

Developing PhDs Using IDPs

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Outline

- Evidence supporting value of IDPs
- Not a solo activity
- Role of faculty mentors
- Role of institution

Two Types of Plans

- Research Plans
- Career Plans

Two Types of Plans

Research Plans

Career Plans

Career Planning Works

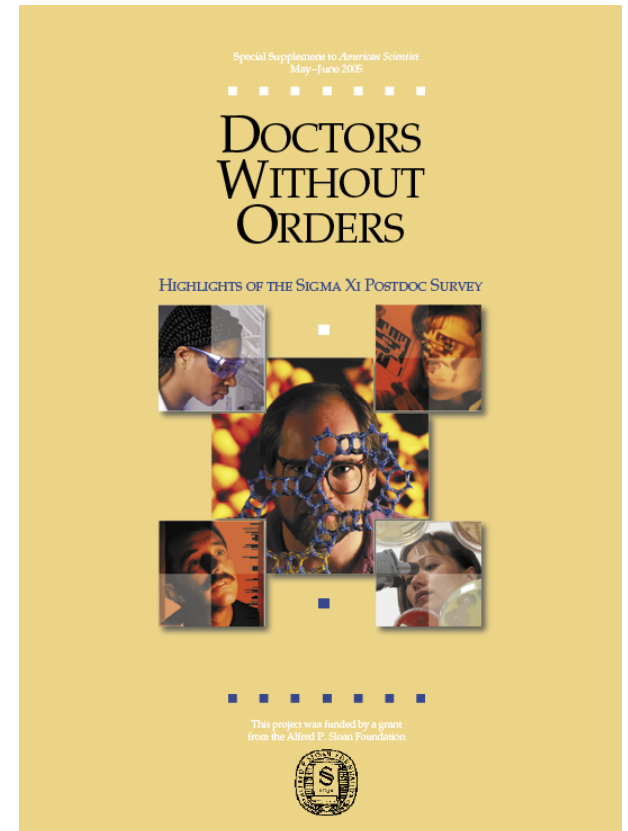
- Thinking about goals
- Developing specific goals
- Implementing career strategies →
 - ★ Higher salaries
 - ★ More frequent promotions
 - ★ More responsibility
 - ★ Greater satisfaction

Sigma Xi Survey

22,000 postdocs contacted
7600 postdocs responded

Postdocs with a structured plan:

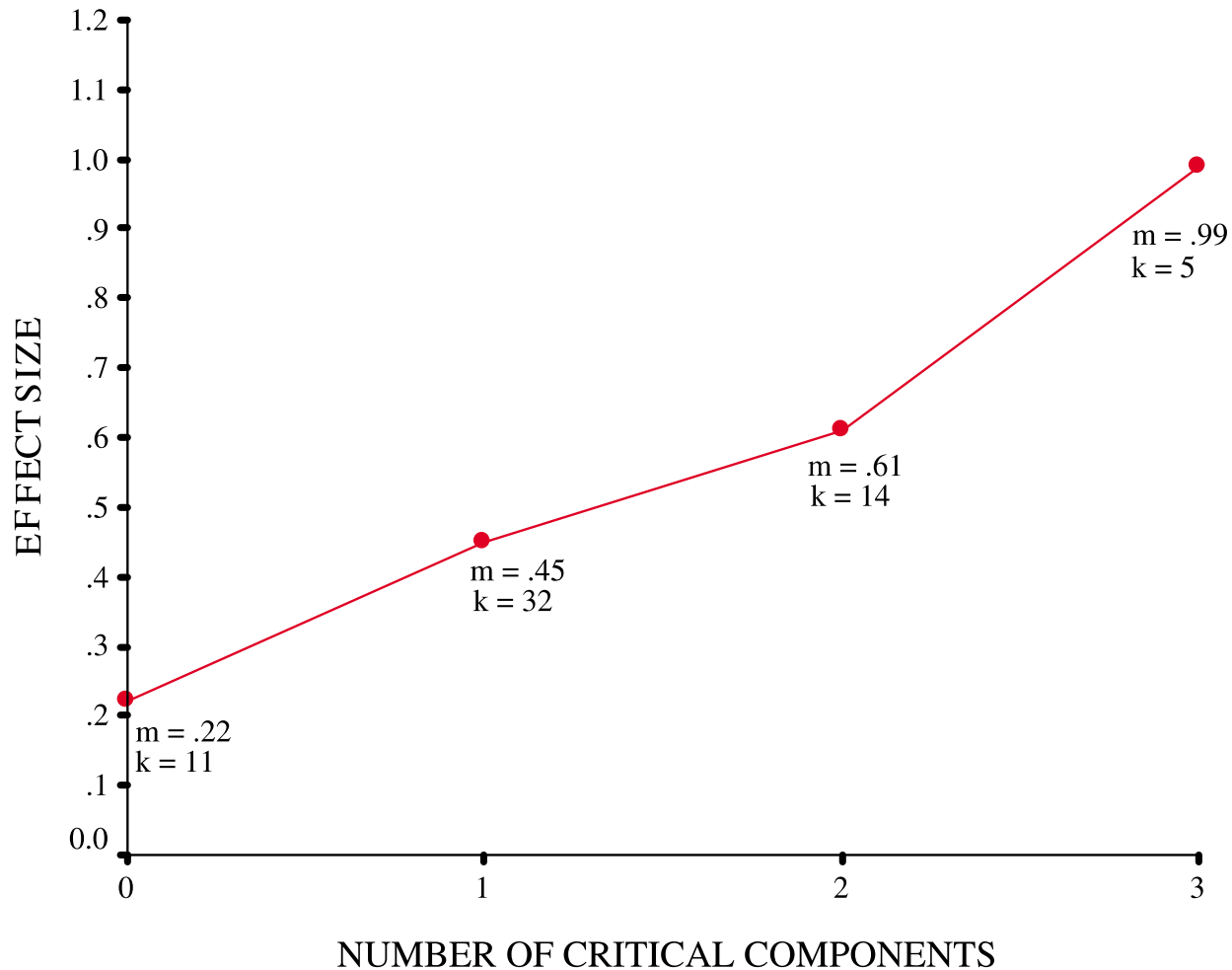
- More satisfied
- More productive
- Fewer conflicts with PI



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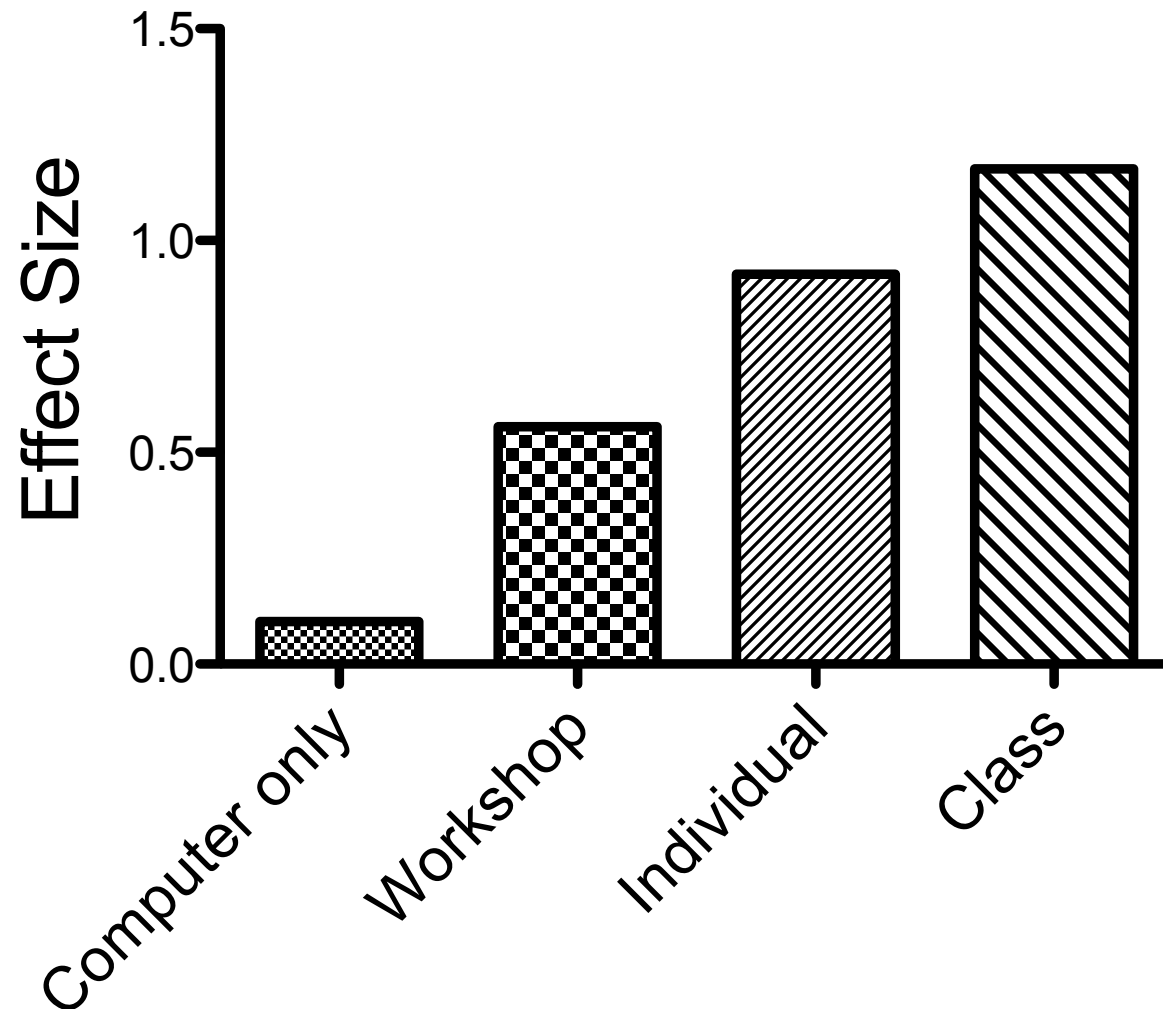
Career Counseling Interventions



Critical components = written exercises, individualized interpretation, information on specific careers, exposure to career decisionmaking models, support building activities

Brown et al. 2003

Career Counseling Interventions



Supporting the IDP Process

- Career counselor

Qualified counselors not widely available

- Course or workshops

Examples at U Mass, NYU, UCSF, Kentucky

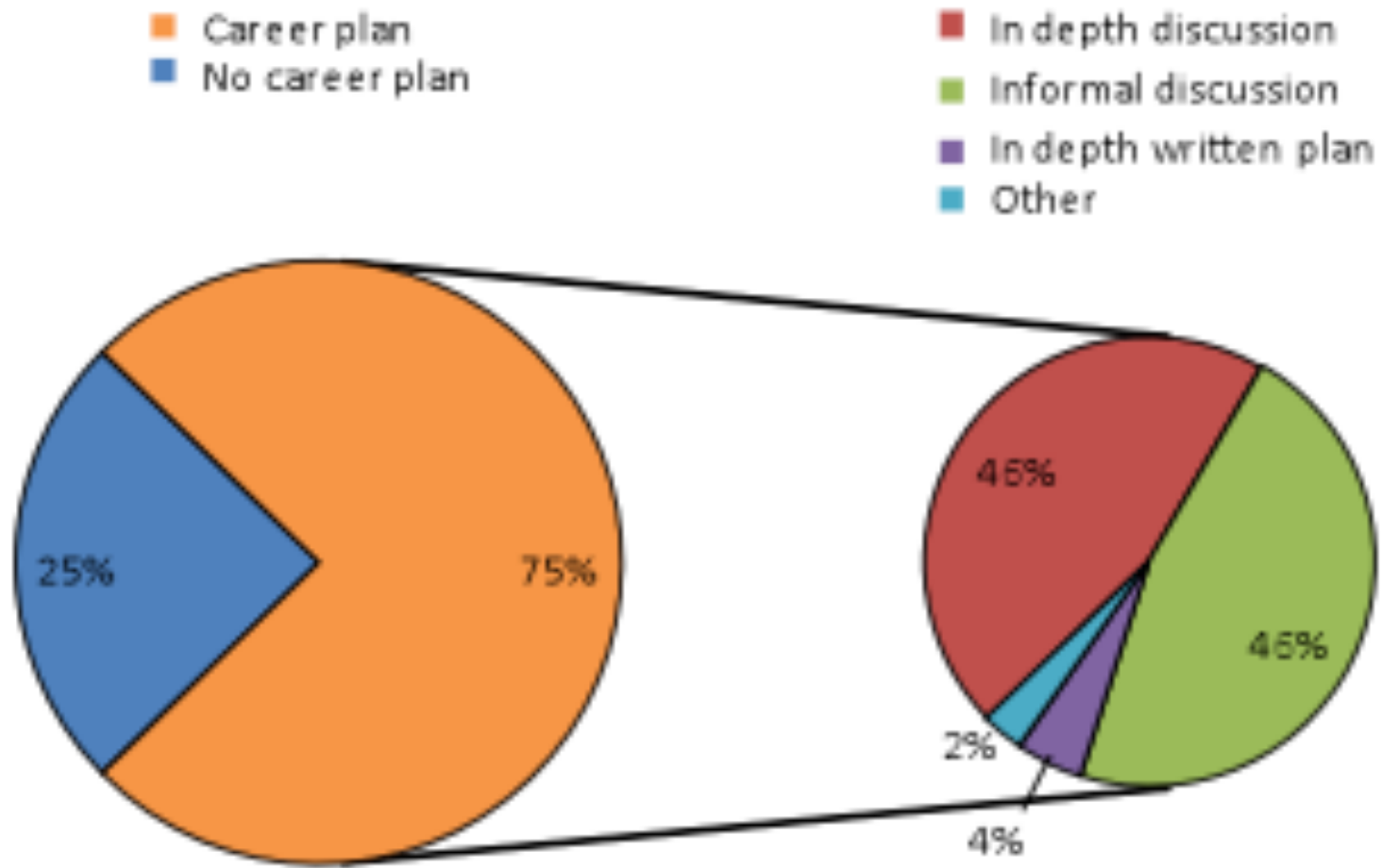
- Peers

Widely generalizable - can be done on any campus

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An IDP is a Written Plan

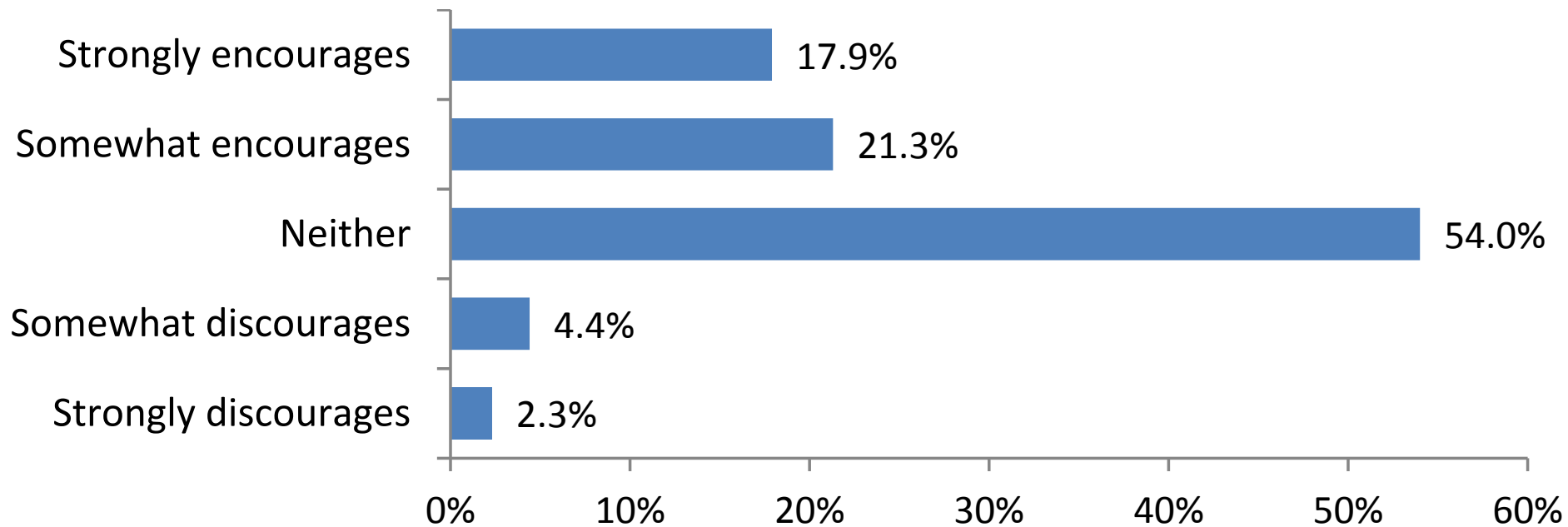


Importance of a Written Plan

“The discipline of writing something down is the first step toward making it happen. In conversation you can get away with all kinds of vagueness and nonsense, often without even realizing it. But there’s something about putting your thoughts on paper that forces you to get down to specifics. That way, it’s harder to deceive yourself or anybody else.”

Lee Iacocca, former CEO of Chrysler

Support of Professional Development



What Can Faculty Mentors Do?

- Encourage/require your trainees to create an IDP and review regularly
- Help them set realistic goals
- Help identify training for additional skills needed for their career path
- Encourage them to attend career development seminars/workshops
- Introduce trainees to contacts inside and outside of academia
- Advocate for institutional career and professional development for PhDs

Discussion Points in an IDP meeting

- Career path target
- Progress on prior goals
 - Achievements? Challenges?
- Goals for coming year
 - Skills? Career? Project?
- Is the plan realistic?
- What resources will you need?
 - Money? Time off? Help developing a skill?
 - Connect to other professionals?
 - Additional mentors?
- What are the priorities?

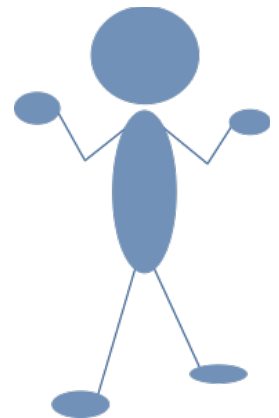
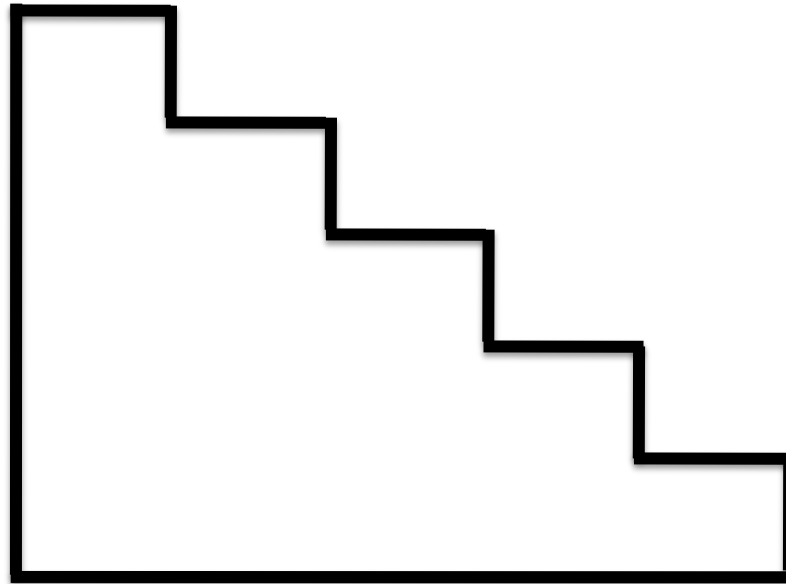
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OLD FRAME

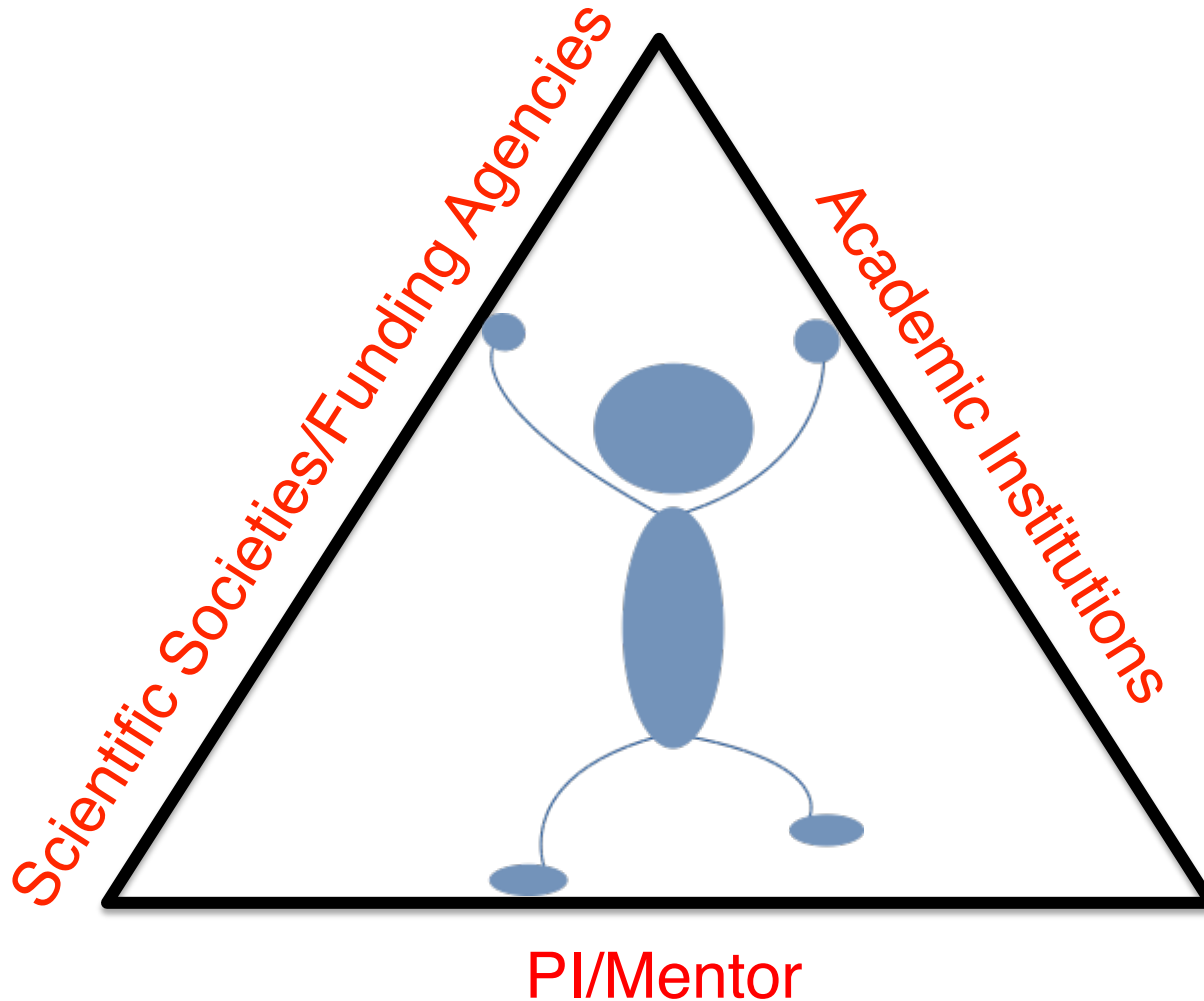


PI/Mentor



Trainee

NEW FRAME



Institutional Support for IDPs

- Incorporate career development into your campus culture

Regular seminars, career planning course, career counselor

- Identify/publicize existing resources

Courses on scientific communication, Center for Teaching and Learning, CTSA

- Opportunities for peer interaction

Not labeled as a networking event

Goal of an IDP

- Goal is not to create an IDP to meet a bureaucratic requirement
- The IDP is not the end product, it's the beginning of the process
- The IDP is a tool to guide your trainee's career development