

UMD Individual Development Plan for Postdoctoral Associates, Scholars, and Fellows

Postdoc Name:

Mentor Name:

Date:

Creating an Individual Development Plan (IDP) helps postdocs and their mentors assess skills, identify short and long term goals, and determine a plan for achieving research, professional, and career goals. This document should be used during meetings with faculty mentors and their trainees as a means to foster communication to ensure the postdoc articulates his/her professional development needs, and the faculty mentor provides feedback on progress and expectations.

Before creating an IDP, postdocs are strongly encouraged to engage in a formal self-assessment. [The [myIDP](#), [ChemIDP](#) and [ImaginePhD](#) on-line career exploration and planning websites contain assessments; [National Post-doc competency checklist](#); discipline specific resources through discipline national or international association]

General goals for the postdoctoral experience

- 1.
 - 2.
 - 3.
 - 4.
 - 5.
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Technical Skills Planning, if applicable [How I plan to attain additional technical skills, classes to take, seminars to attend, etc.]

Year 1/short term

Mid term

Long term goals

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Research Agenda/Planning [A draft of research agenda; include collaborations, studies, and methods planned to be utilized]

Year 1/short term

Mid term

Long term goals

Funding Planning, if applicable [Plans for securing funding, types of grants and fellowships]

Year 1/short term

Mid term

Long term goals

Conferences/Publications Planning, if applicable [Regional, national, international conferences I plan to attend; publications I wish to publish and submission deadlines]

Year 1/short term

Mid term

Long term goals

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Career Planning [Long and short term career goals. Skills and competencies to develop and workshops to attend. A list of Postdoc workshops is available on the Office of Postdoctoral Affairs website: www.gradschool.umd.edu/postdocs]

Year 1/short term

Mid term

Long term goals

Leadership/Management Development Planning, if applicable [Include positions held, activities and projects, professional leadership aspirations]

Year 1/short term

Mid term

Long term goals

Teaching Skills Planning, if applicable [Visit the [TLTC website](#) or [CIRTL website](#) for a list of workshops and events]

Year 1/short term

Mid term

Long term goals

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Mentorship After Postdoc, if applicable [Help with the first grant, help giving talk, letters of recommendation for awards]

Long term goals

This IDP should be used as a planning tool and not a formal university evaluation. This document should be revisited every six months to a year for reevaluation.