

**ARTICLE 9  
INDIVIDUAL DEVELOPMENT PLANS**

**A. Individual Development Plan**

1. An individual development plan (IDP) provides a planning process that identifies the Postdoctoral Scholar's general individual research goals, professional development and career objectives. It may also serve as a link to the academic supervisor's research goal, and thus serves as a communication tool between a Postdoctoral Scholar and their academic supervisor. In addition to the Postdoctoral Scholar's academic supervisor, the Postdoctoral Scholar may consult with additional mentors in the development of an IDP.
2. When a grant, fellowship or program funding a Postdoctoral Scholar requires the development of an IDP, the Postdoctoral Scholar shall develop an IDP.
3. Notwithstanding A.2 above, Postdoctoral Scholars may elect to develop an IDP. The Postdoctoral Scholar shall follow the process outlined below:
  - a. When developing an IDP the Postdoctoral Scholar may discuss their research goals, general professional development needs, and career objectives with the supervisor and any additional mentor(s).
  - b. In the event a Postdoctoral Scholar desires a written IDP, they will normally conduct a self-assessment and discuss opportunities with their academic supervisor and any additional career mentor(s). The Postdoctoral Scholar may then submit a written draft of the IDP to the academic supervisor for discussion.
  - c. The academic supervisor will share their knowledge about available development opportunities with the Postdoctoral Scholar, will review the IDP and provide advice about possible revisions as needed.
  - d. When implementing the plan, if the Postdoctoral Scholar believes the plan requires revision, they will follow the process outlined in this section. Goals may change based on evolving research needs.
  - e. The Postdoctoral Scholar and the academic supervisor may engage in ongoing discussions regarding the IDP.

**B. The contents of Individual Development Plans are not grievable.**