

All new PhD students starting Fall 2017 will need to have some form of IDP. The IDP has to be signed by the student and advisor and turned into the ANS Graduate Coordinator Office (room 100) by December 31, 2017. See below additional details in the message from Dr. Henry Frierson, Dean of UF Graduate School.

<http://graduateschool.ufl.edu/faculty--staff/resources/individual-development-plan-idp-policy/>

From: Frierson, Henry T

Sent: Thursday, August 31, 2017 3:49 PM

To: GRADCOORD-L@LISTS.UFL.EDU

Subject: New Individual Development Plan (IDP) Policy for Ph.D. programs starting in 2017-2018

Dear Colleagues,

The Graduate School announces the availability of a new tool, the University of Florida Individual Development Plan (UF IDP) template, for use in advising and mentoring Ph.D. students at UF. The UF IDP template was created to meet the [best practice recommendations](#) for Ph.D. programs, as identified by the Provost's Office in Spring 2016. The UF IDP template was developed by a committee of graduate faculty and graduate students from 10 Colleges here at the University of Florida. It is based heavily on the model developed at Stanford University, and adapted with considerable success at UF in the College of Public Health and Health Professions. The prior work of both Stanford University and PHHP are acknowledged and much appreciated.

The IDP model for Ph.D. education has been employed at a number of peer institutions. It enables students to create a self-assessment of their goals, values, and interests at or near the beginning of their Ph.D. programs; it allows programs and mentors the opportunity to aid students in pursuing those personal and career goals as they align with the expectations and resources available within their respective Ph.D. program; and it allows both the student and the program to adapt and modify the plan over the course of a Ph.D. program.

Please know that Ph.D. programs at the University of Florida are under no obligation to use the UF-IDP template (or any other particular format). Some Ph.D. programs have developed their own IDP formats; some have chosen to make use of those devised by other entities such as the National Institutes of Health or the National Science Foundation. In all such circumstances, the programs are completely free to continue with their current practices. It is expected, however that **all** UF Ph.D. programs will use **some form of Individual Development Plan** to guide students through their Ph.D. programs, from the time of matriculation through degree award.

As a general rule, an IDP model assumes that Ph.D. students will be the "owners" of their IDP. With assistance of faculty advisors, mentors, staff and others, each Ph.D. student will prepare an initial IDP during their first academic year, and will update the IDP at regular (typically annual) intervals, based on their progress towards the goals and interests identified in the IDP. During the 2017-18 academic year, new University of Florida Ph.D. students will be expected to create an IDP to identify their goals, and meet with their advisors or mentors to create an action plan for the year.

The Graduate School has created a resource webpage to share the UF IDP template and answer general questions about the IDP requirement on campus, which can be found at <http://graduateschool.ufl.edu/faculty--staff/resources/individual-development-plan-idp-policy/>.

The Graduate School will maintain minimal oversight over the employment of the IDP policy. This will require that each student has a graduate coordinator or staff member indicate (via checkbox) on a student's record that an IDP has been created and discussed with their mentor or advisor. A similar check-box will be constructed to indicate that the IDP has been reviewed, reconsidered, (and modified when appropriate) at least annually. This indication will be available in the new student information system once that system is fully operational. We will provide further information as the Campus Solutions implementation proceeds, with the expectation that the checkbox for each student will be available in Spring 2018.

Finally, the Graduate School wants to support your efforts to incorporate the IDP model in a manner that serves a wide diversity of Ph.D. programs and their students. To facilitate this, Dr. Paul Duncan and Matt Mitterko, both of whom were involved in the creation of the UF IDP template, would be happy to provide further consultation this fall and throughout the academic year. We welcome any questions or concerns about the IDP template and its implementation. For more information, please contact Matt Mitterko (mmitterko@aa.ufl.edu; 352-392-0098).