



# University of Pittsburgh

*Office of Academic Career Development  
Center for Doctoral and Postdoctoral Career Development*

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GRANT TEXT: Career Development Plans for Trainees  
*Also known as an individual development plan - IDP*

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## **POSTDOCTORAL in the schools of the health sciences**

Since October 2011, all postdoctoral trainees in the schools of the health sciences at the University of Pittsburgh have been required to complete an annual career development plan (also known as an individual development plan - IDP) as part of our institution's [Postdoctoral Career Development and Progress Assessment Process](#).

(Optional) This process, overseen by the Center for Postdoctoral Affairs in the Health Sciences, requires that a postdoc work with his or her faculty mentor to establish an annual career development plan and to also identify two additional individuals to serve as members of the postdoc's mentoring team. The postdoc also completes an annual self-assessment relative to his or her career development plan which contributes in part to the faculty mentor's annual assessment of the postdoc's progress towards his or her career goals.

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## **PREDOCTORAL in the schools of the health sciences**

The University of Pittsburgh [Center for Doctoral and Postdoctoral Career Development](#), an on-line portal, was established to leverage institutional career development resources to meet the common needs of doctoral and postdoctoral trainees across all schools. It includes a sample graduate student career development plan template (also known as an individual development plan - IDP), which can be modified to be appropriate to the graduate student's stage of training, so faculty mentors can work individually with their predoctoral trainees to customize stage-appropriate career development plans.

*(Note to PI: Any more specific detail would need to be provided by your graduate school leadership.)*

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## **PREDOCTORAL AND POSTDOCTORAL in the schools outside the health sciences**

The University of Pittsburgh [Center for Doctoral and Postdoctoral Career Development](#), an on-line portal, was established to leverage institutional career development resources to meet the common needs of doctoral and postdoctoral trainees across all schools. It includes sample career development plan templates for both predoctoral and postdoctoral trainees (also known as individual development plans - IDP) so faculty mentors can work individually with their trainees to customize stage-appropriate career development plans.

*(Note to PI: Any more specific detail would need to be provided by your graduate school leadership.)*

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For information about the University of Pittsburgh Center for Doctoral and Postdoctoral Career Development or about postdoctoral affairs, contact: Dr. Darlene F. Zellers at [zellersd@pitt.edu](mailto:zellersd@pitt.edu)