**Individual Development Plan (IDP) Boilerplate for BBSP-Affiliated Programs**

All students and postdoctoral trainees in the School of Medicine at UNC have ready access to a variety of resources to assist with the implementation of Individual Development Plans (IDPs). These resources are provided through the Training Initiatives in Biomedical and Biological Sciences program (TIBBS; [tibbs.unc.edu](http://tibbs.unc.edu/)) and through the Office of Postdoctoral Affairs (OPA; <http://research.unc.edu/offices/postdoctoral-affairs/>).

TIBBS provides a number of resources related to IDP development. Starting in 2014, all first-year graduate students are required to participate in an IDP workshop that provides information, resources, and advice on how to create an IDP and explains how to use the IDP as a tool to improve mentor-mentee communication and begin the career planning process.

For more advanced graduate students and postdoctoral fellows, TIBBS offers a two-part workshop series on IDPs and informational interviewing. Through a series of assessments and exercises, workshop participants learn 1) how to create an IDP, 2) how their skills, interests, and values factor into career decision-making, 3) how to set SMART goals to improve their skills and prepare for their future career, and 4) how to use the information they have learned to research career options using an informational interviewing strategy. These workshops introduce students to the [myIDP](http://myidp.sciencecareers.org/) online tool and are presented by Dr. Erin Hopper, TIBBS Director. The Office of Postdoctoral Affairs also requires all postdocs to prepare an IDP upon their initial employment that identifies his/her professional development needs and career objectives.

In September 2014 UNC received an NIH Broadening Experiences in Scientific Training (BEST) award to significantly expand the TIBBS program and offer additional career-specific guidance and support to graduate students and postdoctoral trainees in the biomedical sciences via a new program called the Immersion Program to Advance Career Training (ImPACT). ImPACT provides expanded professional development support through career-related experiential learning opportunities. In addition, ImPACT offers small-group, career-specific IDP guidance to all graduate students and postdoctoral trainees in the sciences.

TIBBS maintains an IDP resource website (<http://tibbs.unc.edu/resources/individual-development-plans/>) that serves as a repository of IDP information for students, postdocs and faculty. The website is updated regularly as additional resources become available.

We encourage all students and postdoctoral fellows to open a line of communication with their mentors to discuss their IDPs as they relate to the trainees’ daily research work and to their long-term professional and career goals. As primary mentor and PI of this award, my policy is to…