



Individual Development Plan Template for Doctoral Students

Adapted from the University of Maryland Graduate School

Your Individual Development Plan is a personalized and flexible plan for navigating your academic, career, professional, and personal development during each year of your doctoral program. The initial IDP was developed by a graduate student! Some general guidelines about IDPs (Individual Development Plans):

- An IDP is a process and a tool. We anticipate you will create and revise this plan as you advance through your program.
- The specific goals included in the IDP support timely degree completion and preparation for your future career path.
- Remember: This plan is yours! It is flexible and you can change it at any time.
- You are encouraged to share your plan with others including faculty mentors and peers.
- If this tool is missing something important that is relevant to your planning, add it!
- Revisit your plan annually and after important milestones to update and revise your goals.
- This tool and the other resources listed here are only worth as much as the effort you put in to using them. Owning a hammer will not drive in a nail. Use it, share it, revise it!

Anticipated Graduation Date (Semester/Year) _____

If you completing a master's degree en route to the PhD, start with that conferral date. Also, please note that there is one commencement ceremony per year and three times per year that degrees are conferred. If you are interested in walking in a commencement ceremony, you should be aware of eligibility requirements for the ceremony each May.

Deadlines for Anticipated Graduation term (Month/Year) <https://luc.edu/gradschool> for Key Dates and Deadlines

Apply for Graduation: _____ **Format Check:** _____ **Final Copy:** _____

Step 1: Career Goals

A critical element of creating your plan will be identifying where you hope to end up, but that question is a big one. Resources for completing this section of your plan are listed on pages 4 and 5. And remember these things can change as you progress—the important part is learning how to start.

Intended Career Paths (List at least two. Be as specific as possible- industry, role, employer)

Skills

Strong

Developing

To develop

Career-related Values

- _____
- _____
- _____
- _____
- _____
- _____

Reflection Questions: The following questions will help you to get started with drafting your IDP.

Academic Goals:

1. After reviewing the academic requirements for your program in your program's handbook, do you have any questions?
2. Have you discussed and mapped out with your advisor the classes that you will take during each semester of your program, and how you should complete your milestones to degree completion? What is the ideal timeline on which you should achieve program milestones?
3. When will you complete the UNIV 370/Responsible Conduct of Research requirement?

Career Development Goals:

If you struggle to answer these questions, schedule a career exploration appointment with an advisor at the Career Development Center!

1. Can you list at least two specific career paths you intend to pursue? Are these consistent with why you chose to pursue a PhD?
2. Identify and list your career-related Skills (What are you good at? What do you enjoy doing?), Interests (What do you like to think about? What are problems you want to solve?) and Values (What is important to you about where and how your career fits into your life?). Research your intended career paths. Gather information about the required skills and qualifications, employers, industry trends, salary information, and the outlook for the occupation currently and in the future.
3. Review information about available career services, workshops, and networking events for PhDs. What are programs or resources you will seek out and use in the next 6mos? Topics might include creating effective job search materials (resumes, CVs, letters), networking and informational interviews, using internet resources, etc.
4. Have your career goals changed in the past year? What are some of the reasons and how do they relate to your Skills, Interests, and Values?

Skill Development Goals:

1. What are the top skills required to be a competitive applicant for your careers of interest?
2. What gaps exist between your current skills and what employers will be looking for in applicants?
3. How will you access professional development opportunities and/or internships for your career preparation?
4. What professional development activities did you do in the past year? What skills did you gain?
5. If you are an F-1 Visa Student, how many years of OPT will you have based on your degree program? (Note: International students should include seeking internship and employment in their home or other countries of interest in their plan)

Personal Development Goals:

1. How is your overall physical and mental health? What are concrete steps you are taking to care for yourself?
2. Are you connected to other students or to your community for support through challenging times?
3. Has your stress level changed in the past year? What steps are you taking to stay well? Have you sought assistance?

Money/Funding Goals:

1. Explore and discuss internal and external fellowship opportunities related to your discipline with an advisor.
2. Do you have a plan for managing student debt from previous institutions and from your doctoral program?
3. Are you making informed decisions about a monthly budget and taking on additional debt? Consider contacting Loyola's Office of Financial Aid for assistance. <https://www.luc.edu/finaid/financialwellness/>

Resources for Developing and Executing Your Plan

- **The Graduate School's website** has information on financial assistance and funding, professional development, dissertation/thesis formatting, professional development workshops. We strive to provide students with the tools required in the next steps of their graduate school and professional journeys. Explore for advice on working with your faculty advisor, information on policies and procedures, internal and external funding guidance, and for quick links to an array of resources. <https://luc.edu/gradschool>

Keep an eye out for weekly Graduate School Announcements emails, where you will find information about upcoming events on campus for graduate students, important news, and funding opportunities, and more!

The Graduate School website lists many external online resources to assist you in your professional development and job search (<https://www.luc.edu/gradschool/currentstudents/preparingyourcareer/professionaldevelopmentresources>). These include information on Identifying and Translating Your Skills Résumés and Cover Letters Informational Interviews, Enhancing Your Skillset, Resources from Professional Organizations, and Career Exploration.

- **Professional Development Workshops** the Graduate School offers programming for students interested in academic careers and non-academic careers through our workshops in partnership with alumni and other offices on campus. Unless specified, all workshops are free to and open to all graduate students. Registration is typically required, and more information can be found in the Graduate School Announcements and our calendar.
- **Loyola's Career Services has a team dedicated to working with graduate students!** Career Services offers opportunities for all graduate students to participate in the Career Self-Assessment Workshop, the LUConnect mentoring program, and career counseling with a staff member. Career Services organizes alumni networking events, job fairs, and recruitment events throughout the school year. Join Handshake to learn about job opportunities, and read the biweekly Career Community Updates. Please see their website <https://www.luc.edu/career/index.shtml> for more information and follow on Instagram @luc_career
- **LoyolaLinked: TGS** Build strong professional and mentoring relationships using a private platform where you will have the opportunity to directly connect with current students and alumni of The Graduate School at Loyola University Chicago. You can build networking, mentoring and professional connections. Features include messaging and video chats. Join at <https://loyolalinked.luc.edu/v2/>
- **Graduate School Funding Resources** <https://www.luc.edu/gradschool/FundingGrad.Education.shtml> Graduate students fund their education in a variety of ways, including both internal funding options housed within the Graduate School as well as funding sources outside the university.

Research and Travel Awards are available for Graduate School students who are approved in advance. Students may receive limited reimbursement for expenses related to the research and preparation of a dissertation, thesis, or major research paper if applicable. Travel awards are also available for conference participation. Please see our website for more information on amounts, eligibility, and application.

Arthur J. Schmitt Leadership Scholars Fellowship is awarded each year the Graduate School to PhD students who have demonstrated excellence in all aspects of graduate study and are in the final stage of doctoral work. Over the one-year fellowship, scholars will participate in an in-depth exploration of leadership and their place in the world. Fellowship includes a stipend, a tuition scholarship, and health insurance. The graduate student application deadline for this competitive fellowship is early January.

Teaching Scholars Fellowship program is designed to assist advanced graduate students in their preparation as scholar-teachers by providing a series of experiences, activities, and responsibilities appropriate to the scholar-teacher. These include mentoring new graduate student teachers as a part of the Graduate School's Teaching Effectiveness Seminar. This award is only available for advanced PhD students in the College of Arts and Sciences, School of Social Work, and School of Education. The award provides a stipend, a tuition award scholarship, and health insurance. The graduate student application deadline for this competitive fellowship is mid-January.

Diversifying Higher Education in Illinois Fellowship

For new and continuing PhD students, Loyola University Chicago participates in the Diversifying Higher Education Faculty in Illinois (DFI) fellowship program. The goal of the DFI program is to support graduate work of under-represented minorities who are residents of Illinois to increase the number of minority full-time tenure track faculty and staff at Illinois' two-year and four-year, public and private colleges and universities. The award provides a stipend, a tuition award scholarship, and health insurance, as well as specialized professional development resources and programming offered by the DFI program. Awardees must commit to seeking employment at an institute of higher education in the State of Illinois after graduation.

Research Mentoring Program Summer Fellowship

The Research Mentoring Program (RMP) is designed to partner graduate students working on their dissertation research with undergraduates interested in participating in research. Doctoral students who have passed candidacy may apply to act as mentors to undergraduate students for 8 weeks in summer. The graduate student application deadline for this competitive summer fellowship is early December.

- **Loyola's Fellowship Office** <https://www.luc.edu/fellowshipoffice/index.shtml>
- **Graduate Research Support** <https://www.luc.edu/gradschool/currentstudents/graduateresearch/> Research is a central part of graduate education. As part of its commitment to graduate level research, the Graduate School supports a variety of initiatives that fund research and support its presentation. In addition to research and conference funding, The Graduate School sponsors programs to strengthen research and students' ability to communicate its value including our annual 3 Minute Thesis (3MT) Competition, the Graduate Interdisciplinary Research Symposium (organized by the Graduate School Advisory Council) and our workshop in partnership with the Office of Research Services (ORS), Working with the IRB (Institutional Review Board). All students in the Graduate School who will produce a thesis or dissertation are required to participate in the Responsible Conduct of Research Seminar, offered by ORS, which is a critical opportunity to understand ethical research conduct in an academic setting.

Step 2: Plan by Year and Semester

Year 1 (for example, 2023-2024):

Goal Area	Fall	Spring	Summer
Degree Completion/ Academic Goals			
Career Development			
Skill Development			
Personal Development			
Money/Funding			

Year 2 _____

Goal Area	Fall	Spring	Summer
Degree Completion/ Academic Goals			
Career Development			
Skill Development			
Personal Development			
Money/Funding			

Year 3: _____

Goal Area	Fall	Spring	Summer
Degree Completion/ Academic Goals			
Career Development			
Skill Development			
Personal Development			
Money/Funding			

Year 4: _____

Goal Area	Fall	Spring	Summer
Degree Completion/ Academic Goals			
Career Development			
Skill Development			
Personal Development			
Money/Funding			

Year 5: _____

Goal Area	Fall	Spring	Summer
Degree Completion/ Academic Goals			
Career Development			
Skill Development			
Personal Development			
Money/Funding			

Year _____:

Goal Area	Fall	Spring	Summer
Degree Completion/ Academic Goals			
Career Development			
Skill Development			
Personal Development			
Money/Funding			