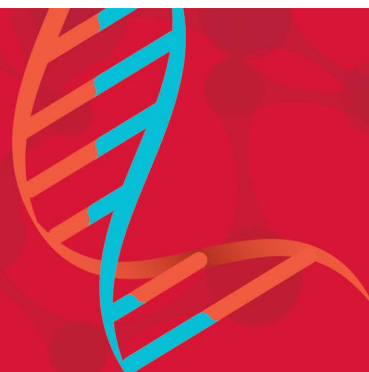




Cornell University  
College of Veterinary Medicine

# Biomedical & Biological Sciences

## PhD Program



## Individual Development Plan

**Student Name:**

**Advisor Name:**

**Date:**

BBS views the individual development plan (IDP) as a tool to assist you in identifying areas for scientific and personal development. It is **not** a performance evaluation tool, but a plan developed as a partnership between the student and the chair, who can provide guidance and mentorship. Please evaluate your skills in the following areas, ranking them from 1 (weaker) to 3 (stronger). Indicate which of these you believe to be a target skill that should be developed in the course of the academic year. Share your answers with your chair, and work together to complete the form by the start of the fall semester. The last line in each section is for you to include any other aspects you wish to focus on in the coming year.

	1	2	3	Target skill		1	2	3	Target skill
<b>Project Management</b>					<b>Interpersonal Skills</b>				
Time management and efficiency					Ability to get along with labmates				
Data management/lab notebook					Maintaining a clean workspace				
Establishing scientific goals					Willingness to seek PI feedback				
Meeting experimental deadlines					Ability to work through conflict				
					Contributes to lab function				
<b>Scientific Skills</b>					<b>Leadership Skills</b>				
Grasp of primary literature					Serving as a role model				
Seminar attendance/comprehension					Helping to resolve conflict				
Statistical interpretation					Mentoring other students				
Ability to develop project directions					Interacting with other lab groups				
Scientific design									
Recognizing need for new approach					<b>Oral Communication Skills</b>				
Knowing when/how to seek advice					To a specialized audience				
					To a lay audience				
<b>Writing Skills</b>					In a classroom				
Scientific publication					<b>Career Options</b> - leaning:				
Grant					Academia				
Lay audience					Industry				
Confidence in grammar/language					Government/policy				
					Clinical Practice				

From the prior list, what TWO skills will you work on in the next year, and why these two?

What activities do you think will help you to address these skills in the next year (e.g. give a conference presentation, write a review article, complete a statistics course, attend a specialized workshop, practice presentations in group meeting, lead a journal club, better time management practices, attend a Knight writing workshop, attend a CTI workshop, establish clear experimental timelines, etc.)? What does your advisor think?

What milestones or timeline will you put in place for these goals in the coming year?

What are your long-term goals (academic, industry, government, policy, etc.)? What activities do you think you should pursue to help you with these career aspirations? For combined and DVM seeking PhD students, how will you incorporate your clinical and research training?

What feedback does your advisor have for you regarding your progress so far?

For fourth year/beyond and combined students in their 3rd year: do you see a clear path to graduation? If not, what do you and your advisor see as a path forward?

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