

We thank you for your time spent taking this survey.
Your response has been recorded.

Below is a summary of your
responses

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Individual Development Plan

An Individual Development Plan (IDP) is an essential tool to help you: assess your current skills and strengths; make a plan for developing skills that will help you meet both your academic and professional goals communicate with your advisors and mentors about your evolving goals and related skills

The IDP is a resource for you to design and map your own plan for graduate study and monitor progress towards your goals.

Completion of IDPs is now required at research centers with NIH training grants.

This form asks about a range of skills that we hope you will develop in graduate school, but we do not expect you to have all of these at any given time. We hope you will use this as a tool to reflect on where you are at and where you hope to further develop.

What is your name, email, and your current primary advisor's name?

First	<input type="text" value="Sarah"/>
Last	<input type="text" value="Bass"/>
Email	<input type="text" value="sbass3@wisc.edu"/>
Advisor's First	<input type="text" value="Kenneth"/>
Advisor's Last	<input type="text" value="Hendricks"/>
Advisor's Email	<input type="text" value="hendrick@ssc.wisc.edu"/>

What year did you enter your PhD program?

What year did you enter your PhD program?

- ☒ 2020
- ☐ 2019
- ☐ 2018
- ☐ 2017
- ☐ 2016
- ☐ 2015
- ☐ 2014
- ☐ 2013
- ☐ 2012
- ☐ Before 2012

PhD program

- ☐ Agricultural and Applied Economics
- ☒ Economics
- ☐ Geography
- ☐ Nelson Institute
- ☐ Population Health Sciences
- ☐ Political Science
- ☐ Psychology
- ☐ Social Work
- ☐ Sociology
- ☐ Other, please specify:

STEP 1: Conduct a Self-Assessment

Pre-Publication Professional/Research Skills

Rate your skills in these areas.

	1=Weak					5=Strong	
	1	2	3	4	5		N/A
Developing research questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Framing your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	

Identifying relevant methods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	N/A
Applying relevant methods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Academic writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>						

Add any notes if you would like (optional):

Have not started research component of the program yet

Professional/Research Skill Development

Rate your skills in these areas.

	1=Weak			5=Strong		
	1	2	3	4	5	N/A
Publishing your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Applying for external funding (NSF, dissertation fellowships, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Evaluating existing research	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing an interdisciplinary perspective on population science	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>						

Add any notes if you would like (optional):

Communication Skills

Rate your skills in these areas.

	1=Weak			5=Strong		
	1	2	3	4	5	N/A
Writing for a discipline-specific	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	1	2	3	4	5	N/A
audience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Presenting to a discipline-specific audience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Giving constructive feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receiving constructive feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaging in conflict resolution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Add any notes if you would like (optional):

Professionalism

Rate your skills in these areas.

	1=Weak		5=Strong			
	1	2	3	4	5	N/A
Actively participating in the local research community	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in professional service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Appreciating the intellectual contributions of other disciplines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Add any notes if you would like (optional):

Leadership and Management Skills

Rate your skills in these areas.

	1=Weak		5=Strong			
	1	2	3	4	5	N/A

	1	2	3	4	5	N/A
Managing time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Setting goals and monitoring results	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with diverse teams and groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>						

Add any notes if you would like (optional):

Responsible Conduct of Research

Rate your skills in these areas.

	1=Weak			5=Strong		
	1	2	3	4	5	N/A
Identifying conflicts of interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding data ownership and sharing issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifying and mitigating research misconduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Demonstrating responsible conduct in research with human subjects (when applicable)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Demonstrating responsible publication practices and authorship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>						

Add any notes if you would like (optional):

Teaching

Rate your skills in these areas.

	1=Weak			5=Strong		
	1	2	3	4	5	N/A
Fostering an effective classroom environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Developing syllabi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Giving effective lectures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>						

Add any notes if you would like (optional):

Job Search Skills

Rate your skills in these areas.

	1=Weak			5=Strong		
	1	2	3	4	5	N/A
Building/maintaining a CV	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Presenting self professionally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interviewing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Networking and developing contacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Maintaining a professional web presence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="text"/>						

Add any notes if you would like (optional):

Participation in professional activities

For each conference, indicate the number of years you have attended, submitted, presented, served as a discussant, and chaired sessions.

	Conference Activity				
	Years Attended	Years Submitted	Years Presented	Years Discussed	Years Chaired Session(s)
PAA					
ASA					
AERA					
AEA					
GSA					
APPAM					
SWS					
APHA					
SER					
Other, please specify					
Other, please specify					

For what journals, if any, have you served as a referee?

Are you currently working on jointly-authored research with another CDE or CDHA student?

- ☐ Yes
- ☒ No

Are you currently working on jointly-authored research with a faculty colleague who is **not** your primary research advisor?

- ☐ Yes
- ☒ No

Are you currently working on jointly-authored research with a student OR post-doc OR faculty colleague **outside** of your PhD-granting department?

- ☐ Yes
☒ No
-

In the past year, have you submitted any research for publication?

- ☐ Yes
☒ No
-

In the past year, have you submitted any fellowship or grant applications?

Please remember to consider internal grants (UW-Madison), external grants (all others), as well as grants in which a faculty member is a PI but the grant is primarily intended to support your research as a "Yes" response.

- ☐ Yes
☒ No
-

In the past year, have you had a grant funded?

- ☐ Yes
☒ No
-

In the past year, have you submitted any research for presentation at conferences?

- ☐ Yes
☒ No
-

Do you have any other good news / awards / research briefs / teaching achievements / public impact / media mentions that you would like us to know about?

(Feel free to mention anything you're excited about!)

STEP 2: Design a Plan of Study/Roadmap to Degree

Note: These suggested plans/goals are typical of our students, not universal. Timing has also been clearly affected by the pandemic.

Please complete the boxes from your current year forward

Year 1

Examples: Coursework, engage in a research project, Prelim 1 / Field exam (if applicable)

Complete coursework, pass prelims

Year 2

Examples: Continue coursework, Masters thesis, conference submission, paper for publication / field paper, Prelim 1

Continue coursework, start field paper, successfully TA

Year 3

Examples: Complete remaining coursework, conference submission, paper for publication, Prelim 2

Complete any remaining course work, complete field paper, 3 signature proposal

Year 4

Examples: Proposal defense, conference submission, paper for publication, teaching experience (if applicable)

Work on dissertation, complete research as an RA

Year 5

Examples: Apply for jobs, conference submission, paper for publication, teaching experience (if applicable), defend thesis

Continue work on dissertation, continue researching as an RA, apply for jobs (if I'm ready for the job market by then), defend thesis

Ongoing plans

What is your expected completion date?

Example: Spring 2022

Spring 2025-2026

What topics would you like to see covered in the development/training seminar in the next 12 months?

I would love to see more presentations from economists and more presentations that focus on environmental research

Thank you for taking the time to complete your CDE & CDHA Individual Development Plan!

If you would like to review anything, please use the << arrows at the bottom of the page to go back, not your browser's back button.

When you are ready to submit your IDP, please click Submit below and the >> arrows.

☐ Submit

Congratulations! You have completed your IDP self-assessment.

Advance to the next page where you will see a downloadable link to your survey answers.

Please download the summary and either email it to your advisor or print the page and bring it with you to the meeting with your advisor.

STEP 3: Discuss with Mentor

Discussing what you discovered from your skills assessment, and talking about your career goals and interests with your mentor might help you identify developmental needs and areas to work on. By helping you compare current skills and strengths with those needed to achieve your career objectives, your mentor can be an important ally.

Some might feel it's risky to share, for example, their weaknesses or their interest in a career outside academia with their mentor. While it's not necessary to share all results right away, consider how the feedback from your mentor might support your plan, and provide insights

consider how the feedback from your mentor might support your plan, and provide insights and resource ideas.

Be creative about whom you approach for advice. You can get useful feedback from multiple people with a broad range of experiences and perspectives including friends, family, staff and faculty other than your primary mentor.

See the university's IDP website (www.grad.wisc.edu/pd/idp/menteetips) for other tips on the discussion with your mentor.

STEP 4: Implement the Plan

Put your plan into action. Stay organized and see out the support you need to stay on track. Commit to the plan, but also remember that you will need to be flexible and modify your plan as your goals or circumstances change. Keep your IDP in a convenient place and check it often. Add your IDP deadlines to your calendar to integrate them with deadlines for other work and personal events.

STEP 5: Review and Revise the IDP Regularly

Review the IDP with your mentor on a regular basis (on a schedule decided upon together) and revise/update. And, importantly, celebrate your achievements!