INDIVIDUAL DEVELOPMENT PLAN

PURDUE COLLEGE OF SCIENCE
DEPARTMENT OF CHEMISTRY

YEAR **2**

STUDENT NAME   ADVISOR NAME   DATE

Setting goals and assessing if you have accomplished these goals is a crucial to being productive, not just busy. Guided by your Individual Development Plan (IDP), formal meetings with your advisor are a chance for you to step back from your daily lab work, assess your progress, and plan for the future. This IDP is a tool that allows you to reflect on your goals, progress, and needs for your graduate career. Meeting with your advisor about this document provides an opportunity to discuss topics that are important to you. Your advisor and mentors are invaluable resources to help you propose and execute next steps that will help make you a better scientist. A key component to your success is establishing honest and open lines of communication with your thesis advisor and mentors.

At the end of your second year, you have selected a thesis committee, decided on a research project portflio, completed your coursework, passed all your required cume exams, and started pondering topics for your Original Proposal. The IDP is designed to help you set your goals for the coming year based on your long-term professional objectives.

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 and update 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.

2.1

STUDENT NAME   ADVISOR NAME   DATE

PROFESSIONAL AND PERSONAL DEVELOPMENT

1. What are your long-term goals (i.e., what do you want to be doing on a daily basis 5-10 years after you graduate)?

2. What skills, abilities, or knowledge content have you identified for targeted development throughout the course of your Ph.D. in order to best position you to succeed in your long-term goals?

3. What professional development and research activities over the next 12 months you are planning to best position you for success in achieving these goals (e.g., publications, presentations, networking, etc.)?

4. Your success as a student is linked to your wellness. What are you doing to maintain this?

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PROGRAM AND PROFESSIONAL ACTIVITIES

1. What program requirements do you need to complete, and what is your plan to fulfill them?

2. Employers of Ph.D. scientists generally consider activities beyond coursework and research alone when assessing leadership potential. Have you identified means of demonstrating leadership (e.g., mentoring, service/outreach, collaboration/internships with industry)?

TRAINING   ●   MENTORING

1. Have you identified a mentorship network for guidance in research and professional development (thesis advisor, committee members, other graduate students and post-docs)? Have you identified areas, if any, could benefit from additional mentorship? If so, what are your plans to strengthen your mentorship network?

2. What help can your advisor or other faculty/staff provide regarding graduate training and professional development?

3. Your success as a student is linked to your wellness. What are you doing to maintain this?

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SCIENTIFIC ● RESEARCH GOALS AND OBJECTIVES

1. What is the central focus of the project or projects in which you are engaged? What specific activities are planned for the next 12 months?

2. What activities are in your plans for building knowledge and understanding in the central area of your research? What resources will be leveraged to this end?

3. Do you have a good grasp of how this project fits into your field?

4. How do you feel your project is progressing?

5. Are there any factors in the workplace environment that are complicating or prohibiting your productivity in research?

6. What will be your financial support for the next year? Have you identified appropriate fellowships?