

## Evaluation and Assessment Instruments: CBI-Specific Individual Development Plan

### CBI Training Program Individual Development Plan

Name:

Date:

Graduate Department:

Ph.D. advisor(s):

Date you entered your graduate program:

Expected graduation date:

The purpose of this IDP is to identify the areas where you would benefit from additional skill and knowledge, and to help create opportunities that may not be readily available to you through your advisor, your current network of mentors, and your home department. Guidance on the specifics of your research progress is likely best handled through your primary advisor, but there may be other aspects of your training where the network of CBI training faculty and the U of M CBI alumni base may be of considerable benefit. Please consider these opportunities in your answers below. The answers you provide are meant to be completely confidential between you and the CBI program director.

1. Considering your skills and strengths, can you identify developmental opportunities that would enhance your professional skills and career options? Can you identify the types of mentors or training opportunities that might help you to gain these skills?
2. Are there specific career opportunities that you would like to learn more about? Would you like assistance in identifying a mentor who works in these career fields or in finding resources for more information?
3. Are you satisfied with the opportunities that you have to present your work at scientific meetings and to network with professionals in your field? What opportunities in these areas would you like to have over the coming year?
4. Are you satisfied with your research progress and with the scientific mentoring that you are receiving? Are there ways that the CBI faculty can assist with your research planning, data analysis, or relationships with your mentor(s) as you progress towards completing your dissertation?
5. Are you satisfied with your progress towards identifying your next professional steps after graduation? Are there ways that the CBI faculty can help to mentor you as you apply for jobs or postdocs?
6. Are you satisfied with the environment in your laboratory? Is there equitable access to equipment, reagents, and training? Do lab members treat each other with respect? Would you like assistance from CBI faculty to navigate your lab environment as you progress towards completing your dissertation?"