Individual Development Plan

UTIA Compliance Luncheon
March 10, 2015
12 noon – 1:00 p.m.

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Program for Excellence & Equity in Research (PEER)
Program for Excellence & Equity in Research

“To create a “program of excellence” at UTK that ensures that the scholars in PEER destined for STEM research careers achieve at a level that maximizes their chances for success.”

• **INCREASE STUDENTS FROM URM GROUPS EARNING PH.D. DEGREES IN BIOMEDICAL OR BEHAVIORAL SCIENCES**

• **RETAIN URM STUDENTS AND REDUCE THE GAP IN COMPLETION OF PH.D. DEGREES**

• **ACHIEVE EXCELLENCE AND PROMOTE BEST PRACTICES FOR HOLISTIC GRADUATE STUDENT DEVELOPMENT**
Events and activities

• **Orientation:** Skills for success

• **Mentoring:** PEER mentors, PEER-2-PEER mentoring

• **Discourse meetings:**
  
  Career planning, time management, fear of public speaking, personal statements, academic and emotional support...
  
  Networking, professional etiquette, team-building
  
  Scientific communications
  
  Grantsmanship and fellowship applications
  
  Individual Development Plan- IDP (now an NIH requirement)

• **Responsible conduct of research and ethics**

• **Conference travel**

• **PEERing-out**

• **Workshops** (professional and personal development): mentoring, diversity awareness, self-efficacy, negotiations, self-assessment, cyberlearning etc.

• **Annual PEER symposium**
  
  • March 7, 2015: Dr. Peter Fiske- 3 workshops: neuroscience of communication, entrepreneurship, put your science to work. Open to all graduate students
What is Mentoring?

“Mentoring is a dynamic reciprocal relationship in a work environment between an advanced career incumbent (mentor) and a beginner (protégé) aimed at promoting the career development of both” (Healy, 1997, p. 10).
Benefits of Mentoring

• Improve communication;

• Help the mentee to get the most out of graduate school;

• A “living” document that is bound to change over time;

• Assess an individual’s skill set relative to their career goals.
Individual Development Plan

- A report made by a Working Group of the Advisory Committee to the National Institutes of Health (NIH) Director recommended “a call for IDPs for all NIH-supported graduate students and/or postdoctoral researchers.”
- NIH annual progress reports received on/after October 1, 2014 must include a section to describe how individual development plans (IDPs) are used to identify and promote career goals of graduate students and postdoctoral researchers associated with the award.
- The revised policy is being implemented to prepare students and postdocs better to participate successfully in evolving research and a research-related economy.
Individual Development Plan is a tool used for mentoring students in career planning and professional development.
“PhD trained graduates often don’t realize the breadth of what they are capable of doing”. (Dr. Neal Lane; NSF Director 1993-1998)
An Individual Development Plan (IDP) is a structured planning tool designed to help you:

- identify **long-term career goals** that fit with your unique skills, interests, and values,
- make a plan for **improving your skills**,
- set goals for the coming year to **improve efficiency and productivity**, and
- structure productive **conversations with your mentor(s)** about your career plans and development.

This module will guide you through the process of creating an IDP:

1. **Self-assessment**
   Consider your skills, values, and interests.

2. **Career exploration**
   Learn about career options for PhD-level scientists, and compare your skills, interests, and values to each option.

3. **Set goals**
   Make a concrete plan for how you will improve your skills, build your network, and get the experience you need to prepare for your future career.

4. **Implement plan**
   Recruit mentors to help with various parts of your plan.

Submit

**Your own IDP**

Submit
1. Self-Assessment
Traditional Skills

Skills - a learned power of doing something competently: a developed aptitude or ability.

- Research
- Statistical Analysis
- Instrumentation Techniques
- Grant writing
- Scientific writing
- Communication Skills
- Method Development
- Project Management
Values

• Of the many skills you developed while in graduate school, which ones do you value most?

- Ability to create and persuade
- Ability to work proactively with difficult people
- Region or location of job
- Independence
- Ability to work in a high stress environment
- Finding one's own path and initiatives with little assistance
Interests

PhDs possess many traits that are of high value and not just skills-sets.

Transferable skills:

- Public speaking
- Teaching, conceptualizing, explaining
- Organizing, creating systems
- Cooperative, helpful
- Objective, flexible
- Counseling/mentoring
- Building relationships
- Interviewing skills
- Thorough, organized, efficient
- Resourceful, determined, persistent
Non-traditional Skills

- Leadership
- Persuasion/Negotiation
- Humor
- Tact/Professionalism
- Understanding Assessment, Risk, and Rewards
- Understanding Investment and Return on the organization
- Drive
- Perspective
2. Career Exploration
SKILLS + PASSION = YOUR IDEAL CAREER
3. Setting Goals
A SMART Approach

• **How to set a SMART goal**
  • S – Specific – Is it focused and unambiguous?
  • M – Measureable – Could someone identify whether or not you achieved this goal?
  • A – Action-oriented – Is there an action required on your part?
  • R – Realistic – Considering difficulty and timeframe, is this goal attainable?
  • T – Time-bound – By when should you complete this goal?
Example of SMART Goal

- As a result of using IDP, the percentage of students in my lab becoming a first author on 3 publications will increase this year by 10.
  - Strategic and Specific increase in number of students publishing as first authors.
  - Measurable 10 increases
  - Attainable possible to achieve
  - Results-oriented specific results stated
  - Time-bound this years publications
Goals that are NOT SMART

- Encourage students to accept greater responsibility
- Integrate models into research
- Encourage students to read the literature
All Goals should be included in the IDP. Map Out Your Plan.

HTTP://MYIDP.SCIENCECAREERS.ORG
Career Planning Works

- Thinking about goals motivates people to pursue them.

- Developing specific rather than general goals help people to achieve them.

- **Developing and implementing a plan puts your student one step closer to making their dreams come true.**
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Questions?