

An Individual Development Plan (IDP) is a tool that can be used to facilitate communication between students and faculty mentors and advisors. The Driskill Graduate Program IDP provides space for students and advisors to record and comment on the student's career, research and training goals. Both short- and long-term goals in these areas should be discussed and indicated, and comments should address the level of effort and commitment necessary by both parties to meet these goals.

DGP students will first complete the IDP with their advisor upon joining a thesis laboratory. The IDP will then be revisited and updated annually. It is expected that goals and plans in all areas will evolve over time.

When a student is within 6 to 12 months of finishing the PhD requirements, the IDP should include comments on the student's plans for completion, including submitting any remaining publications, writing the dissertation and searching for a job.

In order to foster a high level of mentoring, students and advisors should use the opportunity of completing the IDP to read and discuss the *AAMC Compact Between Biomedical Graduate Students and Their Research Advisors*.

Once the form is completed and signed, please return a copy to the DGP office by email attachment.

Students are also strongly encouraged to make use of the on-line IDP made available by Science Careers at:

<http://myidp.sciencecareers.org/>

## INDIVIDUAL DEVELOPMENT PLAN (IDP)

Driskill Graduate Program in Life Sciences (DGP)  
Feinberg School of Medicine, Northwestern University

Name

Advisor

Date

### Career Goals

What are your short- and long-term career goals? What skills and competencies do you need to develop to meet these goals and how do you plan to do so?

Goals for the upcoming year

Long Term Goals and Plans

Mentor/Advisor Comments and contributions to meeting career goals

### **Research Goals**

What are your short- and long-term research goals and what will be required to achieve those goals? Include experimental plans, collaborations, publishing papers, attending conferences, giving oral presentations, etc.

Research goals for the upcoming year

Long Term Research Plans

Mentor/Advisor Comments and contributions to meeting goals

### **Additional Training Goals**

What are your additional training goals and needs, and what are your plans for achieving those goals? This section may include teaching, writing and communications skills, for example.

Current Goals, Long Term Plans and Comments

Mentor/Advisor Comments and contributions to meeting non-lab goals

Graduate Student Signature

Advisor Signature