

**Fostering Futures:
Facilitating Graduate Student Success
with Individual Development Plans**

Introductions

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Before We Get Started...

- This session will be a conversation
- If you have questions, feel free to ask them
- Using a work-in-progress at GT and USF as a case study

Download
materials:
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or QR code →

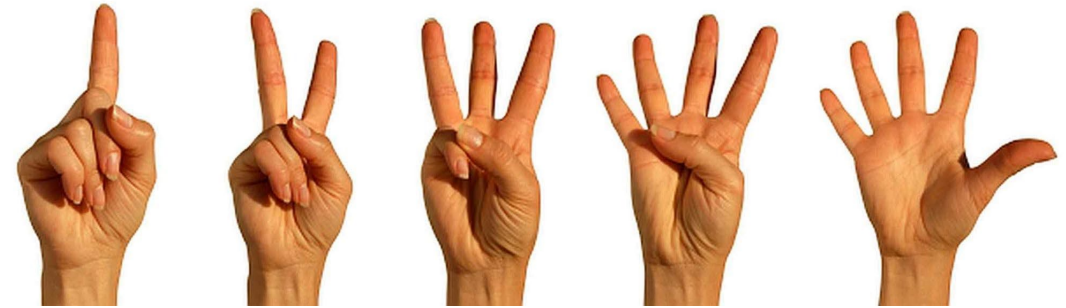


**There is no
“one-size-fits-all”
approach.
Your path is
uniquely yours.**

Poll

Does your institution require OR recommend Individual Development Plans (IDPs) for graduate students?

1. No one has heard of IDPs
2. No one is using IDPs
3. A few graduate programs are using IDPs
4. Most graduate programs are using IDPs
5. My institution requires IDPs



Why strive for effective mentoring?

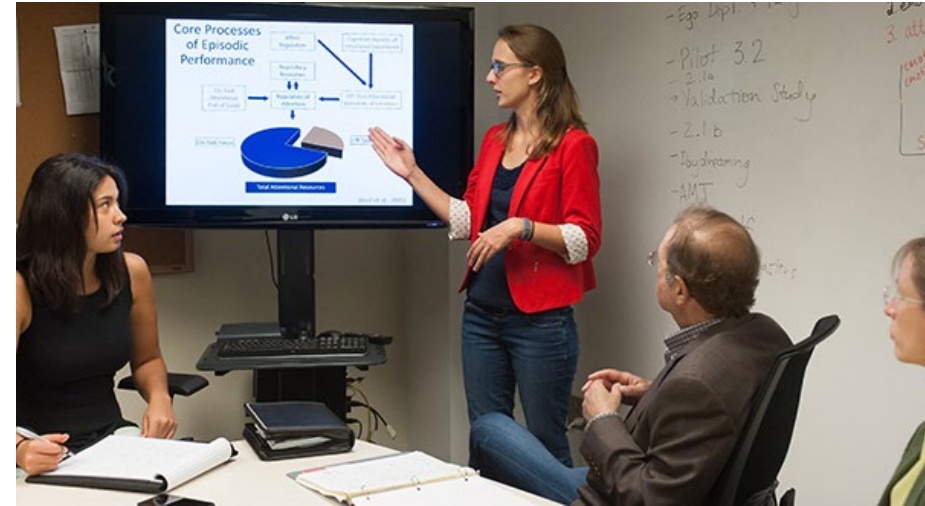
Students who have effective mentoring are:

- More likely to complete the degree
- More likely to see themselves as competent STEM researchers
- More likely to publish
- More satisfied with their relationship with faculty advisor and
- Most satisfied with their graduate program

If students are more successful, so are faculty.

Promotion & Tenure Requirements

Georgia Tech's Student Success activity guidelines require a discussion of mentorship activities if faculty supervise graduate students or postdocs.



National Recommendations and Requirements

- **National Science Foundation**

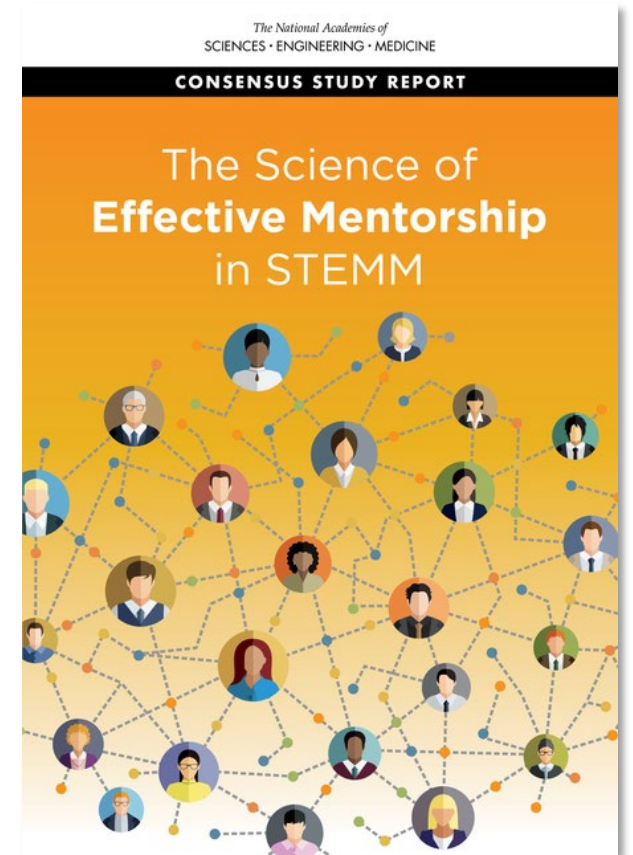
- Added Mentoring Plan and IDP requirements for grad students in 2024
- [The NSF 101: The Mentoring Plan](#) provides resources and guidance for PIs.

- **National Institutes of Health**

- [NIH has been encouraging IDP usage since 2014](#) and requires annual reporting on usage.
- [NIH is implementing changes to training grant requirements in 2025](#), including defining expectations for mentor training and accountability measures to promote professional development opportunities for all trainees in the biomedical research field.

- **NASA**

- ~~Inclusion Plan~~



NSF Mentoring Requirements: Pre-Award

- **Mentoring Plan**

- Each proposal that requests funding to support postdoctoral scholars or graduate students must upload under "Mentoring Plan" in the supplementary documentation section of Research.gov. Mentoring plan must not exceed 1 page.
- Mentoring plan must describe the mentoring that will be provided to all postdoctoral scholars or graduate students supported by the project
- Mentoring activities provided to graduate students supported on the project will be evaluated under the Broader Impacts review criterion.
- For more information, see [PAPPG Chapter. II D.2.i\(1\)](#).

Mentoring Plans: Example Activities

- Orientation and Setting Expectations
- Training and Skill Development
 - Preparation of proposals, publications and presentations
 - Teaching and mentoring skills
 - How to effectively collaborate with researchers from diverse backgrounds and disciplinary areas
 - Responsible and ethical professional practices
 - Additional Professional Development
- Career Coaching/Advising
- Individual Development Plan and Goal Setting
- Annual Assessment
- Improving Faculty Mentoring Skills



NSF Mentoring Requirements: Post-Award

Individual Development Plans for Postdoctoral Scholars and Graduate Students

- Each postdoctoral scholar and graduate receiving substantial support from the award has an individual development plan that maps educational goals, career exploration, and professional development.
- PI certifies that this requirement is met as a part of their annual report to NSF
- For more information, see PAPPG [Chapter VII.B.7](#) and [Chapter VII.D.1.b](#)

Individual
Development
Plans

IDPs

Personal
Growth Plan

Career
Development
Plan

Professional
Development
Plan

Skills
Development
Plan

Learning
Plan

Self-
Improvement
Plan

Career
Action Plan

Growth
Strategy

Development
Roadmap

Goal Setting

Structured plans help to:

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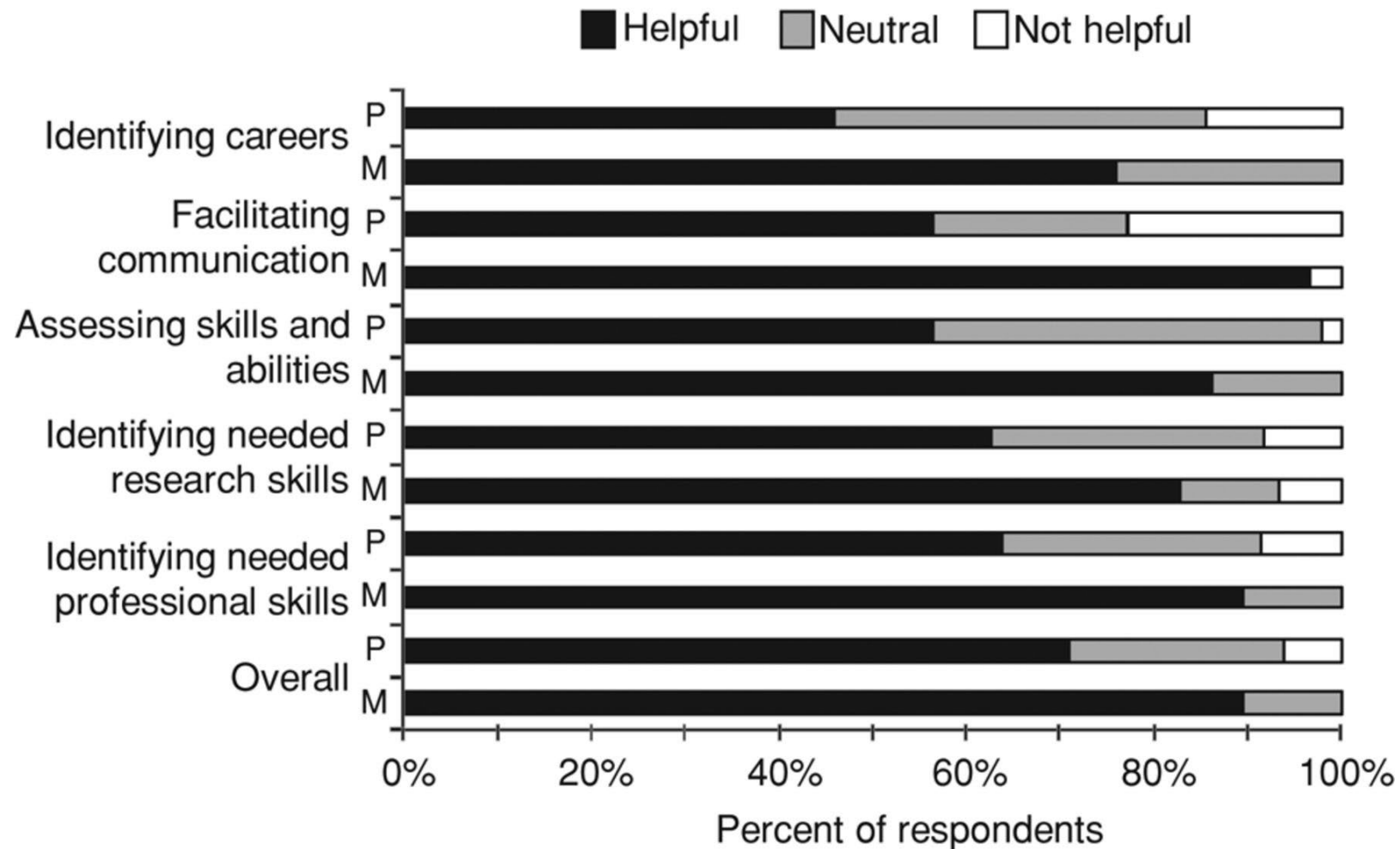
Satisfaction
&
Productivity

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Conflicts
with
supervisor

Research on Individual Development Plans

Postdocs (P) and Mentors (M) were asked to rate how helpful the IDP process was overall and for various aspects of the postdoc's career and professional development.



Individual Development Plans (IDP)



- IDPs are driven by and tailored to the student or advice from Mentor
- Mentor and Mentee should agree on goals

Individual Development Plan Templates

- [Imagine PhD](#) – Humanities and Social Sciences
- [MyIDP](#) – Biosciences (STEM to an extent)
- [Chem IDP](#)
- [Physics IDP](#)

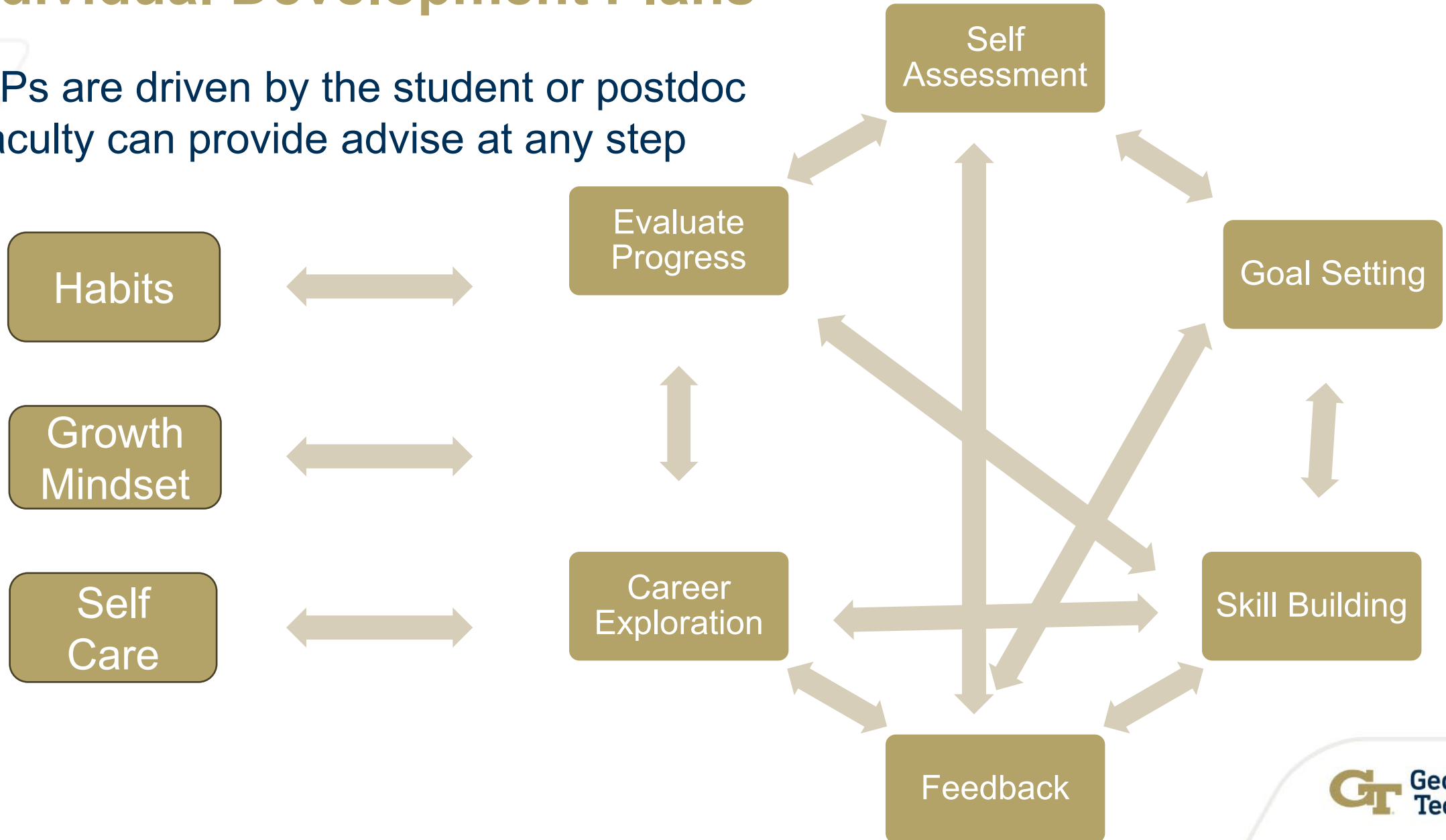
For any discipline:

- [GT IDP Self-assessment](#)
- ACHIEVE Framework



Individual Development Plans

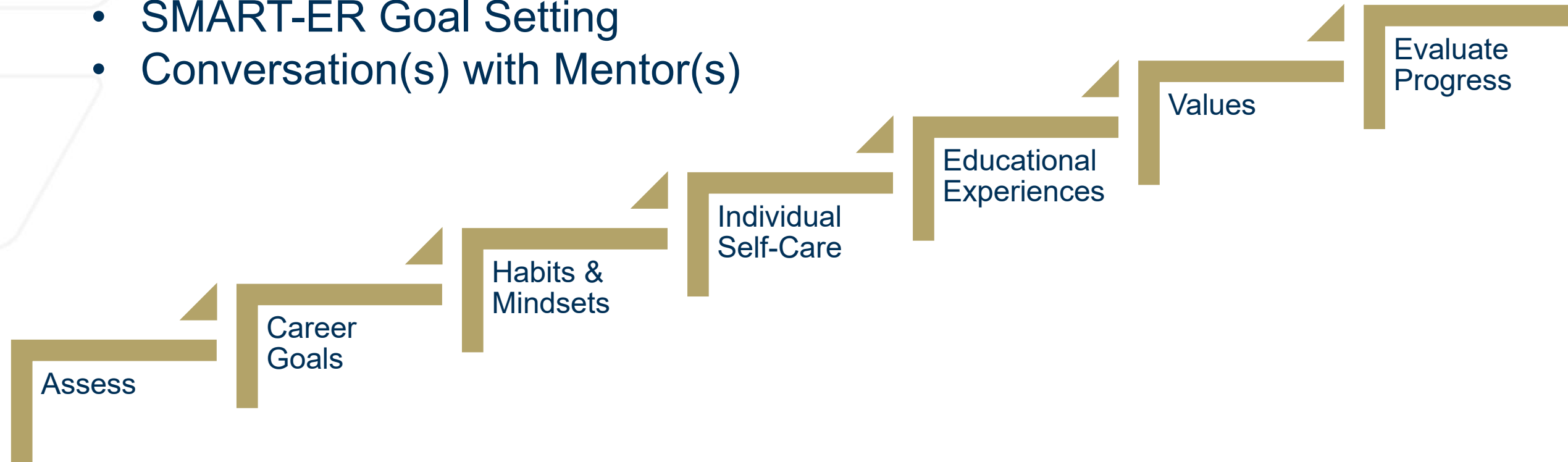
- IDPs are driven by the student or postdoc
- Faculty can provide advise at any step



A.C.H.I.E.V.E. Framework

Individual Development Plan Components

- ACHIEVE Assessment
- SMART-ER Goal Setting
- Conversation(s) with Mentor(s)



Activity: Values Self Assessment

Personal Core Values/Strengths – Select the top 10 values that resonate

accountability	effectiveness	individuality	risk
accuracy	efficiency	innovation	security
achievement	emotional intelligence	integrity	self-awareness
adaptability	empathy	intelligence	self-compassion
adventure	enjoyment	justice	self-regulation
ambition	equality	kindness	self-reliance
assertiveness	excellence	leadership	service
authenticity	exploration	learning	significance
balance	fairness	love	simplicity
bravery	faith	loyalty	social justice
candor	family	mastery	social intelligence
challenge	fame	maturity	solitude
collaboration	focus	mindful	spirituality
commitment	forgiveness	open-minded	spontaneity
commonsense	freedom	optimism	stability
community	friendship	organized	strategic
compassion	fun	originality	strength
competence	generosity	passion	structure
competitive	gratitude	patient	success
confidence	growth	peace	support
connection	happiness	perseverance	surprise
consistency	hard work	perspective	sustainability
contribution	harmony	positivity	teamwork
courage	health	practical	tradition
creativity	honesty	productivity	transparency
credibility	hope	prudence	trust
curiosity	humanity	purpose	truth
dedication	humility	quality	vision
dependability	humor	recognition	wealth
diplomacy	imagination	resilience	winning
discipline	improvement	resourceful	wisdom
determined	inclusive	respect	zest
	independence	responsibility	

ACHIEVE Handout
on Dropbox:

bit.ly/4lpBDJY

or QR code →



Create SMART-ER Goals

S Specific

M Measurable

A Achievable

R Relevant

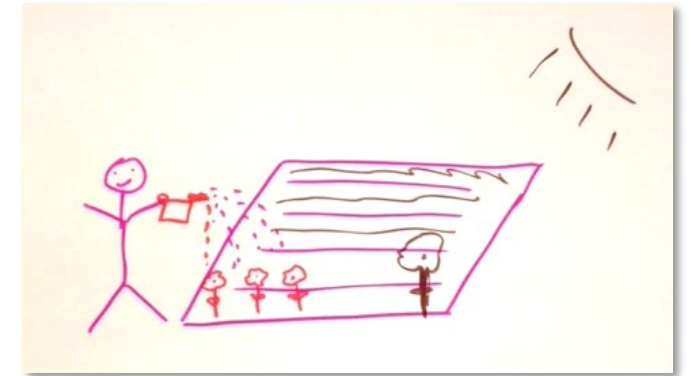
T Time Bound

E Evaluate

R Revise

Mentoring-in-Research Initiatives at Georgia Tech

- NSF Graduate Research Fellowship Program
 - Mentoring plan added as addendum
 - “Crafting an Individual Development Plan” workshop for GRFP fellows
- [Mentoring Conversations Workshop Series](#)
 - “Writing a Mentoring Plan” workshop for faculty
 - “Crafting an Individual Development Plan” workshop for students and postdocs
- [Advising and Mentoring resources on GPE website](#)
 - “Easy Steps with Big Impact”
 - Mentoring plan resources for grant proposals
 - IDP examples and links



“Growing a Garden”
Metaphor for mentorship
drawn during a
workshop activity

Discussion Questions

- In what ways are you bringing well-being into career and professional development discussions with students?
- What are the opportunities to develop, implement, or scale up use of IDPs at your institution?
- What institutional challenges or obstacles need to be considered?
- What partners are available on campus that would help overcome these challenges/obstacles?

Ideas from Discussions

- Annual review process models
 - KSU – 4 question template
 - [GT Interactive computing Ph.D Review](#) – self-evals submitted by students that are reviewed by all faculty. Follow-up next semester for students of concern.
- Faculty and graduate program advisors need to talk with grad students before they're at risk of probation or leaving graduate program.
- One Ph.D. program requires IDP be discussed at each committee meeting – last slide in presentation.
- Identity-based student groups helped with inclusion and belonging – uncertain how to keep help supporting them now. Maybe IDPs would help?
- Interdisciplinary programs need help communicating milestones and expectations to students. Need to change culture to be more supportive of students across various home departments.

Questions?

Feel free to email or connect on linkedin:

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