Individual Development Plans for Research Graduate Students

Background
The National Academies and funding agencies are encouraging faculty advisors to engage in student-centered mentoring for graduate students and postdoctoral fellows to prepare them for a wider variety of careers. One tool that can be used to assist with student-centered mentoring is called an individual development plan (IDP). As part of an NSF funded project1, faculty at Michigan Tech have created and piloted and IDP with a small group of students. The IDP has been refined based on feedback from the pilot group and GFC. The Graduate School is launching this IDP to the campus with a number of activities this year.

IDP Launch Activities

- A new web site with links to the Michigan Tech IDP and other examples. http://www.mtu.edu/gradschool/resources-for/students/professional/idp/
- A larger pilot group will be formed to further evaluate the effectiveness of the IDP.
  - Biological Sciences, Biomedical Engineering, Forest Resources and Environmental Science, Kinesiology and Integrative Physiology, ME-EM (PhD)
- Dr. Joerg Schlatterer and Dr. Corrie Kuniyoshi from the American Chemical Society will present on IDP usage (The pilot group will be invited first; open to all campus after that. Additional details below and will be available as a flyer soon.).
- Tech Today articles to advertise the availability and importance of IDPs (forthcoming)

Seminar Announcement
Planning for Your Career (open to graduate students and postdoctoral fellows)
Wednesday, November 7 | 10-11:30am | Alumni Lounge MUB

Workshop participants will learn about the four critical components of career development and planning, how they can relate to their individual situation, and finding their career “sweet spot”. Participants will be introduced to the Individual Development Plan (IDP) concept and how IDPs can help set clear goals toward a desired career path. As an example for online IDPs, the ACS tool ChemIDP™(ChemIDP.org) will be introduced.

Individual Development Plan Assisted Mentoring (A workshop for faculty advisors)
Wednesday, November 7 | 3:00-4:00pm | Alumni Lounge MUB

This 1 hour interactive workshop will introduce the IDP process as a mentoring tool and share related resources available to advisors. The IDP process consists of four components: 1) self-assessment, 2) career exploration, 3) skill strengthening, and 4) goal setting. ChemIDP™, the IDP tool and workshop developed by the ACS for trainees in the chemical sciences, will serve as an example of how use of IDPs has the potential to prepare faculty and trainees for efficient mentor-mentee discussions.

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1 Award #1305678, “The Michigan AGEP Alliance for Transformation (MAA): Mentoring and Community Building to Accelerate Successful Progression into the Professoriate”

GFC – 10/9/2018
The University Senate of Michigan Technological University

Proposal XX-19

Proposal to Shelve the Nondepartmental PhD in Engineering Structural Engineering (EPD1)

Submitted by: Graduate School
Contact: Pushpa Murthy, Dean of the Graduate School
         Faith Morrison, Associate Dean of the Graduate School
         Will Cantrell, Associate Dean of the Graduate School
         Debra Charlesworth, Assistant Dean of the Graduate School

1. Full name of program to be shelved

   Nondepartmental PhD in Engineering Structural Engineering (EPD1)

2. Final term program will be open for new admits

   Fall 2018

3. Plan to complete all enrolled and returning students

   No one has enrolled since at least Spring 2011.

4. Reason for shelving

   The current degree offerings are meeting the demand for engineering PhDs and there is no evidence of demand for this degree.

5. Financial impact (if any) to the department and university

   None. The program is not active.

Approved by Graduate Faculty Council: 06 November 2018 (proposed)
Introduced to Senate: xx December 2018
Approved by Senate: xx December 2018
Approved by Administration: xx December 2018
The University Senate of Michigan Technological University

Proposal XX-19

Proposal to Shelve the Nondepartmental PhD in Engineering Geotechnical Engineering (EPD3)

Submitted by: Graduate School
Contact: Pushpa Murthy, Dean of the Graduate School
         Faith Morrison, Associate Dean of the Graduate School
         Will Cantrell, Associate Dean of the Graduate School
         Debra Charlesworth, Assistant Dean of the Graduate School

1. Full name of program to be shelved
   Nondepartmental PhD in Engineering Geotechnical Engineering (EPD3)

2. Final term program will be open for new admits
   Fall 2018

3. Plan to complete all enrolled and returning students
   No one has enrolled since at least Spring 2011.

4. Reason for shelving
   The current degree offerings are meeting the demand for engineering PhDs and there is no evidence of demand for this degree.

5. Financial impact (if any) to the department and university
   None. The program is not active.

Approved by Graduate Faculty Council: 06 November 2018 (proposed)
Introduced to Senate: xx December 2018
Approved by Senate: xx December 2018
Approved by Administration: xx December 2018
The University Senate of Michigan Technological University

Proposal XX-19

Proposal to Shelve the Nondepartmental PhD in Engineering Sensing and Signal Processing (EPD4)

Submitted by: Graduate School
Contact: Pushpa Murthy, Dean of the Graduate School
Faith Morrison, Associate Dean of the Graduate School
Will Cantrell, Associate Dean of the Graduate School
Debra Charlesworth, Assistant Dean of the Graduate School

1. Full name of program to be shelved

Nondepartmental PhD in Engineering Sensing and Signal Processing (EPD4)

2. Final term program will be open for new admits

Fall 2018

3. Plan to complete all enrolled and returning students

No one has enrolled since at least Spring 2011.

4. Reason for shelving

The current degree offerings are meeting the demand for engineering PhDs and there is no evidence of demand for this degree.

5. Financial impact (if any) to the department and university

None. The program is not active.

Approved by Graduate Faculty Council: 06 November 2018 (proposed)
Introduced to Senate: xx December 2018
Approved by Senate: xx December 2018
Approved by Administration: xx December 2018
The University Senate of Michigan Technological University

Proposal XX-19

Proposal to Shelve the Nondepartmental PhD in Propulsion Systems Engineering (EPD6)

Submitted by: Graduate School
Contact: Pushpa Murthy, Dean of the Graduate School
        Faith Morrison, Associate Dean of the Graduate School
        Will Cantrell, Associate Dean of the Graduate School
        Debra Charlesworth, Assistant Dean of the Graduate School

1. Full name of program to be shelved

   Nondepartmental PhD in Propulsion Systems Engineering (EPD6)

2. Final term program will be open for new admits

   Fall 2018

3. Plan to complete all enrolled and returning students

   No one has enrolled since at least Spring 2011.

4. Reason for shelving

   The current degree offerings are meeting the demand for engineering PhDs and there is no evidence of demand for this degree.

5. Financial impact (if any) to the department and university

   None. The program is not active.

Approved by Graduate Faculty Council: 06 November 2018 (proposed)
Introduced to Senate: xx December 2018
Approved by Senate: xx December 2018
Approved by Administration: xx December 2018