

Individual Development Plan

Mentoring provides the core of a postdoctoral experience, and communication between the fellow and mentor is essential for a successful fellowship. To foster this important aspect of postdoctoral training, it is required that the mentor and fellow hold an initial meeting to discuss the fellow's research and career goals and mutual expectations for the first year.

This form must be completed during the fellow's new employee orientation.

The mentor and fellow can refer to the following sections of the NIH sourcebook:

<http://sourcebook.od.nih.gov/ethic-conduct/guidelines-mentors.htm> and

<http://sourcebook.od.nih.gov/ethic-conduct/guidelines-trainees.htm>.

1. What is the fellow's general career goal (e.g., academia, industry)?
2. Describe the fellow's general research goals.
3. Describe specific expectations for the **first year** in the following areas:
 - Projected research accomplishments
 - Technical training (e.g., FAES course)
 - Presentations (e.g., journal club, lab meetings, retreat)
 - Scientific meetings to attend (abstract deadlines)
 - Frequency of meetings with mentor
 - Career development (e.g., OITE workshops, grant writing, networking)
 - Publications (e.g., thesis and future IRP research)
4. Other expectations (e.g., work schedule, vacations)
5. To expand their professional network and facilitate career development, fellows are encouraged to identify secondary mentors with the help of their primary mentor. List the names of suggested secondary mentors for the fellow.

Your signature below indicates that you agree with the information on this form.

Fellow (print)

Mentor (print)

Training Director (print)

Fellow's signature

Date

Mentor's signature

Date

TD's signature

Date