

ARTICLE __

PROFESSIONAL DEVELOPMENT

Section 1. Individual Development Plans

As set forth in Article __, Appointments and Reappointments, postdocs shall have the opportunity to develop and discuss an Individual Development Plan ("IDP") with their PI.

A. Individual Development Plan

1. An individual development plan (IDP) provides a planning process that identifies the Postdoc's general individual research goals, professional development and career objectives. It may also serve as a link to the supervisor's research goal, and thus serves as a communication tool between a Postdoc and their supervisor. For the purposes of this Article, supervisor may be an appropriate designee approved by the Postdoc's supervisor. In addition to the Postdoc's supervisor, the Postdoc may consult with additional career mentors in the development of an IDP.
2. Postdocs may elect to develop an IDP. The Postdoc shall follow the process outlined below:
 - a. When developing an IDP, the Postdoc may discuss their research goals, general professional development needs, and career objectives with the supervisor and any additional career mentor(s).
 - b. In the event a Postdoc desires a written IDP, they will normally conduct a self assessment and discuss opportunities with their supervisor and any additional career mentor(s). The Postdoc may then submit a written draft of the IDP to the supervisor for discussion.
 - c. The supervisor or designee will share their knowledge about available development opportunities with the Postdoc, will review the IDP and provide advice about possible revisions as needed.
 - d. When implementing the plan, if the Postdoc believes the plan requires revision, they will follow the process outlined in §A.2.a., above. Goals may change based on evolving research needs.
 - e. The Postdoc and the supervisor may engage in ongoing discussions regarding the IDP.

Section 2. Evaluations Postdocs may receive an annual written evaluation prepared by their PI that is signed by both the postdoc and the PI. If an evaluation is done, it should include a brief narrative on progress during the year, whether the postdoc is meeting expectations, and plans for future career development. The content of the evaluation must be discussed at a meeting between the mentor and the Postdoc. Copies of the written evaluations must be kept on file in the Departmental office and in the postdoc's Employment File.

Kim Hong
As JGM

