

## **Encouraging the development and use of IDPs (Individual Development Plans) for PhD Graduate Students and Post Docs**

**Summary/Purpose:** Faculty and Research Staff who actively supervise and mentor PhD graduate students and Post-Docs are strongly encouraged to support the creation and use of Individual Development Plans.

An Individual Development Plan (IDP) may be viewed as a customizable roadmap to assist with developing a clear pathway toward a successful career. It includes formulating and establishing clear academic and professional goals, and action plans for achieving those goals.

The American Association for the Advancement of Science (AAAS) has developed a web-based career-planning tool specifically for PhD students and postdocs in the sciences. This tool (<http://myidp.sciencecareers.org>) is intended to help students and new scientists explore their own strengths in the sciences as well as other skills such as leadership and communication, matching their talents to potential career options, both traditional and untraditional, within and outside of academe. It specifically engages the faculty mentor and encourages the mentor to monitor progress and discuss career goals with the student/post-doc.

Faculty and Research Staff who actively supervise and mentor PhD graduate students and Post-Docs are strongly encouraged to adopt the use of this or similar career-planning tools.