he progress further?

How has the doctoral student progressed in the area of **Scholarly Writing**? How can s/he progress further?

How has the doctoral student progressed in the area of **Grant Writing**? How can s/he progress further?

How has the doctoral student progressed in the area of **Critical Thinking**? How can s/he progress further?

How has the doctoral student progressed in the area of **Mentoring/Teaching**? How can s/he progress further?

## POST-DOCTORAL AND CAREER GOALS

The original document was developed by Dr. Rhonda Sutton, North Carolina State University, Office of Postdoctoral Affairs and modified by the Willett Lab at UNC Chapel Hill.

What type of career/postdoc is the doctoral student interested in pursuing (faculty position in a university or college, research scientist in industry, entrepreneur, postdoc in a specific lab, etc.):

What does the doctoral student need to achieve/accomplish to pursue his/her career/postdoc goals (keep in mind the doctoral position is meant to be one that fosters independence as a researcher and a scientist; what will the doctoral student need to be competitive for the career/postdoc s/he wants to pursue)?

When does the doctoral student anticipate starting his/her search for a career/postdoc?

### ADDITIONAL GOALS/CONCERNS

This Individual Development Plan (IDP) was reviewed and discussed and will be used as a working document to assist both the doctoral scholar and the PI/faculty advisor with the overall goals, endeavors and expectations associated with the doctoral student's appointment.

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Name of Doctoral Scholar

Name of PI/Faculty Advisor

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Signature of Doctoral Scholar

Signature of PI/Faculty Advisor

Date Reviewed: \_\_\_\_\_