**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/>).

All first-year graduate students are required to participate in a TIBBS-provided IDP workshop that shares information, resources, and advice on how to create an IDP and how to use the IDP as a tool to improve mentor-mentee communication and begin the career planning process. All UNC postdocs are also required to complete IDPs and conduct IDP discussions with their mentors. For more advanced graduate students and postdoctoral fellows, TIBBS offers a two-part workshop series on IDPs and informational interviewing. These workshops introduce trainees to the myIDP online tool and are presented by Dr. Erin Hopper, TIBBS Director. In 2014, TIBBS began offering small-group, career-specific IDP guidance. TIBBS maintains an IDP resource website at <http://tibbs.unc.edu/resources/individual-development-plans/>.

As primary mentor and PI of this award, my policy is to…