

HENDERSON LAB INDIVIDUAL DEVELOPMENT PLAN

Trainee name:

Last updated:

SKILLS ASSESMENT (completed by trainee)				
STRENGTHS:		DEVELOPMENT NEEDS:		
Writing Compiling, Computing Analyzing Teamwork Problem Solving Teaching		Supervising Leadership Networking Presentation Skills/Public Speaking Grant Writing		
GOALS				
SHORT-TERM NEEDS FOR IMPROVING CURRENT PERFORMANCE:				
What skills need to be learned?	How are you going to do this? (List any desired training, courses, assignments)	When are you going to do this? (Course dates, assignment dates, etc.) (Duty or off-duty time)	Estimated Completion Date	Completion Date (Actual)
Supervising	Supervise 2 graduate students	Beginning Fall 2007	Spring 2008	
Leadership	Take a leadership role in the Postdoc Researchers Association	Fall 2007	Spring 2007	
Networking	Attend 2 professional meetings. Apply for travel award for ABRF. Mentor will pay for FASEB conference	Attend the ABRF Annual Meeting Attend a FASEB Summer Research Conference	February 2008 July 2008	
Presentation Skills	Present posters and give oral presentation.	Attend the ABRF Annual Meeting and give an oral poster presentation. Present poster at Research ShowCase 2008.	February 2008 April 2008	
Grant Writing	Take Dr. Fagan's Grant Writing Course: PSCL 453	Summer 2008	August 2008	

LONG-TERM CAREER GOALS YOU WISH TO PURSUE AND THE NECESSARY TOOLS TO MEET THESE:					
What is important to me in a career?	What skills or tools are necessary? (e.g., courses, technical skills, teaching, supervision)	How are you going to do this? (List any desired training, courses, assignments, opportunities)	When are you going to do this? (Course dates, assignment dates, etc.) (Duty or off-duty time)	Estimated Completion Date	Completion Date (Actual)
Finding Grant Support for Research	1) Writing Fellowship Application 2) Obtain Fellowship 3) Grant Writing	1) Attend Dr. Hall's "How to Write a Fellowship Application" Seminar 2) Apply for NIH NRSA Fellowship 3) Take Grant Writing Course	1) April 2008 2) December 2007 3) Summer 2008	1) April 2008 2) December 2008 3) August 2008	1) April 14, 2008
Independence/Autonomy	Writing Fellowship Application and Obtaining Fellowship	1) Attend Dr. Hall's "How to Write a Fellowship Application" Seminar 2) Apply for NIH NRSA Fellowship	1) April 2008 2) December 2008	1) April 2008 2) December 2008	1) April 14, 2008
Collaboration	Networking	Attend professional meetings	See Networking section above	February 2008 July 2008	
What type of work would I like to be doing?	What skills or tools are necessary?	How are you going to do this?	When are you going to do this?	Estimated Completion Date	Completion Date (Actual)
Research	1) Funding Support 2) Collaboration 3) Independence/Autonomy	1) See Finding Grant Support above 2) See Collaboration Above 3) See Independence/Autonomy above	1) See Grant Support above 2) See Collaboration above 3) See Independence/Autonomy above	1) August 2008 2) July 2008 3) December 2008	
Teaching	1) Public Speaking 2) Instructing	1) See Presentation Skills above 2) Teaching Biochemistry 101	1) See Presentation Skills above 2) Spring 2008	1) See Presentation Skills above 2) Spring 2008	
Mentoring	Supervising	Supervise 2 graduate students	Beginning Fall 2007	Spring 2008	

Where would I like to be in an organization?	What skills or tools are necessary? (e.g., courses, technical skills, teaching, supervision)	How are you going to do this? (List any desired training, courses, assignments, opportunities)	When are you going to do this? (Course dates, assignment dates, etc.) (Duty or off-duty time)	Estimated Completion Date	Completion Date (Actual)
Tenure-Track Position at a Research University	Research	See Research above	See Research above	See Research above	
	Teaching	See Teaching above	See Teaching above	See Teaching above	
	Mentoring	See Mentoring above	See Mentoring above	See Mentoring above	
	Obtaining Funding	1) See Grant Writing above 2) See Finding Grant Support for Research	1) See Grant Writing above 2) See Finding Grant Support for Research	1) See Grant Writing above 2) See Finding Grant Support for Research	
OTHER					
Honors/Awards		Apply for travel award for ABRF	October 2007	October 2007	
Committee or Service Activity		Postdoc Researchers Association Steering Committee	Fall 2007	Spring 2008	
COMMENTS FROM MENTOR					
Anne's strengths in research are undeniable, but her work is progressing slower than expected. I feel that performance of successful research depends heavily on interacting with others and Anne seems somewhat reluctant to develop contacts and activities outside of the lab. I would like to see Anne attend at least 2 professional meetings this year to improve her networking and collaboration skills.					

SOURCE OF FINANCIAL SUPPORT FOR TRAINEE	
MENTOR FUNDS	
Departmental/Program:	
Mentor Grant (please list agency & grant number):	NIH, RES 425111
Training Grant (please list agency & grant number):	
TRAINEE FUNDS	
Grant (please list agency & grant number):	
Other (please list source):	

TYPE NAME/TITLE:	DEPT/PROGRAM	SIGNATURE	DATE
Trainee: Anne Scholar	BMCE/SBI		09-12-07
Mentor: Jay Henderson	BMCE/SBI		09-12-07