



RUBENSTEIN SCHOOL
OF ENVIRONMENT AND NATURAL RESOURCES

My Individual Development Plan (MyIDP) for UVM Graduate Students

MyIDP is an **annual** planning tool to help you

1. Progress through your degree program
2. Achieve your career objectives.

Purpose

- . Identify long-term **career** goals and the steps necessary to meet those goals.
- . Identify short-term **degree-related** goals and learning outcomes.
- . Facilitate ongoing **guidance** conversations between you and your faculty adviser.

Outline of the my IDP process

- 1. Look Ahead (long-term):** Describe career goals and set objectives.
 - a) Describe your career objectives and re-visit these annually. It's okay if your career goals change as you advance through the program.
 - b) Identify what you need to build a career in your field.
- 2. Look ahead (short-term): Describe degree-related** goals and learning outcomes desired
 - a) Describe your degree-related goals.
 - b) Identify 2-5 learning objectives that will support your degree goals at UVM
- 3. Plan:** Set learning objectives for the next academic year.
 - a) Review RSENR learning objectives
 - b) Set learning objectives for subject areas of expertise to be developed (e.g. technical, research methods, geographic)
 - c) Set objectives for your degree-related research or project.
 - d) Set professional development objectives (anticipated publications, meetings, fellowship applications, teaching).
 - e) Develop a work plan and schedule for achieving these objectives, including academic requirements such as committee meeting, proposal defense, comprehensive exams.
- 4. Implement:**
 - a) Meet with your advisor and/or dissertation/thesis committee to discuss your myIDP and identify strategies in which your advisor can facilitate you achieving your goals.
 - b) Revise, as necessary, based on this conversation.
 - c) Attach your updated CV
- 5. Review your progress:**
 - a) Describe your activities and accomplishments in the past year.
 - b) Assess your success in meeting last year's goals, including difficulties and challenges you faced.

Name _____

Date _____

1. Look Ahead (long-term): Describe career goals and set objectives.

- a) Describe your current career goal(s). These may align with LO 4 [Engage in practices that support their professional aspirations](#)
- b) Set objectives for progressing toward these career goal(s) in the coming year.
 - What steps are you taking to enhance your ability to attain these goals?
 - What additional training or skills would most benefit you in preparing for your next role?
 - Are you interested in doing an internship? How will you seek internship opportunities?
 - Are you interested in teaching? How will you seek teaching opportunities?
 - When do you anticipate beginning a job search?

2. Look ahead (short-term): Set research goals for the upcoming year.

- a) Set goals for your research project in the coming year. These may align with [LO 1 Demonstrate mastery of theory and knowledge at an advanced level consistent with the \(highest\) standards of their concentration/degree](#) and [LO3 Develop skills in oral and written communication for presenting work and publishing in the field.](#)
 - Progress on proposal or proposal defense
 - Research methods or technical skills to learn
 - Anticipated publications (include planned title, journal, and approximate submission date)
 - Plans to present research (name meeting/University/Organization, date, poster vs. presentation)
- b) Set training goals.
 - Courses to take
 - Writing, teaching or presentation skills to develop
 - Desired meeting or workshop attendance
 - Fellowship or other funding applications planned (indicate name of award, due date)

3. Examine the context of your work

- a) Briefly identify and describe the context of your work as it relates to equity, power, privilege, and systemic dynamics. Reflect on signature assignment in NR306, has anything changed since you wrote it? [LO5 Apply and personalize an analysis of power and privilege in the context of their unique work](#)
- b) Briefly identify and describe the context of your work as it relates to complex environment and natural resource issues [LO6 Evaluate the relevance of their unique work as it relates to complex environment and natural resource issues](#)
- c) Set goals for deepening your learning in these areas for the coming year.

4. PhD only Review your progress: teacher training and co-teaching or professional skills this year.

- a) Provide a short overview of your teaching experience
- b) Attach your teaching proposal and feedback from Graduate Standards Committee.

5. Review your progress: research and professional training in the past year.

Provide a short overview of your dissertation or thesis project and briefly describe your research progress in the past year, these may specifically align with [LO2 Describe how you are making progress in designing and executing ethically sound research to address research questions specific to your thesis or dissertation.](#)

- a) Briefly describe your activities and accomplishments in the past year.

- Publications
 - Patents
 - Honors or awards
 - Presentations at professional meetings (indicate title, oral or poster presentation)
 - Grants or fellowships
 - Teaching experiences
 - New research skills acquired
- b) How successfully did you meet last year's goals? Are there top-priority goals that you didn't meet?
- Describe any difficulties or challenges that you are facing in your research.
 - What factors caused or contributed to these difficulties?
 - What assistance, resources or mentoring might help you accomplish your research goals?
- c) Attach a copy of your updated CV.

6. Implement your myIDP.

- a) Meet with your advisor and/or dissertation or thesis committee to discuss your myIDP.
- b) Identify strategies by which your advisor and committee can facilitate you reaching your career your goals.
- What can your advisor or committee do differently to best support you in reaching your immediate research and training goals?

Note: Visit <http://myidp.sciencecareers.org/> for an online, more thorough skills assessment and career planning tool.