Policy on Individual Development Plans For PhD Students

1. Brandeis University recognizes that PhD students may further their training by carrying out independent research, teaching, or other activities, funded by a sponsor.

2. All PhD students at Brandeis must have a mentor. At the early stages of training, this may be a faculty member appointed by the graduate program. Later stages, this may be a faculty member who is supervising and supporting the student’s research or training.

3. Brandeis recognizes the importance of planning a course of action that will assist PhD students in identifying and pursuing career opportunities upon graduation, and in developing the expertise and skills to be successful in their future careers.

4. Brandeis recognizes that this approach should be tailored to individual scholars, especially later in their graduate studies. Therefore, Brandeis strongly recommends that scholars and their mentors work together to craft an Individual Development Plan (IDP). The content of the plan should be appropriate to the student’s stage of progress through graduate study. The development of a plan is required for PhD students supported by NIH or NSF funds.

5. Career objectives, and necessarily the plan for achieving them, may change over time. Brandeis recommends that mentors and scholars review progress on the IDP at least annually and make adjustments to it as necessary.

6. Mentors and scholars should individually confirm that the plan exists and has been reviewed as part of the annual review or reappointment process.